

Rules”), for rule 16, the following rule shall be substituted, namely:—

“16. *Qualification for appointment of State Commissioner.*— A person shall not be qualified to be appointed as a State Commissioner under sub-section (1) of section 79 of the Act unless,—

(A) he has special knowledge or practical experience in respect of the matters relating to rehabilitation; and

(B) he possesses the following educational and other qualifications and experience, namely:—

(1) *Educational qualifications:*

(i) *Essential:* (a) Degree in social work or sociology or law or human rights or rehabilitation or education of persons with disabilities.

(b) Knowledge of Konkani.

(ii) *Desirable:* (a) Degree in law.

(b) Knowledge of Marathi.

(2) *Experience:*— (i) At least ten years’ experience in a Group “A” post or equivalent level in Central or State Government or Public Sector Undertaking or Semi Government or Autonomous Body dealing with disability related matters or social sector; or

(ii) work experience at least for a period of ten years in the capacity of a senior level functionary in a registered, State or national or international level, voluntary organization working in the field of disability or social development, out of which at least three years of experience in the recent past in the field of rehabilitation or empowerment of Persons with Disabilities shall be possessed by the applicant.

*Note:* If he is in the service under the Central Government or a State Government, he shall seek retirement from such service before his appointment to the post.

(C) he has not attained the age of fifty-six years as on 1st day of January of the year of his recruitment to the post of State Commissioner”.

3. *Amendment of rule 18.*— For rule 18 of the principal Rules, the following rule shall be substituted, namely:—

“18. *Term of the State Commissioner.*— (1) The term of the State Commissioner shall be for a period of three years and it may be extended for a period of two years or till he attains the age of sixty years, whichever is earlier.

(2) A person may serve as a State Commissioner for a maximum period of two terms subject to the condition that he has not attained the age of sixty years.”

4. *Amendment of rule 19.*— For rule 19 of the principal Rules, the following rule shall be substituted, namely:—

“19. *Salary and allowances of the State Commissioner.*— (1) The State Commissioner shall be entitled for the salary and allowances as admissible to a Senior Scale Officer of Goa Civil Services.

(2) Where a State Commissioner, being a retired Central or State Government servant or a retired employee of any institution or autonomous body funded by the Central or State Government, and is in receipt of pension in respect of such previous service, the salary admissible to the State Commissioner under these rules shall be reduced by the amount of the pension, and if in lieu of a portion of the pension, the commuted value thereof has been received by him, by the amount of such commuted portion of the pension”.

By order and in the name of the Governor of Goa.

*Umeshchandra Joshi*, Director of Social Welfare & ex officio Jt. Secretary.

Panaji, 29th November, 2021.

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Department of Tourism

Order

7/3/WC-TMP/21-22/DT/4024

In pursuance of the Goa Tourism Policy, 2020, Government of Goa hereby issues the

following Notification for the constitution of the Goa Tourism Board along with its powers and functions and as specified in sub-clause (2) of clause 1 of the said Notification, shall come into force from the date of publication in the Official Gazette.

By order and in the name of the Governor of Goa.

*Menino D'Souza*, Director (Tourism) & ex officio Addl. Secretary.

Panaji, 19th November, 2021.

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**Notification**

**Formation of Goa Tourism Board**

*Preamble.*— In order to explore the tourism potential of Goa and to have a planned and holistic development in the tourism sector, the State Government in July, 2014 decided to formulate a forward thinking Tourism Master Plan and Policy for Goa in consultation with key industry stakeholders. The Goa Master Plan and Policy which is divided into six modules, recommended for formation of Goa Tourism Board as an apex body for planning, policy making, strategizing, and overseeing the implementation of various tourism programs and initiatives in the State.

Government of Goa had accorded administrative approval dated 23-08-2021 to the Master Plan and Policy including formation of Goa Tourism Board along with its structure and functions. More over, a budget of INR 1 (one) Crore has been allocated by Government of Goa for formation of Goa Tourism Board in the first year of its inception.

In this regard, Government of Goa is pleased to frame the following notification for the formation of Goa Tourism Board as detailed below:—

1. *Short title and commencement.*— (1) This notification shall be called “Formation of Goa Tourism Board”.

(2) The Government shall constitute “Goa Tourism Board” vide this notification, which

shall come into force from the date of its publication in the Official Gazette of Government of Goa.

(3) On formation of Goa Tourism Board, the following three apex committees shall stand dissolved, and their role/functions/activities shall be undertaken by GTB as provided in this Notification:—

(a) State Level Marketing & Promotion Committee (SLMPC) constituted vide Order No. 4/4(6-4) State Committee/2017-DT/750 dated 29-06-2017 and

(b) High-Powered Monitoring Committee (HPMC) which was constituted vide Order No. 3/(1794)/12-DT/3051 dated 01-11-2012.

(c) State Level Permission Committee (SLPC) constituted vide Order No. 7/5(58) 2012/DT/2051 dated 04-12-2012.

2. *Definitions.*— (a) “Board” means the Goa Tourism Board.

(b) “CEO” or “Chief Executive Officer” means Chief Executive Officer of the Goa Tourism Board.

(c) “Chairman” means Hon. Chief Minister, Government of Goa.

(d) “Co-Chairman” means Hon. Tourism Minister, Government of Goa, who shall chair the GTB meetings in the absence of the Chairman of Goa Tourism Board.

(e) “CII” means Confederation of Indian Industry (Goa Chapter).

(f) “DOT” means Department of Tourism, Government of Goa.

(g) “Environmental Expert” means a qualified professional having at least 10 (ten) years of experience in environmental science and sustainable development that is appointed on the Goa Tourism Board as a Member, as appointed by the Government, with voting rights.

(h) “GCCCI” means Goa Chamber of Commerce & Industry.

(i) “Government” means Government of Goa.

(j) “GTDC” means Goa Tourism Development Corporation Ltd.

(k) “GTMP” means Goa Tourism Master Plan and Policy, as approved by the Government of Goa dated 20th July, 2020.

(l) “GTDF” means Goa Tourism Development Fund.

(m) “Member” or “Members” means a member (or members) of the Goa Tourism Board.

(n) “Panel” means selection panel of Goa Tourism Board for the purpose of selection of Four Subject Matter Experts, which comprises of the following members.

(i) CEO of GTB (as appointed by the Board).

(ii) Secretary (Tourism), Government of Goa.

(iii) Director (Tourism), Government of Goa.

(iv) Managing Director, GTDC.

(v) President, TTAG.

(vi) Representative, GCCI.

(vii) Representative, WTTTCII.

(viii) Representative, CII.

(o) “Subject Matter Expert” means Seasonal Professionals/Retired Professionals/from Tourism/Hospitality and allied fields. GTB will appoint four Subject Matter Experts, on invitation basis and as selected by the Panel, for a term of 2 (two) years and extendable by another term of 2 (two) years, as per discretion of the Panel.

(p) “TTAG” means Travel & Tourism Association of Goa.

(q) “Vice-Chairman” means Vice Chairman of Goa Tourism Board. The 8 (eight) representatives from the Industry viz. 4 (four) representatives from the Industry and 4 (four) Subject Matter Experts, shall appoint the Vice Chairman of GTB.

(r) “WTTTCII” means World Travel & Tourism Council, India Initiative.

3. *Constitution of the Board.*— (1) The Board shall comprise of the following members:

1. Hon. Chief Minister of Goa, Chairman–Government Representative.

2. Hon. Tourism Minister, Co-Chairman–Government Representative.

3. Industry Nominee, Vice Chairman–Pvt. Representative.

4. Chief Executive Officer, Member Secretary–Independent.

5. Chief Secretary, Government of Goa, Member–Government Representative.

6. Secretary, Tourism, Government of Goa, Member–Government Representative.

7. Representative from Ministry of Tourism, Government of India, Member–Government Representative.

8. Chairman GTDC, Member–Government Representative.

9. Director Dept. of Tourism, Member–Government Representative.

10. Managing Director GTDC, Member–Government Representative.

11. Environmental Expert, Government of Goa–Government Representative.

12. President TTAG, Member–Pvt. Representative.

13. Representative, GCCI, Member–Pvt. Representative.

14. Representative, WTTTCII, Member–Pvt. Representative.

15. Representative, CII, Member–Pvt. Representative.

(16, 17, 18, 19) Subject matter experts, Members–Pvt. Representatives.

(2) In case two or more posts allotted to the Government of Goa are occupied by the same person, the Government of Goa shall nominate additional member(s) to the GTB such that 9 (nine) distinct votes are held by the Government of Goa and/or its officials, associates and undertakings.

(3) The Board, at its discretion, may invite any experts as 'special invitees' to meetings of the Board, for the purpose of providing any technical advice that enables the Board in effective decision making. Unlike the Subject Matter Experts, these special invitees shall not have the right to vote. The CEO or any other officer of the Board duly authorized by the CEO are empowered to decide on inviting such special invitees for any meetings, which may include experts in the fields of tourism development, marketing and branding, environment protection, heritage and conservation, sustainable tourism, safety, town and country planning, legal, etc.

(4) Meeting, Procedures and Committees of the Board—

(a) The Board shall make rules for regulating its own procedure including the procedures of any departments/empowered committees thereof.

(b) The Board shall meet at least once in every three months with a quorum of at least 50% of members at such time and place as the Chairman may think fit.

(c) All orders and decisions of the Board and shall be authenticated by the CEO or any other officer of the Board duly authorized by the CEO, on their behalf.

(d) Any special invitees shall be entitled to receive such allowance for attending the meetings of the Board as may be prescribed by Government.

4. *Powers and Functions of the Board.*—  
The Goa Tourism Board is empowered to perform such functions and duties as the Government may prescribe or direct, and in particular to:—

(1) *Ensure effective planning and Strategy for Implementation of GTMP:*

(a) Advice the Government on the inter-departmental matters relating to implementation of Goa Tourism Master Plan and Policy for the purpose of development of tourism in the state including but not limited to:

(i) Recommendation to Government in amendment of any rules, regulations, policies etc. pertaining to any Government Department.

(ii) Recommend, review, and coordinate, as necessary, for the grant of clearances/approvals by various Departments for speedy implementation of various identified initiatives in the GTMP.

(iii) Decide on specific actions to be undertaken for developing and strengthening tourism and allied infrastructure, marketing and tourism promotion initiatives, education and skill development, including providing directions to DOT, GTDC and other implementation agencies with well-defined milestones for their timely implementation.

(b) Formulation of short-term/medium-term/long-term strategies and to prepare roadmap for tourism infrastructure projects for development of tourism in the State including mobilizing private sector participation and investment in tourism sector including taking all necessary decisions.

(c) Evaluate and prioritize tourism development initiatives identified in the GTMP and facilitate its implementation.

(d) Formulate standards, norms and policy guidelines for various Tourism related activities and businesses in Goa.

(e) Develop the broad guidelines and action plan for implementation of identified initiatives in the GTMP including but not limited to marketing and promotion activities, tourism related events, tourism education, development of infrastructure, new tourism services through State funding, centrally funded projects, and private sector participation.

(f) Deciding on the matters relating to promotion and marketing activities of Goa Tourism.

(g) Decide on allotment of any specific event or activity to GTDC for execution, while the execution of events and activities under the promotion and marketing shall be normally carried out by the DOT.

(h) Finalization of calendar of events for the annual year along with a list of standby events up to 80% of the annual budget allocation. In respect of balance 20% of the annual budgetary allocation, GTB shall be open to decide on the events to be participated and activities to be undertaken in respect of promotion and marketing of Goa Tourism.

(i) Recommend for the empanelment of various agencies for execution of scope of work of the activities under promotion and marketing of Goa Tourism subject to fulfilment of necessary codal formalities.

(j) Finalize branding plans and marketing strategies for Goa Tourism and all other promotional and marketing related matters including setting the procedures and finalizing the standards.

(k) Create Key Performance Indicators and periodically monitor them for evaluating the performance of tourism in the State in comparison to national and international tourism destinations.

(2) *Provide oversight of Programs, Projects, and Services:*

(a) Periodically monitor progress of projects and programs including usage of funds, based on well-defined performance indicators.

(b) Review and address issues and challenges faced by the implementation agencies.

(c) Co-ordinate with the Goa Investment Promotion and Facilitation Board in promoting private sector investments in Goa's tourism sector.

(d) Engage in, assist and or promote the improvement of facilities for visitors to Goa and the development of Goa as a global tourist destination.

(e) Review and decide on specific actions for addressing the grievances of tourists and other stakeholders.

(3) *Appoint the CEO, support and evaluate their performance:*

(a) The minimum qualification & tenure of the CEO shall be as per the decision of the board.

(b) CEO shall be appointed by the Board for a period of 5 years. CEO can be removed from the position if majority of the Board members vote for the removal of extant CEO. The Board shall, however, appoint a new CEO within a period of 3 months from the date of such removal.

(c) The Government may appoint CEO till such time the regular CEO is appointed by the board, who will hold the office with same powers and functions of a CEO.

(4) *Tourism related events:*

(a) In order to facilitate clearances, lay down guidelines, procedures and standards for organizing events and to accord approval and permission for major and minor events in the State of Goa, GTB shall constitute suitable sub-committee(s) for according permissions for tourism related events like music shows, music festivals, concerts, night bazaars, beach weddings, tourism exhibitions, meetings incentives, conventions, and exhibitions (MICE) tourism events etc., across Goa including unlicensed Public/Private Areas/Premises.

(b) GTB will broadly classify the events into two categories i.e., Major events defined as events which are of longer duration (actual event not including preparatory period) exceeding three days, or involve estimated attendance of persons in excess of 750 persons, or involve investments/organizational expenses in excess of Rupees 50 lakhs) and Minor Events: (events which are contained within the limits, as are prescribed for major events). The Board reserves the right to modify the definition of major and minor



events at any time including finalization of application fees, formulate procedures for single window clearances of events, events covered, events excluded, terms and conditions, processing fees, procedure for the accord of the permission for the events.

(5) *Budget Planning, overseeing financial management, and ensuring adequate financial resources:*

(a) Review and approval of Budget for proper functioning of Goa Tourism.

(b) Advise on the financing plan for implementation of identified tourism development initiatives including state funds, central financial assistance, private sector participation, CSR funds, formation of sector-specific project implementation/readiness fund, funds from bi-lateral and multi-lateral organizations etc. including development of any enabling policies for increasing participation.

(c) Devise and facilitate in enforcement of "Tourism Development Cess" for undertaking tourism development programs/initiatives in the State.

(d) Periodically monitor progress of projects and programs including usage of funds, based on well-defined performance indicators.

(6) *Appointment of Empowered Committees and Working Groups:*

(a) Constitute empowered committees/sub-committees for proper functioning, delegation, policy making and implementation of various tourism development programs/initiatives in the State.

(b) The Board may requisite the services of specialist and consultancy agencies for planning, implementation, and evaluation of tourism projects on such terms and conditions as it may deem appropriate. The Board, upon its discretion, may appoint working groups/program managers/consultants, as and when required, having at least 10 (ten) years of relevant experience of working with national and

international tourism destinations. The relevant experience encompasses tourism master planning and implementation, management of individual tourism development programs, flagship tourism projects, statistics and research activities, destination marketing, new product development and other specialized programs.

(7) *Funding mechanism and utilization:*

(a) GTB shall recommend, administer, and monitor the utilization of a dedicated Goa Tourism Development Fund (GTDF) for specific projects and programs identified under the GTMP or any other priority programs for development of tourism infrastructure, as decided by the GTB.

(b) GTB shall decide on the form and incorporation status including the structure of GTDF.

(c) Sources of funds for GTDF would include budgetary provisions made in the Goa's annual budget, levy of cess on specific transactions, membership fees or other charges as identified by the GTB. Proceeds of such cesses and other charges shall accrue to the GTDF.

(d) The budgetary allocation to GTB shall be placed under the control of the GTB and the board shall decide upon the purpose and manner of its deployment GTB may suggest a one-time contribution to the GTDF from the Government of Goa as an initial contribution.

(e) GTDF shall be eligible to receive grants in aid from any Government Department or organization in furtherance of its objectives. In addition, funds may also be sourced from State/Central Government Schemes and domestic and international borrowings, as required.

(8) To carry out any other tourism related activities which may be considered necessary for the promotion and development of tourism in the State of Goa.

(9) Implementation of any other tourism related activity as directed by State Government.

(10) *Other Powers of the Board*— The Board may carry on such activities, which may appear to the Board as advantageous or necessary to discharge its functions, under this Notification and in particular, the board may exercise the following power—

(a) Introduce any new Act, Policies, Notifications, Plans, Schemes, Rules, and Guidelines etc., after due approval from the State Government. This includes proposing amendments to the extant Act, Policies, Notifications, Plans, Schemes, Rules, and Guidelines etc. for relevant classification and representation, effective functioning, and development of tourism in the State.

(b) Introduce regulations, standards, and certifications for improving the service quality, standardization and benchmarks of tourism related development activities and services, either existing or new;

(c) The Board may accept grants, donations and subvention and levy such charges and fees for development of tourism related activities and services in Goa.

(d) The Board may enter into any agreements or strategic alliances with credible national and/or international organizations/associations.

(e) Receive any membership fees or payments from any person/Government/Industry, in consideration of the services rendered by the Board such as member database management and circulation, newsletters, statistics, networking events, etc.

(f) Determine the symbol of the Board including levying penalties or taking any legal action on such person(s) that uses its symbol without written consent and/or prior approval from the Board.

(11) *Delegation of Powers*— The Board may, from time to time impose, delegate to any member of the Board or empowered Committee appointed by it, any of the functions, duties and power vested in the Board by or under this notification, and any

such power, function or duty so delegated shall be exercised or performed by the Chairman or Co-Chairman or Vice Chairman or CEO or any Member of the Board, as the case may be, in the name and on behalf of the Board.

5. *Departments of GTB*.— (1) The Goa Tourism Board shall constitute the following departments for effective planning and implementation of tourism development activities and services through DOT and GTDC:

(a) 'Licensing and Standards Department' for developing regulations/legislations/licensing and standards for the Industry such as: (i) Hotels and accommodation units, (ii) Travel agents/Tour operators/Online Travel Agencies (OTAs), (iii) Activity operators (land, air, water), (iv) Specialized Tourism Activities and (v) Tourism Professionals that are dependent on main stream tourism industry such as tourist guides, photographers, artists/performers etc.

(b) 'Land and Infrastructure Development' for new land acquisitions and proper management of existing assets/properties of Goa Tourism. This includes (i) New Property Acquisitions— land/other assets, (ii) planning and monitoring of trunk Infrastructure including beach cleaning, lifeguards, toilets, Tourist Information Centres etc., (iii) strategy for development/renovation/operations and maintenance of existing properties of Goa Tourism by way of leasing or attracting Private Investment/ Public Private Partnership projects.

(c) 'New Tourism Services Department' for planning and monitoring any new tourism services to be developed in the state, more particularly (i) Hinterland, and (ii) Coastline.

(d) 'Marketing and PR Department' for planning on branding and marketing of the state in various national and international forums including monitoring the PR activities. This includes (i) planning for Branding and Promotion of Goa Tourism,

(ii) managing Public Relations including activities of any agencies appointed for this purpose, (iii) improving Digital Marketing presence of Goa Tourism including website management, mobile application etc., (iv) managing customer grievances.

(e) 'Innovation Cell' for planning and promoting (i) digital interventions including adoption of Artificial Intelligence (AR), Virtual Reality (VR) technologies etc., (ii) Incubation centre for start-ups in the areas of Tourism, Hospitality, Technology, and allied areas, (iii) Capacity Building/Trainings for Industry and Goan youth.

(f) Statistics and Analytics for (i) planning and periodic collection of statistics and Market Research, (ii) data science and analytics, and (iii) GIS mapping.

(g) Other support functions such as (i) legal, (ii) accounts and finance, (iii) administration/Human Resources etc.

(2) GTB will appoint 6 (six) officers in the first year of its inception, apart from the CEO, from various Government Departments in Goa on deputation basis, for the purposes of managing the departments of GTB as specified above in the section 5(1) for effective planning and implementation of tourism development activities and services in the State. The applicable employment rules and post-retirement benefits i.e., pension, leave encashment, gratuity etc. to such officers shall be governed by the extant employment rules and policies, as stipulated by their respective Parent Departments.

(3) Out of the above 6 (six) officers, one officer shall be an "Internal Auditor" of accountant level from Common Accounts cadre of the state Government for the purposes of proper accounting and monitoring of budgets of Goa Tourism.

(4) The Board, from time to time, shall constitute empowered committees for its Departments including regulating its own procedure for the purposes of proper functioning, delegation, policy making and implementation of various tourism

development programs/initiatives in the State.

(5) The empowered committee(s) shall meet at least once in every two months with a quorum of at least 50% of members at such time and place as the Chief Executive Officer may think fit.

(6) All orders and decisions of such empowered Committees shall be examined and ratified during the meetings of the Board and shall be authenticated by the CEO or any other officer of the Board duly authorized by the CEO, on their behalf.

6. *Officers and other employees of the Board.— (1) Appointment of Staff for its Departments:*

(a) The Board, from time to time, shall appoint such officers and employees as may be necessary for the efficient performance of its Departments and the functions of the Board.

(b) The Board shall develop its own Recruitment and Retention (R&R) Policy or adopt the R&R policy of Government of Goa for the purposes of appointment, fixing salaries and allowances including employee benefit to its officers and other employees.

(c) Any vacancies in the Board or any of the Departments shall not invalidate proceedings of the Board.

(2) *Appointment and Tenure of Chief Executive Officer:*

(a) The minimum qualification and appointment of the CEO shall be as per the decision of the Board.

(b) CEO shall be entitled to salary and perks as decided by the Board in accordance with the relevant pay commission structure or as per applicable norms.

(c) The tenure of appointment of CEO is for a period of 5 (five) years and may be extended for any suitable tenure that the Board may deem fit.

(3) *Appointment and Tenure of Subject Matter Expert(s):*



(a) A Selection Panel of GTB comprising of representatives from Government and Industry shall identify and send invitations to Subject Matter Experts i.e. Seasonal Professionals/Retired Professionals from Tourism, Hospitality and allied fields for their appointment on GTB.

(b) GTB will appoint four Subject Matter Experts, on invitation basis and as selected by the Panel, for a term of 2 (two) years and extendable by another term, as per discretion of the Panel.

(c) The selected 4 (four) subject matter experts/seasoned professionals/retired professionals from tourism/hospitality and allied fields shall have a tenure period of 2 (two) years.

(d) The Panel reserves the right to allow for extension of 1 (one) additional term of 2 (two) years for any Subject Matter Expert or may even decide on their pre-mature termination, as per its discretion.

**(4) Appointment and Tenure of Vice Chairman:**

(a) The 8 (eight) representatives from the Industry including the 4 (four) Subject Matter Experts, shall nominate the Vice Chairman of GTB.

(b) The Vice Chairman shall chair GTB meetings in the absence of the Chairman and Co-chairman.

**(5) Appointment of Environmental Expert:**

(a) GTB shall appoint an environment expert, a qualified professional having at least ten (10) years of experience in environmental science and sustainable development, for advising it on the matters of environmental protection and preservation, as part of planning and implementation of development programs/initiatives.

(b) Environmental Expert to be nominated by the Government of Goa.

(c) Environmental Expert shall be entitled to perks as decided by Government from time to time.

(6) *Salaries and allowances to be paid out of grants:*

(a) Chief Executive Officer, Members, and employees shall be paid salaries, perks and allowances out of the grants.

(b) Any administrative, operating, and other expenses for the operation of the board shall also be paid out of the grants.

**7. Pattern of Assistance for the formation of Goa Tourism Board.—** (1) Financial assistance will be as per the pattern of assistance approved by the Government of Goa.

**8. Interpretation of the provisions of this Notification.—** If any question arises regarding interpretation of any clause, word, expression of the Notification, the decision about the interpretation shall lie with the Government, which shall be final and binding on all concerned.

**9. Redressal of grievance and dispute.—** Grievances or disputes if any, arising out of implementation of this notification, shall be referred to the Secretary (Tourism) of Government of Goa who shall hear and decide such matters and the decision of the Secretary (Tourism) to the Government in this regard shall be final and binding on all concerned.

The Notification has been issued with the approval of the Government and concurrence of the Finance Department (Expenditure) vide U. O. No. 1400082935 dated 26-10-2021 and administrative approval of the Government under U. O. No. 6218/F dated 29-09-2021.

By order and in the name of the Governor of Goa.

*Menino D'Souza*, Director (Tourism) & ex officio Addl. Secretary.

Panaji, 19th November, 2021.

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**Notification**

7/3/WC-TMP/2021-2022/DT/4025

Government of Goa had formulated the "Goa Tourism Policy 2020" vide Notification