

APPENDICES

Appendix One

Written Response by the Fiji National Sports Commission

PARLIAMENT STANDING COMMITTEE ON SOCIAL AFFAIRS

FIJI NATIONAL SPORTS COMMISSION – AUGUST 2018- JULY 2019 ANNUAL REPORT

RESPONSE TO QUESTIONS

1. Sports Outreach Programmes:

- a. The Commission conducted 144 Sports Outreach Programmes in 2018-2019, well exceeding the target of 144 programmes set out in the National Development Plan for the same year. Explain why this was the case and whether the Commission should set more accurate targets for the various Sports outreach Programmes during its planning process.

Response (1a.)

The Fiji National Sports Commission Targets stipulated in the National Development Plan for year were set on the number of programmes under the GRANT given by Government for Sports Development. Our Target is set by this Grant in the National Development Plan. We have seven (7) programs under the ONE TOTAL grant of Sports Outreach Programme grant. This grant was set up and designed for the delivery of programs for its sustainability under the one government grant thus explains why the National Development plan only indicates the target of 7 (seven) programs for each year.

The total of programs conducted under each program such as Educate the Educator etc. is not a separate grant that the Fiji National Sports applies for, however due to the increase in community requests does pose the question of should we separate the Sports Outreach Grant into individual program grants for a more accurate target for National Development.

Should this be the way forward for Sports development grant, it will give a more accurate target for specific measurable outcomes and projection for the future for better planning.

The question shows number of targeted programs equals the number of achieved programs. According to our records there were 256 programs achieved from the 144 targeted (refer to table below) I think the question is arising out of this discrepancy in numbers. If I am correct I will make reference to the table below where these numbers were picked from. We had targeted 144 programs in 2018-2019 which were based on actual numbers or programs conducted in the previous year as opposed to the planned and budgeted programs. We achieved a total number of 256 program from the 144 predicted. This was also reflected in our total number of participants we reached in the year which was 53,663 compared to 38, 022 the previous year an increase of 15, 644 or 29%.

The discrepancy meant that our targets were conservative and needs to be more accurate. The nature of requests for unplanned programs in the year showed a growth in interest from the communities.

National Development Plan					
	2017-2018 Achievement	2018-2019 Target	2018 – 2019 Achievement	2019-2020 Achievement	
Sports Outreach Programme Targets	7	7			
<i>Sports Camp in Community</i>	5	4	4	3	
<i>Training of Trainers</i>	7	12	18	14	
<i>Educate the Educator</i>	4	12	14	15	
<i>Kids in Community Sports</i>	8	36	93	67	
<i>Inclusive - Disabilities & Vulnerable Communities</i>	2	27	39	27	
<i>Wellness</i>	7	43	88	28	
<i>Follow Up (Monitoring & Evaluation)</i>	11	10	10	11	
TOTAL Achieved	44	144	256	191	

- b. In light of more young people moving back to rural areas due to impacts of the Covid-19 pandemic, what challenges and opportunities has this posed for the Sports Commission's Sports Outreach programmes? Does the Sports Commission maintain a database to capture such information? If so, provide us with the relevant data/

Response (1b.)

Given the fact that we are going through the pandemic and the assumption of young people moving back to rural areas due to the impact of the pandemic, the sports development is in the process of data collection for evidence base results that do indicate that there are challenges that pose a risk that can be turned into opportunities. We see that this can only be done through partnerships with other non-government organizations, civil society organizations and other government ministries.

One of the biggest challenges for the Commission is the age group targets, we are commissioned to ensure that we have a healthy nation for ALL FIJIANS. The definition for young people in Fiji

is 15 years to 35 years. Within this group we have married people with young children and extended family members of a household. Major opportunities to date in communities have been through the consolation of programs that fit all age groups in the rural community.

The increased in movement of people from urban to rural communities have provided more opportunities rather than challenges. Opportunities in the sense that we can activate our community sports structures through membership registrations in clubs to allow more competitions in the communities. We do not have comparative data to reflect the numbers before and after covid.

c. Inclusive Program - What plans does the Commission have to increase participation in this program going forward?

Response (1c.)

All out programs are inclusive however to increase participation for the inclusive program specifics does require further development for technical assistance in expert teaching for physical education in our education system. This is the challenge as tertiary education for physical education for inclusive participation or for people in the vulnerable category.

There is lack of skilled teachers for this specific area in the country let alone for sports. The resources required are specific and technical. Therefore, our way forward is to reboot, relearn and reactive and in doing so train and bring in technical experts through the sport term grant or via other media mediums using technology due to the pandemic for

1. inclusive teachers specific educate the educator programs designed for teachers that teach those with disabilities.
2. Introduce caregivers and students to classes for the elderly and those experiencing a disability for rehab purposes with those doing courses with FNU in the physio section.
3. Support and encourage life after sports for athletes who can give back to the community for those in the vulnerable areas.

We plan to set us more community based disability sports associations to provide opportunities for community participation. We plan to conduct more inclusive programs through ongoing training for our staff in specialized training to cater for the different needs of people in special needs groups.

d. Sports Camps in Communities - We note that the Commission conducted four programs in various rural communities during the 2018-2019 financial year. What mechanism does the Commission have in these communities to ensure the sustainability of these programs after their conclusion?

Response (1d.)

Sports Camps in Communities is the introduction to sports in communities. This gives communities the opportunity to learn different sports and begin the process of setting up a Community Sports Association in their community for sustainability of their community-based associations.

The creation of community youth and sports associations through the support of the provincial councils and urban communities are aimed at sustaining programs in communities. We conduct a weeklong Sports in Community Camps (promotional programs) in communities then we follow through with Train the Trainer Program where we train and accredit community coaches, officials and administrators to run multi and single sports clubs under the community youth and sports association structures in the community. This allows them to be affiliated to National Sporting bodies and in turn give their own in the community the chance to show case their talents as players for national duties.

- e. Pages 8 to 13 of Annual Report – We note the various challenges highlighted in the Annual Report in the implementation of the each of the Sports Outreach Programmes. Elaborate on each of these challenges and how the Sports Commission proposes to address them.

Response (1d.)

Sports Camp in Community Program

Challenges	Strategies to Address
Awareness on First Aid Procedures	<ul style="list-style-type: none">▪ Partnership with World Rugby and Fiji Rugby to train and accredit Community First Aiders through the First Aid In Rugby (FAIR) Program to officiate in community organized sporting events.
Movement of people Rural-Urban Drift	<ul style="list-style-type: none">▪ Promote community based sports competitions through the Community Youth and Sports Associations.▪ Multi-sports weekly leagues.▪ Working with Ministry of Youth and Sports to include sports content in youth training centres to assist youths set up sports club after training.
Follow up resource constraints due to nomadic culture in villages	<ul style="list-style-type: none">▪ Working closely with the Ministry of I Taukei Affairs to align sports and youth structures with district and provincial structures to raise the profile of youths and sports as well as align the structures with the I Taukei Affairs performance outcomes.

Train the Trainer Program

Challenges	Strategies to Address
Sustainability of Community Structures	<ul style="list-style-type: none"> ▪ Reduce training numbers to train only those who will make an impact in the community to sustain structures. Change in mindset to training those that matter, 20/80 rule. ▪ More focus on follow up. ▪ Remunerate volunteers on merit where possible through community initiatives

Educate the Educator Program

Challenges	Strategies to Address
Release of teachers to attend training.	<ul style="list-style-type: none"> ▪ Conduct training outside official hours or during schools holidays or weekends. ▪ Justify training (coach, referee and administration accreditation and training) as part of professional development. ▪ Push to adopt the National Sports and Recreational Policy as policy reference document.

Inclusive Sports Program

Challenges	Strategies to Address
Availability of modified sports equipment	<ul style="list-style-type: none"> ▪ Though UN sponsorship FNSC purchased and supplied special schools in Fiji with specialized equipment.
Training of personnel to specialize in running programs.	<ul style="list-style-type: none"> ▪ Training of teachers in special schools and FNSC sports officers on coaching people with special needs including the use of specialized equipment.
Lack of support from NSO's in their development focus.	<ul style="list-style-type: none"> ▪ FNSC supported special schools fund the divisional COSIE Games to help identify potential talent for development by NSO's. ▪ Establishment of Community Youth and Sports Associations to promote inclusive sports programs in communities ▪ Establishment of Disabled Sports Associations in the provinces to enable people with special needs in communities get a chance in sport and physical activity e.g the Tailevu North Disabled Sports Association.
Sponsorship and funding to encourage equal participation.	<ul style="list-style-type: none"> ▪ Partnerships with NGO's example, UNDP Access to Justice, Fiji Women's Crisis Centre, Ministry of Local Government, Pacific Sports Partnerships Programs.

2. How does the Sports Commission, in partnership with the Ministry of Youth and Sports, ensure the achievement of its Corporate Objectives?

Response: (2)

The Fiji National Sports Commission partnership with the Ministry of Youth and Sport is such that Sports Unit at the Ministry is in charge of National Policy and Regulation while the Sports Commission is tasked to look into sports development and be lead implementers of policy.

Such a Partnership allows the Sports Unit at the Ministry to

- Assist in the Sports development Grant allocation funding for sports development implemented by the Commission. This allows in obtaining external funds from donors and other stakeholders that require the sports platform to achieve external targets of the SDG's and the National development Plan.
- As the Ministry of Youth is age bracketed for Youth, partnership with the Ministry enables the sports commission to access their youth group networks and share knowledge in the delivery of sports development especially for URBAN youth programs and those that need to be reactivated I the communities through sports.
- Partnerships with the Ministry also provides direction and coordination from international donors who require community assistance in engagement and dialogue especially for participation reach in research and development targeting groups otherwise hard to reach on their own.
- Allows inter ministry coordination on programmes to assist each other on National Concerns. A good example is the WELLNESS programs with the Ministry of Youth & Sports and Ministry of Health
- Th Ministry of Youth & Sports assists in the donor funding for sports in terms of technical aspects of setting up for policy and other areas required for sports where sports in Fiji does not have.
- Partnerships such as this also allows MOU and agreements to be set up to align to organization requirements for NATIONAL interest.

We are working closely with the Ministry of Youth and Sports by engaging Assistant Youth Officers on the ground. We share resources as much as we can in the area of youth club (15-35 years) registration or re-registration or sports clubs registration. The Assistant Youth officers through the division managers work very closely with our division teams in sharing resources and networks. Through the Community Youth and Sports Associations we are aligning all

government assistance towards these community structures in our efforts to avoid duplication. Sports play a key part in helping sustain the Ministry youth clubs.

- 3 How does the Sports Commission partner with the Ministry of Education to provide professional development opportunities to sports teachers in schools? How many teachers have undergone such trainings in the 2018-2019 and 2019-2020 financial years?

Response (3)

In 2018-2019 the commission trained a total of 528 teachers (118 males and 235 females) through its Educate the Educator programs. In 2019-2020 the number dropped to 179 (82 males and 97 females) due to the Covid interruptions to our programs.

4. Does the Sports Commission have a strategy in place to nurture talented athletes so as to enable them to participate in sporting activities at the national and international level?

Response (4)

We keep a close tab of identified talents through our divisional offices and report on talents that shine through from the community to national and international levels. We do this in partnerships with the respective NSO's. We are reporting all talents to the respective NSO and through our monthly reports to the board and publish achievements through our social media platforms and the media too.

We reward our communities and identified talents by inviting them to our annual sports conference and the annual coaches forum as well as nominate high level trainings through NSO's when the talents shine through. Through community youth and sports associations, identified talents are given opportunities to progress through player, coaching, officiating and administration pathways.

5. Confirm whether the eight international coaches, as mentioned on Page 17 of the Annual Report, are still contracted by the various Sports Organizations and whether any coach has left and the reasons for departure.

Response (5)

	COACH	CURRENT STATUS	COMMENTS
1.	John Mckee - 15's Coach - Fiji Rugby Union	RESIGNED	Contract with FRU ended on 31 st Dec, 2019 and FRU did not wish to renew contract due to not meeting performance achievements expected of the team. New Coach – Vern Cotter, was appointed in March, 2020
2.	Gareth Baber - Sevens Coach - Fiji Rugby Union	CURRENTLY CONTRACTED	Currently in contract with FRU till August, 2021
3.	Christophe Gamel - National Soccer Coach - Fiji Football Coach	RESIGNED	Coach resigned in Aug, 2019 as he wished to return to his country. New Coach – Flemming Serritslev was appointed in April, 2020
4.	Vicki Wilson - Fiji Netball Association - National Netball Coach	RESIGNED	Coach resigned in July, 2019 due to personal reasons. New Coach – Jennifer Brazel was appointed in March, 2021
5.	Ian Portingale - National Surfing Coach- Fiji Surfing Association	CURRENTLY CONTRACTED	Contract with Fiji Surfing was renewed for further 3 years.
6.	Emanuel Jamardo - National Yachting Coach- Fiji Yachting Association	RESIGNED	Coach resigned in July, 2019 due to personal reasons. No new coach has been appointed to date.
7.	Hossein Tavakoli - National Weightlifting Coach- Weightlifting Fiji	RESIGNED	Coach resigned in Aug, 2018 due to issues arising with athletes and executives of Weightlifting Fiji. No new coach has been appointed to date
8.	Brandon Costin- Rugby League Coach-Fiji National Rugby League	RESIGNED	Coach resigned in July, 2020 as he wished to return to his home country due to the COVID-19 pandemic. New Coach- Josaia Dakuitoga has been appointed in Oct, 2020

6. What is the Sports Commission doing to lift the world ranking of the various Sports as mentioned on page 19 of the Annual Report?

Response (6)

World Rankings of any sport are determined due to the results of NSO National Teams or Athletes performance on the global stage at what are termed “ranking events”.

The Sports Commission works at facilitating funding to enable our National teams to attend world ranking events.

A number of our sports have shown good improvement but other sports have very much become professional and our individual athletes have shown their ability to become world class athletes as seen by a number of our Rugby, rugby league, football, and golf individual athletes.

Funding provided for Overseas trainers being short term experts to come to Fiji has greatly assisted in bringing not just our athletes to better results but also provided training for their coaches.

Scholarships provided has enabled athletes to improve their ranking by competing and training with overseas athletes and coaches.

The International Coaching grant has enabled our teams to advance their ranking and we have seen the results of this in improved ranking for Rugby, Football, Yachting and Surfing.

7 Explain why there are no representatives of Sports Organizations in the FNSC Board.

Response (7)

All Board members have had a past interest most at a National Level in sports of their choice and on the 2018-2019 Annual Report Board, members who do represent Sports Organisations are:

Mr Hari Naicker -	Represented Fiji Football Referees Assoc. when appointed
Mr David Voss -	Represented Fiji Golf when appointed
Mrs Cathy Wong -	Represented Oceania Rugby and FASANOC

Four members of the Board are mandated to be members as per the FNSC Act those being:

Peter Mazey -	Chairman, Fiji Sports Council
Litiana Loabuka -	CEO, Fiji Sports Council
Alison Burchell -	PS, Ministry of Youth & Sports
Kelera Ravono -	Representative of PS Ministry of Economy

Previous Boards and future boards have all had representatives of sports organizations as members including from Football Executive, Yachting, and Surfing,

A challenge that does occur is that Board members who are representing sports organisations must always declare their Conflict of Interest when the Board discusses issues relating to their sports organization.

8. What other initiatives does the Sports Commission have in place for income generation in addition to the operating revenue received by government to meet all of its targets and deliverables?

Response (8)

Moving forward the Fiji National Sports Commission will review its 2019 – 2023 Strategic Plan, relooking at the current situation and working more in partnerships for sustainability. Programmes continue to be redesigned to meet deliverables that are effective in transformation of communities and individuals from grassroots level to elite. One such is our community sports associations that we believe will be the change. Seed Funding at the initial stage of such sports associations will allow other stakeholders to buy in to gaining access and funding of projects that will be variable to the community at all levels.

We are now working in partnerships with other countries, NSO's, NGO's and other Government departments to meet ours and their targets. This has enabled us to access additional funding as provided for specific programs especially in the communities, for women, children and inclusive development programs.

Financial Statements for the Financial Year Ended 31 July 2019

9. Provide a breakdown of the *Depreciation* expense and *Prepayments* on page 26 and page 28 respectively.

Response (9)

Please see Financial Attachments as requested.

Fiji National
Sports
Commission
Fixed Asset
Register
31-Jul-19

Assets Description	Vendor	Date	COST			Depn Rate (SL)	ACCUMULATED DEPRECIATION					WDV 31-Jul-18	WDV 31-Jul-19
			Original Cost	Addation / (Disposal)	Balance 31-Jul-19		Accumulated Dep 31-Jul-18	Annual Depreciation	Addation Disposal	Accumulated Dep 31-Jul-19			
Computer Equipment 3* Desk Top Computers (Compaq) 2* Dell Desktop Computers Dell Projector Set Fuji Xerox Printer	Clariti South Pacific Office Products Office Products Daltron	15.03.2013 08.07.2013 22.07.2013 24.07.2013	6,600.00 10,185.00 4,140.00 3,350.00	 	6,600.00 10,185.00 4,140.00 3,350.00	20% 20% 20% 20%	6,600.00 10,185.00 4,140.00 3,350.00	- - - -	 	6,600.00 10,185.00 4,140.00 3,350.00	- - - 0.00	- - - 0.00	
APC UPS Zoom Digital Recorder 5* Dell Vostro Laptop (4 Laptops w/o on 31/07/17)	Bondwell Golden Dragon Office Products	03.10.2013 08.10.2013 29.08.2013	906.70 950.00 1,795.00	 	906.70 950.00 1,795.00	20% 20% 20%	876.48 918.33 1,765.09	30.22 31.67 29.92	 	906.70 950.00 1,795.01	30.23 31.67 388.91	0.00 0.00 0.00	0.00 0.00 0.00

[illegible]

Computer Equipment - Projector & Fax Machine	Bondwell	11.11.2013	1,717.92							85.90								1,717.92	85.92	-
Fuji Xerox Printer	Daltron	13.11.2013	3,350.00							20%	1,632.00	20%	1,717.92					3,350.00	167.50	0.00
1 * HP Desktop	Daltron	02.05.2017	1,998.00							20%	499.50	20%	1,998.00					899.10	1,498.50	1,098.90
LABASA OFFICE																				
Computer Equipment - Projector & Fax Machine	Bondwell	11.11.2013	1,717.92							20%	1,632.00	20%	1,717.92					1,717.92	85.92	-
Fuji Xerox Printer	Daltron	13.11.2013	3,350.00							20%	3,182.50	20%	3,350.00					3,350.00	167.50	0.00
1 * Dell Laptop & 1 * Dell DeskTop	Office Products Janta Teck	25.02.2015	3,600.00							20%	2,460.00	20%	3,600.00					3,180.00	1,140.00	420.00
1 * HP Laptop		13.05.2019	-	1065.00						20%	-	20%	1,065.00					44.38	-	1,020.63
			90,366.42	13,876.00							69,693.58		104,242.42					78,244.39	21,031.84	25,998.04

[illegible]

Assets Description	Vendor	Date Acquired	COST			Depn Rate (SL)	ACCUMULATED DEPRECIATION				WDV 31-Jul-18	WDV 00-Jan-00
			Original Cost	Addition / (Disposal)	Balance 00-Jan-00		Accumulated Dep 31-Jul-18	Annual Depreciation	Addition / (Disposal)	Accumulated Dep 31-Jul-19		
Motor Vehicle												
Toyota Hilux HE112	Asco Motors	28-Jun-13	0.00		0.00	0.20	0.00	0.00	0.00	0.00	0.00	0.00
Toyota Corolla HE113	Asco Motors	28-Jun-13	59655.00		59655.00	0.20	59655.00	0.00		59655.00	0.00	0.00
Toyota Hilux HH719	Asco Motors	16-Dec-13	64253.80	-64253.80	0.00	0.20	58899.32	3212.69	-62112.01	0.00	5354.48	0.00
Toyota Hilux HH720	Asco Motors	17-Dec-13	64253.80		64253.80	0.20	58899.32	5354.48		64253.80	5354.48	0.00
Isuzu D-Max JU749	Carpenters Motors	2-Nov-18	0.00	28890.00	28890.00	0.20	0.00	4333.50		4333.50	0.00	24556.50
Isuzu D-Max JU749	Carpenters Motors	2-Nov-18	0.00	37100.00	37100.00	0.20	0.00	5565.00		5565.00	0.00	31535.00
Hyundai Tucson HP 958	Hyundai Motors	29-Sep-14	58000.00		58000.00	0.20	44466.67	11600.00		56066.67	13533.33	1933.33
Hyundai Tucson HY 177	Hyundai Motors	2-Jun-15	59000.00		59000.00	0.20	37366.66	11800.00		49166.66	21633.34	9833.34
Ford Ranger JB 814	Shreedhar Motors	30-Jun-17	65500.00		65500.00	0.20	14191.67	13100.00		27291.67	51308.33	38208.33
Ford Ranger JB 815	Shreedhar Motors	30-Jun-17	65500.00		65500.00	0.20	14191.67	13100.00		27291.67	51308.33	38208.33
TOTAL			436162.60	1736.20	437898.80		287670.31	68065.67	62112.01	293623.97	148492.29	144274.83

TOTAL DEPRECIATION
EXPENSES AS AT 31 JULY
2019

77,796.64

Breakdown of Prepayments as at 31st July 2019.

PREPAYMENTS AS AT 31st JULY 2019

DATE	CHQ #	PERIOD	AMOUNT	INSURANCE	PREPAYMENTS	DESCRIPTION
15.01.19	2748	23.08.18 to 23.08.19	1300.90	1192.49	108.41	General Property Insurance
15.01.19	2748	23.08.18 to 23.08.19	149.07	136.65	12.42	Fire/Perils-Mat Damage Insurance
23.01.19	2762	08.11.18 to 28.06.19	1935.34	1935.34	0.00	Motor Vehicle Insurance
30.07.19	3249	28.06.19 to 31.07.20	6341.85	528.49	5813.36	JU749
30.07.19	3249	28.06.19 to 31.07.20	733.05	61.09	671.96	Motor Veh HE113, HH720, JB814, JB815, JU749
30.07.19	3249	28.06.19 to 31.07.20	1124.10	93.68	1030.43	Motor Vehicle Insurance
31.07.19	3003	31.07.19 to 31.07.20	2658.50	0.00	2658.50	HP958
31.07.18	3003	16.07.19 to 16.07.20	2644.37	110.18	2534.19	Motor Vehicle Insurance
						HY177
						Burglary Insurance
						Public Liability Insurance

Appendix Two

Supplementary Responses

Fiji National Sports Commission

Response to Draft Questions

1. **Response to Q1 (a)** – With respect to the 144 targeted Sports Outreach Programmes set out in the NDP and the over achievements of 256 programmes. The committee would like to be further enlighten on the following:

- i. Inform us how FNSC managed resources to cater for the extra 112 programmes given that the grant provided will only cater for the 144 targeted programmes?

Answer: As explained in our initial response, the extra programs is collective of all programs under the Sports Outreach Banner. The Kids in Community Sports recorded an extra 47 programs from the ones planned, Inclusive Sports Programs – an extra 12 programs and Wellness an extra 45 programs. These extra programs were conducted.

- As part of some major programs when they were not pre-planned as requests were received whilst the team was engaged at a part of the country e.g. teachers requesting for evening classes as they could not attend day sessions.
- Some programs were funded through other organisations that requested a sport component of their community programs e.g. the UN Access to Justice Programs funding community programs and picking up costs.
- Some programs were conducted as recurring programs for example the Fiji National Sports Commission conducting weekly wellness programs for business houses or other community groups.
- Inclusive Sports Programs demands started picking up after the commission set up Community Sports Associations for Disabilities where a rise in requests was received from the communities.

The commission managed to accommodate these extra programs at minimal or no extra costs and demands on resources. In some cases the balance of funds from budgeted programs were used to cover some of the expenses for these programs.

- ii. Highlight challenges faced and how the Commission will ensure realistic targets are set based on the Commission capabilities.

Answer: The commission realizes the demands for their services from communities and for the 2019-2020 year, divisions have been challenged to determine their program numbers based on their capabilities as a division from the previous year's actual numbers.

2. Response to Q1 (e) –Challenges highlighted in the Sports Outreach Programmes:

- i. **Sports Camp in Community Program** – The mention of follow up resources constraints due to nomadic culture in villages as one of the challenge, elaborate more on the stated challenge.

Answer: Youths of Fiji are moving around all the time so it affects our ability to monitor impacts. We conducted a site visit to a village in Ra and entered names to attend a program a month out. Upon arriving to conduct the program a number had left the village to cut cane.

- ii. How effective were the strategies sat out by the Commission to address the challenges in all sports outreach programmes?

Answer: The establishment of community youth and sports associations as platforms for sustainability means we can now follow up and retrain community leaders so they can take ownership of their structures.

3. Response to Q5 – Have FNSC establish succession plan for local coaches?

Answer: The Commission as a condition of funding requires any Overseas Internationally qualified coach to train local coaches: See Condition of Agreement below.

The International qualifications required are provided in training from the sports International Body. As such each sport has their own succession plans in place. This has been achieved where Fiji Rugby League and Fiji Women's Rugby 15's and 7's now have fully trained local internationally qualified coaches.

The commission trains local coaches through the National Sports Organisations (NSO's). To measure impacts of these trainings, we work with NSO's to push these coaches at community levels and possible recognition by the parent body to move up their coaching pathways. The NSO's take over these progressions and monitoring. This support mechanism for trained coaches is part of our succession plans.

3.0 CONDITION OF DISBURSEMENT

Conditional to this Grant Fiji Netball Association agrees to the following:

- (vii) Provision of local coaches & assistants to assist and understudy the Coach of Fiji Netball Association.

4. **Response to Q7 – How do FNSC deal with grievances raised to its attention from athletes, sporting bodies, local clubs and even grassroots communities, explain the procedures of raising grievances and how it is addressed?**

Answer: The Commission always takes a mediation approach to issues, concerns and grievances which are brought to our attention.

Where it involves a grievance against a NSO, by either their clubs or athletes, we give the opportunity for the NSO to provide a response and if necessary we will call all parties together and with a qualified legal mediator work together to achieve a satisfactory response to the issue raised.

NSO members complaints are generally able to be answered through a legal opinion of the sports (NSO) constitution.

Issues raised by grassroots communities have generally been with regard to conditions of sports facilities or lack of and in these cases we assist through working with the local council or by referring them to the relevant authority such as Ministry of Youth & Sports who are responsible for developing rural sports fields.