



भारतीय खेल प्राधिकरण
Sports Authority of India

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Lodi Road
New Delhi 110 003*

F. No. 6(28)/SAI/B&F/121st FC/2023-24

Date: 14th February, 2024

Sub: 121st Meeting of Finance Committee of SAI

The 121st Meeting of Finance Committee of Sports Authority of India will be held under the Chairpersonship of Secretary (Sports), Ministry of Youth Affairs & Sports.

The date, time and venue for the aforesaid meeting will be intimated shortly.

However, the agenda of the meeting are enclosed.

You are requested to kindly make it convenient to attend the meeting.

**(Shailesh Rajan)
Executive Director (Finance) &
Member Secretary, Finance Committee**

To,

- 1 Shri Sanjay Prasad, Additional Secretary (Expenditure), Ministry of Finance, North Block, New Delhi
- 2 Shri Sandip Pradhan, Director General, SAI
- 3 Shri Sanjay Rastogi, AS & FA, MYAS
- 4 Shri Kunal, Joint Secretary (Sports), MYAS, Shastri Bhawan, New Delhi
- 5 Shri Vishnu Kant Tiwari, Secretary, SAI
- 6 Shri Vineet Kumar, Executive Director (Academics), NSNIS, Patiala

Copy to: PPS to Secretary (Sports), Shastri Bhawan, New Delhi



भारतीय खेल प्राधिकरण
Sports Authority of India

121st Meeting of the Finance Committee

Agenda Papers

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Agenda Item No.1

Confirmation of the Minutes of the 120th Meeting of the Finance Committee of Sports Authority of India (SAI) held on December 19, 2023

The Minutes of the 120th Meeting of Finance Committee of SAI were circulated vide Circular No. 6(28)/SAI/B&F/120th FC/2023-24 dated 20th December 2023.

Since no comments have been received, thereafter, Finance Committee may kindly confirm the minutes.

Agenda Item No.2

Action Taken Report on the decisions taken in the 120th Meeting of the Finance Committee of SAI held on December 19, 2023

Item No.	Item	Decision	Action Taken
4	Procurement for Sports Kits/Apparels for upcoming Khelo India Games and NCEOs	The Committee concurred the proposal and recommended it to be placed before GB for approval. The Committee also decided that the extension of contract for further one year to be done only after satisfactory compliance of terms and conditions of the supply order.	The notification of award dated 09.01.2024 was issued with the approval of the Chairman GB -Hon'ble Minister, MYAS.
5	Utilization of unutilized /underutilized infrastructure of SAI Stadia	The Committee concurred the proposal and recommended it to be placed before the GB for approval. The Committee also directed that the contract condition be suitably and clearly defined so that the firm cannot take any undue advantage during execution of contract. The Committee also directed that continuous running of the outsourced infrastructure/facility is to be ensured by SAI.	Approval has been obtained from Hon'ble Chairman of Governing Body of SAI i.e. Hon'ble Minister on 08.01.2024. Approval has been obtained from Hon'ble Chairman of Governing Body of SAI i.e. Hon'ble Minister on 08.01.2024. Accordingly, the following steps have been taken by the concerned Stadia Administrators as under: · <u>Gate No.2 of JNS - Administrator, JNS</u> has issued a Letter of Intent(LOI) dated 11.01.2024 to M/s Eagle Eye Security and Housekeeping Private Ltd. and they have submitted their acceptance. <i>File is under process for finalization lay out plan to execute the Agreement SAI and H1 bidder.</i>

			<p>· <u>North, South & West Plaza of IGSC - Administrator, IGSC</u> has issued a Letter of Intent (LOI) dated 15.01.2024 to M/s Seven Seas Hospitality Pvt Ltd. and <i>acceptance is awaited from the said agency.</i></p> <p>· <u>East Plaze of IGSC - Administrator, IGSC</u> has issued a Letter of Intent (LOI) dated 15.01.2024 to M/s Sur Aradhana Event Creations Pvt. Ltd. and <i>acceptance is awaited from the said agency.</i></p>
6	Procurement of Neurotracker X for Sports Psychology Lab at Lucknow, Bhopal, Aurangabad, Mumbai and Imphal	The Committee concurred the proposal and recommended it to be placed before GB for approval.	Approval of Chairman GB has been accorded. LOI has been issued.
7	Procurement of Force Plate for Sports Biomechanics Lab	The Committee concurred the proposal and recommended it to be placed before GB for approval.	Approval of Chairman GB has been accorded. LOI has been issued.
8	Selection of Strategic Advisors for Monitoring of Khelo India Scheme	The Committee concurred the proposal and recommended it to be placed before GB for approval.	The file is under submission for approval of Chairman, Governing Body.
9	Hiring of Production and Broadcasting Agency for Khelo India Games	The Committee concurred the proposal and recommended it to be placed before GB for approval.	Approval has been obtained from Hon'ble Chairman of Governing Body of SAI i.e. Hon'ble Minister. . RFP was published on CPP Portal on 20.01.2024 with last date for submission of 10.02.2024 which was further extended upto 14.03.2024.

10	Up-gradation of Target System installed at Qualification Ranges of 10M, 25M, 50M and 07 Trap & Skeet Ranges (06 existing & 7 th is approved) at Dr. KSSR	The Committee concurred the proposal and recommended it to be placed before GB for approval.	Approval has been obtained from Hon'ble Chairman of Governing Body of SAI i.e. Hon'ble Minister on 28.12.23. An agenda for this will be submitted to Governing Body for information / ratification.
11	Payment of Service Charge on property tax by Tenants of SAI Stadia, Delhi	The Committee concurred the proposal and recommended it to be placed before GB for approval.	Approval has been obtained from Hon'ble Chairman of Governing Body of SAI i.e. Hon'ble Minister. Accordingly a letter No.01-14010(01)/2/2023-Stadia(HO)/177 dated 29.12.2023 has been issued to concerned Stadia Administrators for further necessary action (copy of enclosed). An agenda for this will be submitted to Governing Body for information/ ratification.
12	Assigning the production and broadcasting of Khelo India Youth Games, Khelo India University Games and Khelo India Winter Games (KIYG 2023, KIUG-2023, KIWG-2024) to Doordarshan on Nomination basis	The Committee concurred the proposal and recommended it to be placed before GB for approval.	Approval has been obtained from Hon'ble Chairman of Governing Body of SAI i.e. Hon'ble Minister. Accordingly, work awarded to Doordarshan.
13	Expression of interest for onboarding broadcasting partners for Khelo India Youth Games 2023, Khelo India University Games 2023 & Khelo India Winter Games 2024(KIYG, KIUG & KIWG)	The Committee concurred the proposal and recommended it to be placed before GB for approval.	Approval has been obtained from Hon'ble Chairman of Governing Body of SAI i.e. Hon'ble Minister. In response to EOI floated M/s Star India Private Limited was onboarded for KIYG-2023. However, no proposals received so far for KIUG-2023 & KIWG-2024.

Additional item No. 1	RFP for sponsorship for KIYG-2023, KIWG-2024 and KIUG-2023)	The Committee concurred the proposal and recommended it to be placed before GB for approval.	Approval has been obtained from Hon'ble Chairman of Governing Body of SAI i.e. Hon'ble Minister. RFP was floated on 22.12.2023 with Last date for submission of 05.01.2024. The bid opening date was 06.01.2024. No bids were received.
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Agenda Item No.3

Procurement of 16 Wireless EMG Chanel for NCSSR

National Centre for Sports Science and Research (NCSSR) is entrusted with setting up sports science infrastructure NCSSR, New Delhi as well as in all the NCOEs. In accordance with the above, an exercise was carried out for assessment of required equipment at various centres for effective and efficient working of sports science discipline along with the objective to standardise the sports science department across HPCs and NCOEs

Therefore, the requirement of equipment to be procured for all the NCOEs was sought by Operations Division and based on the data provided by all the NCOEs, in principle approval of competent authority i.e., DG-SAI was obtained for initiating the Procurement of sports science equipment.

In accordance with the above, procurement of 6 units of 16 Wireless EMG Chanel, with two (2) years warranty and three (3) years Comprehensive Annual Maintenance (CAMC) was initiated and based on the recommendations of the constituted committee, the procurement was proposed as open tender. Exemption from minimum local content under Make in India condition was available for this equipment.

The estimated cost for the procurement being Rs. 2,72,42,552.20 for 6 units of 16 Wireless EMG Chanel with two (2) years warranty and three (3) years Comprehensive Annual Maintenance (CAMC).

S. No.	Per unit Estimated Cost with Two years warranty inclusive of GST in INR	Per Unit CAMC Rate for Three Years inclusive of GST in INR	No. of Units	Total Cost with 2 years warranty and 3 years CAMC inclusive of GST in INR
	A	B	C	D=(A+B) *C
1	38,35,461.27	7,04,964.00	6	2,72,42,552.20

Accordingly, the RFP was prepared based on legal and financial vetted template, and the tender was invited through CPP portal as open tender. The RFP was also published on the website of SAI and the bidder has to submit their bids through CPP portal only. The last date for the submission of bid being 31.08.2023.

Upon opening the technical bids as per schedule, total four (4) bids were received. Dully constituted committee technically examined the bids and found only single bid received from M/s Aerobe Pvt Ltd as technically responsive.

The Committee also noted that the bid of M/s Aerobe Pvt Ltd is a resultant single bid and has been evaluated as per GFR Rule 173 (xx):

“Lack of competition in rule 173(xix) shall not be determined solely on the basis of the number of Bidders. Even when only one Bid is submitted, the process may be considered valid provided following conditions are satisfied:

- i. *The procurement was satisfactorily advertised and sufficient time was given for submission of bids.*
- ii. *The qualification criteria were not unduly restrictive; and*
- iii. *Prices are reasonable in comparison to market values”*

In this context the TBEC had observed that the proposal is in compliance to point i) and ii) of the said order and the bid will be recommended only if the price quoted by the bidder is found reasonable.

Subsequent to approval of competent authority, financial bid of technical responsive bidder i.e. M/s Aerobe Pvt Ltd was opened on 19.12.2023. The bidder has quoted **Rs. 2,05,80,460.80** for 6 units of equipment with two (2) years warranty and three (3) years of CAMC, details are tabulated as hereunder:

S. No.	Per unit Estimated Cost with Two years warranty inclusive of GST in INR	Per Unit CAMC Rate for Three Years inclusive of GST in INR	No. of Units	Total Cost with 2 years warranty and 3 years CAMC inclusive of GST in INR
	A	B	C	D=(A+B)*C
1	31,33,000.00	2,97,076.80	6	2,05,80,460.80

Upon comparison with the estimated cost, the price quoted by the bidder was on lower side when compared with the estimated cost by 24.45%. Accordingly, the price bid evaluation committee recommended to consider quoted rate as justifiable and reasonable. The committee has recommended for awarding the contract to M/s Aerobe Pvt Ltd for Procurement of 6 units of 16 Wireless EMG Channel at the cost of Rs. 2,05,80,460.80 (Rupees Two Crores Five Lakhs Eighty Thousand Four Hundred Sixty and Eighty Paise only) inclusive of GST with 2-year warranty and three years CAMC.

Since, it is proposed to award contract to resultant single technical responsive offer and as per Delegation of Financial Power (DFP) (clause 5.3), *“the power of DG, SAI for approval of single tender in each case is Rs. 2.00 Crore for Purchase of Sports Goods/Equipments (both Imported & Indigenous) such as Sports Goods (consumables and non-consumables), Sports Equipment, Fitness Equipment, Sports Software, Accessories of Equipments etc. through negotiated or single tender or proprietary contract (As per chapter 6 of GFR 2017)”*.

The total financial implication for the above-mentioned contract is **Rs. 2,05,80,460.80** for Procurement of 6 units of 16 Wireless EMG Channel, with two (2) years warranty and three (3) years Comprehensive Annual Maintenance (CAMC), which is more than the delegated financial power of DG, SAI under clause 5.3 of DFP. Hence, the proposal is being submitted for concurrence of Finance Committee for Procurement of 6 units of 16 Wireless EMG Channel, with two (2) years warranty and three (3) years Comprehensive Annual Maintenance (CAMC) @ **Rs. 2,05,80,460.80 including GST**.

Concurrence of Finance Committee is solicited for award of contract to M/s Aerobe Pvt. Ltd. authorized dealer of M/s Noraxon USA, Inc. for Procurement of 6 units of 16 Wireless EMG Channel, with two (2) years warranty and three (3) years Comprehensive Annual Maintenance (CAMC) @ Rs. 2,05,80,460.80 including GST.

Agenda Item No. 4

Providing of Substation equipment & construction of Substation building at SAI, RC, Gandhinagar, Gujarat

The work of Providing Substation equipment & construction of Substation building at SAI NSWC Gandhinagar at an estimated cost of ₹ 2.93 crore was approved by DG, SAI under his delegation of financial powers. The work was deposited with CPWD for execution in accordance with MoU concerned, CPWD manual, CVC guidelines and GFR 2017. The funds were booked from SAI Capital/I.R. The work commenced on 22.04.2022. The physical progress of the work concerned is at 90%.

During the PMG meeting held on 04.01.2023, it was also observed that CPWD has left connections in some old buildings from the original scope of work and it was suggested that the all connections must be upgraded so that all the campus would be energized.

The deviations in the works are given as follows;

- a. Increase in the amount by ₹12.90 lakhs for electrical works for making HT line connections functional in the campus.
- b. Increase of ₹ 2.82 lakhs due to DWC pipe as the road cutting was not permitted in the campus and additional bus bar joint for interconnection of cable.
- c. Further, the amount ₹ 15 Lakh has also increased due to increase in GST rates from 12% to 18% for both civil and electrical works.

Additionally, Torrent Power Ltd. presently provides electricity through Low Tension (LT) services to all the sports infrastructure and other buildings at RC Gandhinagar. A communication received from Torrent Power Ltd. and discussion during the PMG meeting with senior engineers of CPWD, Gandhinagar, suggested that providing electricity connection to the various playfields and building, including the under-construction 400 bedded hostel, through a High Tension (HT) line is necessary.

Therefore, the supplementary estimates of the work are given as follows:

- a. Amount of ₹ 56.47 lakhs for the conversion of connection from LT to HT Power from M/s Torrent power Ltd. The cost of conversion of Rs 20 Lakhs only was included in the original approved estimate provided by CPWD.

The above proposals are summarized below:

S. No.	Description	Amount (₹)	Remarks
1	Conversion from LT to HT power	56,47,000.00	Cost of conversion from M/s Torrent Power Ltd.
2	Total Electrical Works	12,90,568.00	Includes all items required for the extra scope of work.

3	Extra items	2,82,410.00	DWC pipe as the road cutting was not permitted in the campus and additional bus bar joint for interconnection of cable.
4	Increase in GST amount due to increase from 12 to 18%	14,99,710.00	
5	Net change in cost over BOQ including civil and electrical works	4,95,446.80	
6	Contingencies (@3%)	7,97,270.00	
	TOTAL	1,00,12,404.80	1,00,12,405.00(say)

The justifications and detailed supplementary estimate of the above increase in cost has been provided by CPWD. Additionally, CPWD has also intimated that the works are almost near to completion and are getting wasted due to non-utilization.

S. No.	Total Including Deviations and Supplementary estimates (₹)	A/A (₹)	Difference (₹)	Difference over A/A (%)
1	37850422.00	29278288.00	8572134	29.28

In view of the above deviations of 29.28%, as submitted by CPWD, the increase in amount by ₹85,72,134.00 over the approved cost of ₹2.93cr has been justified for the completion of work as recommended by the Centre. This lies under the delegation of financial powers of FC/GB as directed in the 43rd GB. The increase in cost will lead to the increase in total amount of the work from ₹2.93cr to ₹3,78,50,422.42/-.

Concurrence of Finance Committee is solicited for providing Substation equipment & construction of Substation building amounting to ₹ 3.78 cr (Rupees Three Crores Seventy-Eight Lakhs Fifty Thousand Four Hundred and Forty-Two only) and concurrence of the deviation and supplementary estimate at SAI, RC, Gandhinagar, Gujarat from SAI Block Grant- Capital/TR.

Agenda Item No. 5

Empanelment of Event Management Agencies (EMA) to Conceptualize, Plan, Design, Organize, Produce, Coordinate, Direct, Manage, execute and Deliver the main sporting event/run up events/ceremonial, events/ activations etc. organized/conducted/ managed by SAI (Sports Authority of India).

SAI organizes various events under Khelo India Scheme including Khelo India Youth & University Games and Fit India Mission where in services of Event Management Agencies may be required. So far Six Edition of Khelo India Youth Games (KIYG), three edition of Khelo India University Games (KIUG) and first ever edition of Khelo India Para Games have been organized. The events were broadcasted on various TV/OTT platforms. In addition to the Khelo India Sports Competitions, various others sporting and non-sporting events are also organized by SAI and Ministry of Youth Affairs & Sports (MYAS) such as marathons/runs, conferences, award functions, fitness/sports awareness program, in addition to these events, various campaigns and promotional programs are also being organized under Fit India Mission. Further, this year being an Olympic year, various activation programs are likely to be organized.

In this connection, many times events are organized on short notice and on account of paucity of time, it becomes imperative to bring onboard Event Management Agencies for execution within a limited span of time. To achieve the desired standards, Event Management Agencies may be empaneled that have demonstrated exceptional expertise in overseeing, executing, management and delivery of mega sporting events. These empaneled agencies shall be responsible for organization of this sporting event as well as various other events which are to be organized by SAI.

In this context, it is to submit that 19 Event Management Agencies were empaneled initially for 3 years with the approval of Chairman GB dated 22.09.2020. However, it was felt that the event management agencies need to be empaneled in different categories for execution of events of varying scales and also existing pool may be widened. Accordingly, after the expiry of the tenure of the empanelment of these 19 agencies on 24.09.2023, it was not further extended.

Accordingly, an RFE was prepared to empanel prospective agencies to achieve the said goal and the approval of Hon'ble Minister of Youth Affairs and Sports Government of India and Chairman GB, SAI was obtained and RFE was published on 02.11.2023.

Therefore, the RFE was prepared and published having salient features as below: -

- Terms of Empanelment – 3 years extendable by 2 years.
- Scope of Work for the event management agencies is mentioned as below:
 - Provide vibrant 3D mock-ups, content creation, and multilingual design for event promotion.
 - Coordinate design, approval, and implementation of comprehensive venue branding including 3D mock-ups.
 - Plan, implement and manage comprehensive event overlays, technical requirements, and logistics.
 - Provide artist, emcee, and manpower options with all-inclusive costs and approvals.
 - Manage hospitality, souvenirs, and venue aesthetics for diverse event requirements.

- Eligibility Criteria – Minimum Eligibility Criteria- Event Management Agency for Category A, B & C. Each Bidder must fulfil Qualification Criteria.
- Evaluation Criteria category wise.
- It was Proposed to Empanel 3 Type of Agencies (Category A, B & C) and the event/work order as and when required may be allocated as per the under mentioned category:

S. No.	Category	Work Order Size
1.	A	More Than Rs. 1 Cr.
2.	B	Rs. 10 Lakh to 1 Cr.
3.	C	Upto Rs. 10 Lakh

In response to the RFE total 42 (Forty-Two) bids were received out of which 36 responsive bidders were qualified for further evaluation. After evaluation of the credentials submitted by the bidders and presentations, the Technical Bid Evaluation Committee (TBEC) and Presentation Evaluation Committee (PEC) assigned the marks against the parameters as specified in the RFE document.

As per clause 14.2 (e) (b) & 14.5 “The bidders securing the minimum technical score of 70 Marks will be empaneled under respective category”. In pursuance of the aforesaid clause and final score so obtained by the bidders 34 (Thirty-Four) Event Management Agencies as mentioned below, were found eligible to be empaneled with SAI.

SN	Name of the Bidder	SN	Name of the Bidder	SN	Name of the Bidder
CATEGORY A			CATEGORY B		
1	Axis Communication	14	Oyo Hotels and Homes Pvt Ltd	23	Dot Communications & Marketing
2	Collectcent Digital Media Pvt Ltd	15	Pavillions & Interiors India Pvt Ltd	24	Eventkraft Marketing Solutions
3	Crayons Advertising Pvt Ltd	16	Rashi Entertainment	25	Max Publicity & Communication
4	Deepali Design & Exhibitions Pvt Ltd	17	SFA Sporting Services	26	Resources Events & Promotions
5	E-Factor Experiences Ltd	18	Showcraft Productions	27	Shrankhala
6	Expression 360 Services India	19	TCM FOXP&D	28	Span Communications
7	Expro Events and Exhibits	20	Thomas Cook India Pvt Ltd	29	Tattva Creations
8	Gobananas	21	White Copper Entertainment	30	Venus Conferences & Exhibitions
9	Graphisads Limited	22	Wings Brand Activations India Pvt Ltd	CATEGORY C	
10	ITW Playworx			31	Big Shows Entertainment Pvt Ltd
11	JB Decore Pvt Ltd			32	Centum Advertising Pvt Ltd
12	Mantra Events and Production			33	Fuel Communications
13	Meraki Communications Pvt Ltd			34	Tenvent Communication Pvt Ltd

The above mentioned EMAs are to be empaneled with SAI for a period of 3 (three) years, further extendable by 2 (two) years, subject to satisfactory performance during the original term.

Accordingly, for any future event which is to be organized by SAI, an RFP will be issued inviting proposals as per GFR guidelines based upon the estimated cost of the work. Only Financial proposals will be called upon from the empaneled agencies during the bidding process for awarding the contract. The RFP will contain a comprehensive scope of work along with other details of the event.

Concurrence of the Finance Committee is solicited for empanel 34 bidders out of 42 bidders as Event Management Agencies (EMA) to Conceptualize, Plan, Design, Organize, Produce, Coordinate, Direct, Manage, execute and deliver the main sporting event/run up events/ceremonial, events/ activations etc. organized/conducted/ managed by SAI (Sports Authority of India).

Agenda Item No. 6

Gender Based earmarking of seats for Massage Therapists

The National Centre of Excellence scheme has been launched with the aim of providing best in class infrastructure and facilities to all the developmental and elite level athletes. An important aspect in this is the development of sports science related facilities in order to provide the best-in-class support system to our athletes.

Hence, in order to achieve this objective, over the past few years, several efforts have been made by SAI by taking measures like procurement of equipment, recruitment of scientific and support staff for various NCOEs of SAI.

An important component of the support staff for an athlete is the service of Massage Therapists which is an important aid in the recovery and rehabilitation process for an athlete as it helps in treating injury, enhancing performance and promoting muscle recovery. A massage therapist rubs and kneads the soft tissues of an athlete's body by varying the amount of pressure and movement. The soft tissues include muscle, connective tissue, tendons, ligaments and skin. Their primary objective is to promote relaxation, reduce muscle tension, and enhance overall well-being. They utilize various techniques and modalities, such as Swedish massage, deep tissue massage, and aromatherapy, to address specific athlete needs and preferences.

During a massage session, the massage therapist assesses the athlete's individual requirements and tailors the treatment accordingly. They use their hands, fingers, elbows, or even specialized tools to apply pressure and manipulate the soft tissues of the body. This helps to relieve muscle stiffness, increase blood circulation, alleviate pain, and promote a sense of relaxation.

Hence, it is quite evident from the description given above that Massage Therapy involves body contact between the practitioner and the athlete. Hence, in such a scenario, there have been repeated demands from the regional centers for recruiting Massage Therapists based on gender i.e. the Male and Female Massage Therapists being deployed at a center should be in proportion to the Male and Female athletes present at the center otherwise a situation arises wherein the Massage Therapist is deployed however he/she is of no use because the athletes of opposite gender are not comfortable with him/her providing therapy.

Besides this, it is also quite evident that providing Massage is very physically demanding, massage therapists can injure themselves if they do not use the proper techniques. Repetitive-motion problems and fatigue from standing for extended periods while providing massage are most common. Hence, a ratio needs to be fixed for Female: Male Massage therapist which can help in ensuring that the Female Massage Therapist is not over-burdened and is equally effective in providing massage to all the athletes allotted to her.

Further, in order to ensure that Massage is provided to each athlete from a Massage Therapist of the same gender, certain percentage of posts may be earmarked/reserved for female massage therapist without disturbing the recruitment process, while at the same time adhering to the sanctioned strength of each NCOE. Based on the sanctioned strength of athletes for 2024-25 issued by Operation Division, the ratio of Female to Male athletes is 49:51. Accordingly, the requirement of female massage therapist may be assessed in the same ratio to

ensure effective recovery support services to female athletes as well as not-over burdening the massage therapist.

Therefore, it is proposed to earmark a minimum of 30% (not exceeding 50%) posts of sanctioned 104 posts for Female massage therapists to maintain gender ratio among massage therapist which will be in line with gender ratio in athletes.

Concurrence of Finance Committee is solicited for sanction for earmarking of 30% (not exceeding 50%) posts for female massage therapists out of total 104 sanctioned posts of massage therapist without disturbing the recruitment