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FOREWORD



Dear players and badminton enthusiasts,

We are pleased to share that the federation has published the first newsletter since its establishment 25 years ago as the Bhutan Badminton Association. The newsletter titled "Annual Report" will be published every year hereafter highlighting the events and developmental activities that the federation initiates.

The newsletter will provide badminton lovers with information on every important activities related to the standing national players, recreational players, badminton clubs and policies that concerns stakeholders. The newsletter while will serve as institutional memory, it will also be one of the main platforms where services of voluntary coaches, teachers and School Sports Instructors (SSIs) will be highlighted and recognized.

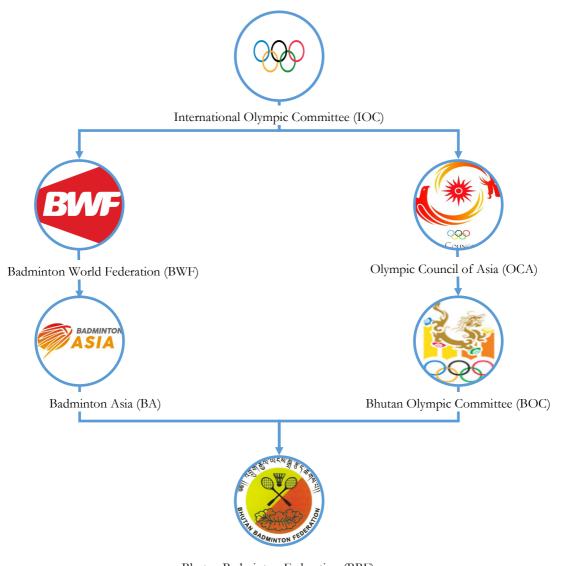
This initiative of publishing annual report is a milestone for the federation and I am confident that through this, the federation, Dzongkhag Sports Associations (DSAs), Schools and BOC will be benefited through activities, data, initiatives and future plans of the federation.

Eventually, as information will be disseminated on Badminton Sport in Bhutan through such publication, I would like to express my appreciation to the coaches for their efforts in making badminton a popular and sought after sport in Bhutan. I also would like to commend Development Manager for initiating this publication.

Kinley Tshering General Secretary



ORGANIZATIONAL STRUCTURE



Bhutan Badminton Federation (BBF)



ORGANIZATIONAL PROFILE



The Bhutan Badminton Association was formed in August 1994. In 1996, the Bhutan Olympic Committee approved the establishment of the Bhutan Badminton Federation, in place of the Bhutan Badminton Association.

The BBF is governed by the provisions of the constitution of the Federation, which was ratified by the General Meeting of the Federation in August 1997 and by the Bhutan Olympic Committee, to whom the Federation is affiliated.

The Federation is an affiliated member of the Badminton World Federation, Badminton Asia, Bhutan Olympic Committee, Bhutan Paralympic Committee and the Bhutan Anti-Doping Committee



VISION

Be an exemplary federation in South Asia that promotes and develops high-performance inclusive badminton

MISSION

Enhance the growth of badminton sport through extensive promotions, skills development, and improved organizational efficiency

OBJECTIVES

- 1. Institute and strengthen administrative and technical systems for robust governance
- 2. Strengthen relations with international, national, and local partners and stakeholders to secure resources and support
 - 3. Provide opportunities for every Bhutanese to play and experience badminton
- 4. Provide platforms for growth and excellence for aspiring talented and skilled players through structured programs
 - 5. Develop strategies to ensure and enhance financial sustainability

STRATEGIES

- 1. Periodic review and endorsement of governing documents
- 2. Engage in social media and other platforms to promote and market badminton

as a brand

- 3. Provide opportunities through shuttle time and on-request programs
 - 4. Design competition pathways for players and enthusiasts
- 5. Provide capacity-building programs for administrators, coaches, technical officials, and volunteer coaches
 - 6. Devise schemes to ensure revenue generation
 - 7. Explore new areas of cooperation and partnership with stakeholders through MoUs and memberships



PORTFOLIO



Mr. Sonam Karma Tshering

Interim President

Mr. Sonam Karma Tshering is the Interim President of the Bhutan Badminton Federation and the current Secretary General of the Bhutan Olympic Committee.

He served the Royal Education Council as Project Manager and Associate Director from 2008-2009 and 2009-2010 respectively. He also worked in Ministry of Finance as Senior Tax Officer, Head of Tax Appeal and Legal Sections and Senior Planning Officer from 1998-2002, 2002-2007 and 2007-2008 sequentially.

He received his M..A in Public Finance from National Graduate Institute for Research and Policy Programs, Japan. He received his Bachelors of Law (LL.B) from Faculty of Law, University of Delhi. Mr. Sonam received Post-Graduate certificate in Financial Management from Royal Institute of Management and Bachelor's of Arts in Economics



Mr. Kinley Tshering

General Secretary

Mr. Kinley Tshering is the General Secretary of the Bhutan Badminton Federation. He has worked close to 23 years as a civil servant in the School Planning and Building Division under the Ministry of Education as a Civil Engineer. He received his Diploma from the Royal Bhutan Polytechnic, Dewathang as a Civil Engineer and later received his Post-Graduate Diploma in Architecture and Surveying from Japan.

He is also the Project Manager (Head) of the Infra Division under the Bhutan Olympic Committee overseeing the development of sports infrastructures in the country. He is also the Executive Committee Member for the Publicity and Media of the Badminton Asia.



PORTFOLIO



Mr. Dechen Lhundup Development Manager

Mr. Dechen Lhundup is the Development Manager at the Badminton Federation. He received his Master's Degree in South Asian Studies and Post-Graduate Diploma in Human Rights and Rural Development from Pondicherry University, India and Bachelors Degree in Dzongkha-English from Sherubtse college.

He worked as Assistant Program Officer at the Bhutan Olympic Committee since July 2017 and joined the Federation as Development Manager through internal transfer in August 2020.



Mr. Dorji National Development Officer | Coach

Mr. Dorji is a BWF level 2 certified Coach with Diploma in International Coaching course. He is also a Badminton Asia appointed National Development Officer.

Mr. Dorji is the In-Charge of Development of able-bodied (National Shuttle Time Coordinator) and Para-Badminton. He joined the Federation in January 2001.



Mr. Sherab Gyaltshen National Coach

Mr. Sherab Gyaltshen is a BWF level 2 certified coach with Diploma in International Coaching course.

Mr. Sherab is the In-Charge of National Team Training and leads the national players in the international competitions and events. He joined the Federation in January 2001.



PORTFOLIO



Mr. Norbu Dradhul Coach

Mr. Norbu Dradhul is a BWF Level 1 certified coach and is the In-Charge of "Women in Badminton" development programs. He graduated from Assumption University with a Bachelor of Business Administration (BBA) in 2018. He represented Bhutan in 13th South Asian Games through the Bhutan Badminton Federation.

After having volunteered for a year at the Federation, he joined as the Coach spearheading 'Women in Badminton' development programs in 2020.



Mrs. Pema Lhamo Caretaker

Mrs. Pema Lhamo from Chaskhar, Mongar is the Caretaker of the Bhutan Badminton Federation. She is responsible for maintaining cleanliness of office and the Badminton facility.

She also assist the Federation with gatekeeping of recreational players and visitors into the Badminton hall.



HUMAN RESOURCE DEVELOPMENT

Development Manager

The Federation was administered and managed by a voluntary General Secretary and two regular Coaches until 2019 since its establishment as association in 1994. It was with great happiness and relief that the Federation received its first ever regular administrator through internal transfer from the Bhutan Olympic Committee.

Mr. Dechen Lhundup assumed his role as Development Manager (DM) at the Federation from the 1st of August 2020. His role as DM is to oversee and manage day-to-day affairs of the office and report to the General Secretary. The role also specifically requires program planning, planning, budgeting and reporting of every activity.

Coach-Women in Badminton

Ensuring a gender-balanced approach to promoting and developing badminton is one of the core interests and vision of the Federation. While the two other coaches were engaged in training of standing national players and promoting foundational badminton skills through the shuttle time program, the focus on women in badminton had unconsciously been sidelined for the lack of human resource.

The recruitment of the coach was, therefore, triggered by the dire need for promotion and development of badminton specifically for women. The Federation, based on the availability of funds thereby recruited Mr. Norbu Dradhul on a two year contract to promote badminton amongst the women in Bhutan.



SHUTTLE TIME

Shuttle Time for kids in Thimphu

The Federation conducted a shuttle time kids course for the kids of Thimphu Thromde. The Shuttle Time was first launched by the Badminton World Federation (BWF) in 2012 to encourage healthy and active lifestyles in and out of school for kids within the age range of 5-15 and ultimately make the Badminton Sport a world's most popular sport. The Shuttle Time course is a foundational level of learning and understanding about the badminton sport.

Through this course, 11 boys and 15 girls were coached on foundational skills through fun for further training. The course began from 1st and concluded on the 10th August, 2020.





SHUTTLE TIME

Shuttle Time Teachers' Course in Trashigang Dzongkhag

The Shuttle Time Teacher's course offers access to free training equipment, online audio-visual resources that encourages and enhances safe, enjoyable and inclusive badminton to be taught to school children's by the teachers and School Sports Instructors (SSIs).

The course was conducted in Trashigang in collaboration with the Trashigang Sports Association from 14th to 15th November 2020 at Trashigang Multi Sports Hall. The National Shuttle Time Coordinator, Mr. Dorji coached and trained 25 teachers and School Sports Instructors during the two-day course.











SHUTTLE TIME

Shuttle Time Teachers' Course in Trashigang Dzongkhag (Rangjung)

In order to equip teachers with right skills and help them impart right sport knowledge to children, a shuttle time program for teachers of Rangjung Lower Secondary School was conducted by Coach Dorji on November 19 and 20, 2020.











SHUTTLE TIME

Shuttle Time for Monks at Samkhar Goenpa in Trashigang

Mr. Dorji, Coach for Development and Para-Badminton conducted a Shuttle Time course for the little monks of Samkhar Goenpa (Monastery) in Trashigang. 16 monks were engaged during the course.











SHUTTLE TIME

Shuttle Time for Monks at Chador Lhakhang

As a part of promotion and taking into consideration the benefits and joy of playing badminton, Mr. Dorji conducted a Shuttle Time course for over 50 monks of Chador Lhakhang in Trashigang Dzongkhag.

The head monk of the monastery expressed gratitude to the federation and the Coach for bringing in Badminton sport to the monastery.









SHUTTLE TIME

Shuttle Time Teachers' Course in Punakha Dzongkhag

The Federation in collaboration with the Punakha Sports Association conducted a Shuttle Time Teachers' Course at Khuruthang Multi Sports Hall from 10th-11th April 2021.

The Shuttle Time Teachers' course was also organized as an induction course for Mr. Sherab Gyaltshen and Mr. Norbu Dradhul who are coaches at the federation but lack experience in conducting such courses. The participants were provided with refreshment, lunch and t-shirt during the course.











SHUTTLE TIME

Shuttle Time Course for the School Sport Instructors

The Bhutan Badminton Federation conducted an eight days pre-service Shuttle Time Teachers course for the School Sports Instructors (SSI) in collaboration with the Department of Youth and Sports, Ministry of Education. The Federation trained the recently recruited 44 SSIs in two batches. Each batch of the SSIs were trained for four days.

The collaboration and training of the SSIs play a vital role in promotion of traditional and Olympic Games in Bhutan. The training ended on 5th June, 2021.











SHUTTLE TIME

A teacher conducts shuttle time at Gorina, Paro

Mrs. Deki Tshomo, a teacher and a badminton enthusiast at Gaupel Lower Secondary School, Paro Dzongkhag conducted a Shuttle Time for 32 monks of Gorina Lobdra voluntarily. The Gorina Buddhist School is located far up on the mountain of Zachenkha.

The Federation supported the program with rackets and shuttlecocks. The federation extended appreciation for her love of Badminton and voluntarily promoting badminton sports.











SHUTTLE TIME

A Badminton enthusiast conducts Shuttle Time course

Mr. Kinley Gyeltshen- a BWF level I certified volunteer Coach based in Wangdue Phodrang Dzongkhag conducted Shuttle Time for the students of Nahi Primary School on 27th and 28th of February 2021. Through the course, he taught 6 boys and 14 girls on the foundational skills of Badminton.

The federation conveyed appreciation and thanked him for his love and passion for badminton and promoting the badminton sport voluntarily. The Federation supported the course with rackets and shuttlecocks.











COACH ADOPTION PROGRAM

The Federation coordinated and organized Coach Adoption program and a shuttle time tournament with the membership support grant sanctioned by the Badminton Asia. The three Coaches engaged and trained almost over 115 students in three different locations. 20 potential players were also identified for further training.











TRAINING CAMP

Winter Training Camp

The national team training camp was organized for 10 days starting March 8, 2021. Unlike the training camps before, this winter break, the standing national players were specifically trained on improving athletic performance through several physical tests that were included as the mandatory test for athletes to be qualified as national team.

Through these training, the federation recorded individual performances of athletes to verify and evaluate the standards set earlier. The players were informed on the minimum qualification standard (MQS) that the federation would soon implement for induction of the national players. Refreshments and training lunch were provided during the training days.











TRAINING CAMP

General Fitness Test

The Coaches attended the three-day "General Fitness Test (GFT) manual development workshop initiated by the Bhutan Olympic Committee. The primary objective of the GFT is to standardize fitness test across all sports.

26 participants from different federations and associations attended the workshop.







PERFORMANCE TOOLS

The Test and Evaluation of Minimum Qualification Standard (MQS)

The importance of the MQS is integral to fair and transparent selection of players for different occasions such as for training, inductions into national players and for the athletes participating in international tournaments. The Federation, thus far had been dependent on the on-court performances record of the players and visual evaluation of players skills. However, this year the federation has adopted a scientific approach to setting a minimum standards for the badminton enthusiast aspiring to be selected as standing national players.

The MQS is based on the two different tests and the age categorization;

i) The national ranking

The national ranking is set as criteria with the understanding that higher ranking indicates satisfactory level of talent and skills of an individual player and vice-versa. This is considered as overarching parameters to represent technical aspects of a player; skills, potential to improve, discipline, passion and other qualities.

ii) Physical test

The physical test is set to examine the physical qualities of endurance, stamina, reflexes and the general abilities of a human body.

iii) The age

The Federation has set a specific age category in which the players will have to qualify certain levels of test to be inducted into different categories of national players.

The Federation, therefore, informed the participating players on the concepts and purpose of MQS followed by a practical training session for 10 days to test and verify the tentative physical capability standards.



PERFORMANCE TOOLS

Contd...

The MQS for induction of national players were finalized as below:

Sl.No	Criteria	Sub Junior Players	Junior Players		Senior players	
			Male	Female	Male	Female
1	Ranked players	NA	Mandatory		Mandatory	
2	Age	8-12	13-20		21-35	
3	Physical fitness:					
	Yo-Yo test score (endurance and flexibility)	NA	Level 16	Level 15	Level 18	Level 16
	2. Sit and reach test (flexibility)		17 cm	16 cm	17 cm	16 cm
	3. 10 second floor touch test (flexibility)	NA	10'	10'	10'	10'
	4. Footwork test (endurance and speed)		3 rounds/min	3 rounds/min	3.5 rounds/min	3 rounds/min
	5. Track run test (Stamina)		2000 m/10 min	2000 m/10 min	2000 m/10 min	2000 m/10 min
4	Performance of the players during the selection league					
	MQS for ex-count	ry participatio	n for selected	players(Nation	al squad)	
1	Training attendance	90%	90%	90%	90%	90%
2	Performance of over a period					



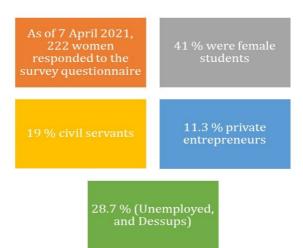
ONLINE WEBINARS AND SEMINARS

Online survey: Women in Badminton

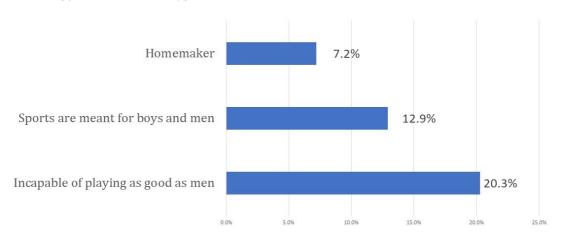
The Federation conducted an online survey to determine the challenges faced by girls and women in sports as a part of Women in Badminton initiative. The survey was aimed at understanding the traditional and non-traditional challenges faced by women and opportunities for the Federation thereof. A brief overview and findings of the survey were:

Overview of survey and respondents

Understanding challenges and opportunities of Badminton for women in Bhutan



Challenges: 1. Stereotypes



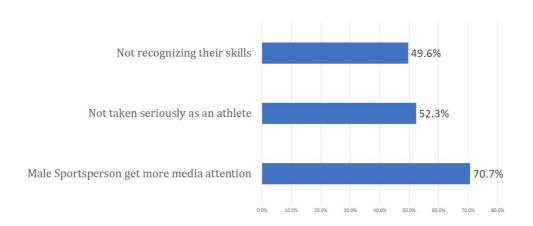


ONLINE WEBINARS AND SEMINARS

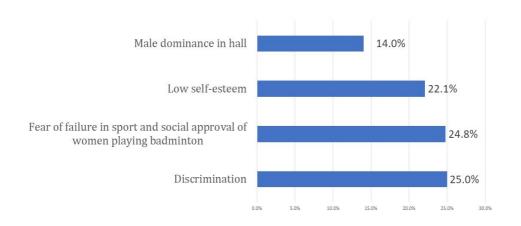
Online survey: Women in Badminton

Challenges: 2. Inequality

Inequality



Challenges: 3. Other challenges



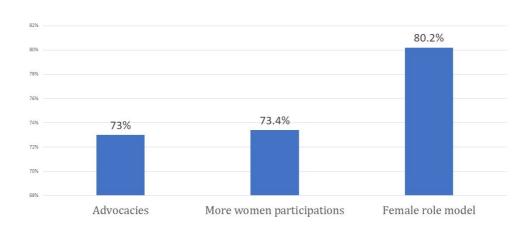


ONLINE WEBINARS AND SEMINARS

Online survey: Women in Badminton

Interventions required:

Interventions



Summary of challenges

Lack of advocacy for women

Personality Development

Gender In-equality

Discriminations

Stereotype (Homemaker & Sports are for men & boys)

Lack of opportunities

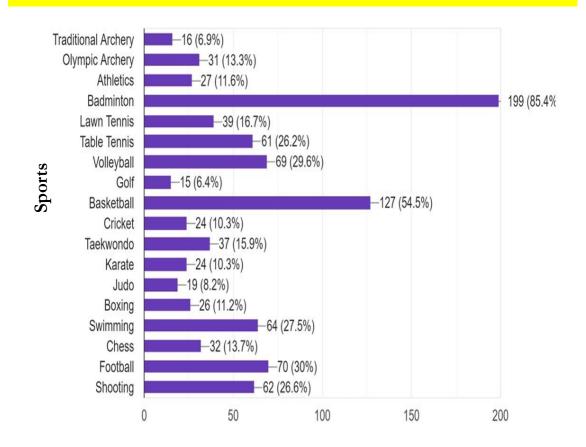


ONLINE WEBINARS AND SEMINARS

Online survey: Women in Badminton

Most preferred Sports by women

Given the choice, what sports would you choose to play (Choose more than one)



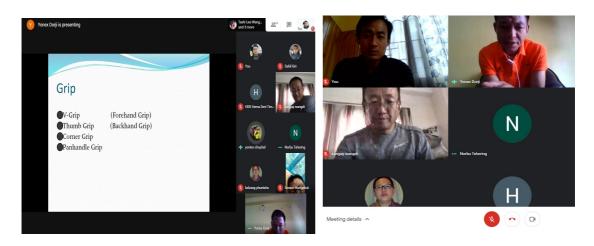
Number of Participants



ONLINE WEBINARS AND SEMINARS

Online shuttle time course

As Bhutanese remained indoors during the lockdown, Mr. Dorji conducted an online Shuttle Time course for the interested School Sports Instructors, Teachers and badminton enthusiasts. The participants expressed gratitude to the Coach for engaging them meaningfully during such stressful times. 11 badminton enthusiasts participated in the event.







ONLINE WEBINARS AND SEMINARS

Celebration of International Day of Sport for Development and Peace



International Day of Sport for Development and Peace (IDSDP) is an annual celebration held on April 6th that sheds light on the power of sports to "drive social change, community development and to foster peace and understanding". Badminton Asia (BA) celebrated **IDSDP** by highlighting Development programs and activities that they've hosted throughout the year. The BA specifically highlighted the Shuttle Time program launched in 2012 by BWF.

One of the most successful Shuttle Time stories was identified as the development of shuttle time in Bhutan amongst the countries where the program was launched in 2012. Celebrating the IDSDP, BA interviewed the National Shuttle Time Coordinator at Bhutan Badminton Federation, Dorji, and a 10-year-old Shuttle Time beneficiary (student) Yeshi Tenzin Lhamo to seek views and information on the Shuttle Time program in the country and the benefit of the program to the people and youth of Bhutan.



ONLINE WEBINARS AND SEMINARS

The Federation celebrated International Women's Day

The Federation celebrated International Women's Day at the office of the Federation. Six female shuttlers led by the Coach for Women in Badminton joined a virtual celebration hosted by Badminton Asia (BA) with a theme, "Women in leadership: Achieving an equal future in a COVID-19 World".











MoUS, PARTNERSHIPS, DONATIONS AND SPONSORSHIPS

Memorandum of Agreement to promote para-badminton

The Bhutan Badminton Federation and the Gesarling Higher Secondary School, Dagana Dzongkhag signed a memorandum of agreement (MoA) to promote and develop para-badminton and badminton sport at Gesarling School. The General Secretary of the Federation and the Principal of Gesarling Higher Secondary School signed a Memorandum of Agreement at the office of the Bhutan Badminton Federation, Bebena-Thimphu on June 1, 2021.

The MoA was signed for six months and shall expire on 31 December, 2021.





MoUS, PARTNERSHIPS, DONATIONS AND SPONSORSHIPS

Memorandum of Understanding on Anti-Doping Program

With the conclusion of the orientation workshop on Bhutan Anti-Doping Rules 2021, the Bhutan Badminton federation signed a memorandum of understanding with the National Anti-Doping Organization (Bhutan Olympic Committee) and Bhutan Anti-Doping Committee (BADC) to ensure clean badminton sport in Bhutan.







MoUS, PARTNERSHIPS, DONATIONS AND SPONSORSHIPS

Individual donation

The Federation received a donation of Nu.3000/- from Mr. Kinley Tshering, a popular music artist and a regular member -player. Mr. Kinley believes that a tiny drop of water makes a mighty ocean and strongly hopes for individuals with the same interest and passion for Badminton sport to come in support of the federation in promoting and developing badminton sport across the country.

The federation expressed appreciation and gratitude to Mr. Kinley for his love of Badminton.

Donation for athlete support

Mr. Laksiri Kumar Nanayakkara working at the UN WFP Bhutan and a member-player at the Badminton Federation generously extended financial support to one of the female athlete of the Federation.

Mr. Kumar donated Nu. 5600 every month from June 2021 until August 2021. The Federation expressed appreciation for his generous act.







MoUS, PARTNERSHIPS, DONATIONS AND SPONSORSHIPS

Lockill Anti-bacterial reusable mask

The Federation received 30 numbers of anti-bacterial masks from the BOC and Lockill Bio-Chemical LTD (Hong Kong). The customized reusable masks were distributed to the players, coaches and officials of the federation.

The federation expressed gratitude on the official Facebook page.





MoUS, PARTNERSHIPS, DONATIONS AND SPONSORSHIPS

Donation of benches

"We would like to extend our heartfelt appreciation to Mrs. Dekie Wangchuk, a regular badminton player for generously donating six benches to the Badminton federation. Her contribution will help us deliver better playing environment for the players at the Bebena Badminton hall. We are extremely grateful for her contribution."

-Official Facebook page.







MEMBERS, AND MEMBERSHIPS FEES

The Federation in line with the secondary objective of promoting recreational badminton sport, especially in Thimphu, allowed and streamlined the process and procedure of registering and facilitating the paid membership for the residents of Thimphu. The Federation strengthened the membership by adding a two-page membership agreement with the rights, duties and the details of the membership concerning the Federation and the members.

Unlike the past membership schemes; annual and biannual subscription, the revised membership were introduced as:

Schemes	Subscription va-	Initial fee	Revised fee
Premium	1 Year	Nu.3600	Nu.6000
Standard	6 Month	Nu.1800	Nu.4500
Basic	1 Month	Nu.500	Nu.1000
Walk-In	1 Day	Nu.100	Nu.100

While these schemes were targeted towards experienced and largely for dominant gender, the Federation in order to encourage female participation introduced a free walk-in opportunities for women and girls in Thimphu to explore Badminton sport.

The Federation so far has 84 male and 6 female members.

"We are offering our courts for FREE to all women in Thimphu. Come and explore your talent through the "Women in Badminton" initiative. "All you need is your enthusiasm. Joy, friendship and talents will be discovered here"

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OTHER MATTERS

Administrative initiatives and developments

- Adopted online dispatch system
- Revised membership forms (introduced membership agreement) and fee structures
- Designed and implemented equipment requisition and issue forms
- Redesigned document filing system
- Adopted customized leave sanction forms
- Drafted Standard Operating Procedure for office operations and programs
- Drafted the club affiliation guidelines
- Drafted the freelance marketing guidelines and terms and conditions
- Drafted, finalized and implemented the athlete training agreement under COVID 19
 situation
- Drafted framework for short-term plan
- Installed 2 additional electrical energy meters
- Drew and installed two switch box for convenient hall lightings
- Installed 5 additional LED lights in the hall



OTHER MATTERS

Launch of Website

"The Federation coinciding with the 41st Birth Anniversary of His Majesty the King, in a humble ceremony celebrated the occasion with the launch of a website and membership card for recreational member players. All the necessary official information will be posted on the website. The web-based application shall store official information for public consumption."

The website was developed by SAMU, a private IT firm based at Babesa, Thimphu.











OTHER MATTERS

Meeting with the former General-Secretary

The Federation was established 25 years ago as an association yet due to lack of human resource and proper administrative systems, no institutional memories are available on the development of the federation as an organization. Therefore, in pursuit of establishing a written history of Bhutan Badminton Federation, the Federation Officials and Coaches met with the former General-Secretary, Mr. Sonam Wangdi to learn, unlearn and listen to the history of Bhutan Badminton Federation.

Mr. Sonam Wangdi was one of the eminent founding members (1994) of the Federation and served as the General-Secretary from 1996 until 2013.

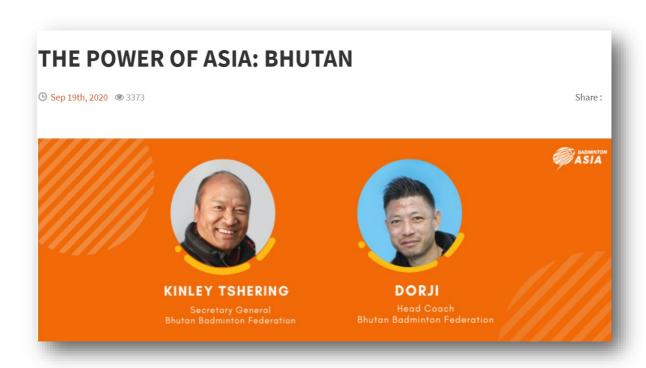




OTHER MATTERS

The power of Asia: BHUTAN

Bhutan was included in the story "The Power of Asia," covered by the Badminton Asia. "Despite being a small nation with a population of just over 750,000 people, badminton's popularity has been growing at an astonishing rate. Badminton Asia (BA) interviewed with Kinley Tshering, the General Secretary of the Bhutan Badminton Federation, and Dorji, the National Shuttle Time Coordinator. Badminton Asia spoke with them to learn about how badminton has developed in their nation, how they are dealing with the COVID-19 Pandemic, and what their long-term aspirations are for the Federation and the sport"





OTHER MATTERS

HUMANS OF SHUTTLETIME

Coach Dorji was featured in BWF's Humans of Shuttle Time, which portrays the perspectives of those working on badminton development at the grassroots level. Detailed article is available on the BWF Development & Shuttle Time and official Facebook page





OTHER MATTERS

Para-Badminton Rackets

The Federation received 5 numbers of Yonex racket in support of the para-badminton movement in Bhutan from the Korean Paralympic Committee through the Bhutan Paralympic Committee.





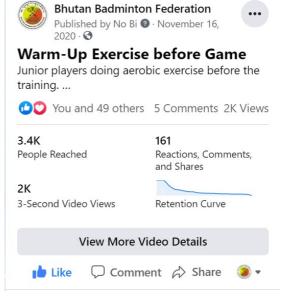


OTHER MATTERS

Aerobic Exercise

Mr. Norbu Dradhul designed and initiated the performance of aerobic exercise for the young Shuttlers at the Federation.

The shuttlers perform this aerobic dance as a warm-up exercise during their regular training.







OTHER MATTERS

COVID 19 health and safety protocol

The Federation reopened and operated the badminton facility post first nationwide lockdown following the directives of the Royal Government of Bhutan and the Ministry of Health. Following health and safety protocols are still in place for visitors and members of the Federation:

- 1. Wash hands before entry and after exit of the hall
- 2. Register scanning the Druk Trace QR Code at the entry point
- 3. Register yourself as usual at the entry point
- 4. Check temperature at the entry point
- 5. Use facemask at all the time except while in the court
- 6. Maintain physical distance while waiting for your turn
- 7. Wait at the sitting gallery for your turn
- 8. Dispose off all waste in the designated bins
- 9. Use gloves if possible while playing
- 10. Report any suspected cases of Covid-19 within and outside the facility to the BBF or MoH

