

**EASTERN RAILWAY**

No. CPO/SC/SAS/PoI/ Pt.II

Kolkata, the 13<sup>th</sup> January, 2011**ALL CONCERNED**

Sub: Instructions for sportspersons on Indian Railways – Norms and procedure for recruitment, norms for incentives and out-of-turn promotions and Sports Quota for Railways/Units, etc.

Enclosed please find herewith the copy Railway Board's letter No. 2010/E(Sports)/ 4(1)/1(Policy) dated 31st. December 2010 (RBE No. 189/2010) communicating revised instructions applicable in all Zonal Railways and Units for recruitment of sportspersons, their sports quota and incentives and out-of-turn promotions to Railway servants for their outstanding sports achievements in the field of sports etc.

It is mentioned that distribution of sports quota for each financial year is communicated separately in this Railway, which is to be followed by the Divisions/Workshops/Hqs. etc. for each financial year.

Copy of Railway Board's letter, as above, is enclosed herewith for information, guidance and necessary action please.

DA:As above

(K. Debbarma)  
Sr. Personnel Officer/RP  
For Chief Personnel Officer  
Rly.Ph.No. - 1P 24112

Copy of Railway Board's letter No. 2010/E(Sports)/4(1)/1(Policy) dated 31st. December 2010 (RBE No. 189/2010) addressed to GM (P) s All Zonal Railways & others.

**Sub. :- Instructions for sportspersons on Indian Railways – Norms and procedure for recruitment, norms for incentives and out-of-turn promotions and Sports Quota for Railways/Units, etc.**

1. It has been decided by the Railway Board that in supersession to all earlier instructions/clarifications/corrigendum on the above mentioned subject, the following revised instructions shall be applicable in all Zonal Railways and Units for recruitment of sportspersons, their sports quota and incentives and out-of-turn promotions to Railway servants for their outstanding sports achievements in the field of sports, from the date of issue of this letter.

**2. Sports Quota :**

- 2.1 Recruitment of Sportspersons shall be done through Talent Scouting and Open Advertisement. 60% of the total quota, including the share of Railway Sports Promotion Board (RSPB), shall be through Talent Scouting and balance 40% shall be filled up by Open Advertisement. Distribution of quota for a financial year, amongst Railways, Units, RSPB and Workshops having staff strength of 4000 or more, shall be as under:-

| S. No. | Zonal Railway/<br>Production Unit                                                             | Name of Pay Band/<br>Scale | Pay Bands/<br>Scales | Corres-<br>ponding<br>Grade<br>Pay | Quota Allotted for a<br>Financial Year |                    |                | Total<br>Quota |
|--------|-----------------------------------------------------------------------------------------------|----------------------------|----------------------|------------------------------------|----------------------------------------|--------------------|----------------|----------------|
|        |                                                                                               |                            |                      |                                    | Open<br>Advt.                          | Talent<br>Scouting |                |                |
|        |                                                                                               |                            | ( In Rupees)         |                                    |                                        | ZR/PU<br>Quota     | ZR/PU<br>Quota |                |
| 2.1.1  | CR, ER, ECR,<br>ECOR, NR,<br>NCR, NER,<br>NFR, NWR,<br>SR, SCR, SER,<br>SECR, SWR,<br>WR, WCR | PB-2                       | 9,200-34,800         | 4,200                              | ...                                    | 1                  | 1              | 2              |
|        |                                                                                               | PB-1                       | 5,200-20,200         | 2,800                              | 3                                      | 3                  | 1              | 7              |
|        |                                                                                               | PB-1                       | 5,200-20,200         | 2,400                              |                                        |                    |                |                |
|        |                                                                                               | PB-1                       | 5,200-20,200         | 2,000                              | 9                                      | 8                  | 4              | 21             |
|        |                                                                                               | PB-1                       | 5,200-20,200         | 1,900                              |                                        |                    |                |                |
|        |                                                                                               | Total Quota Per Railway    |                      |                                    |                                        | 12                 | 12             | 6              |

| S. No. | Zonal Railway/<br>Production Unit                                      | Name of Pay Band/<br>Scale | Pay Bands/<br>Scales | Corres-<br>ponding<br>Grade<br>Pay | Quota Allotted for a<br>Financial Year |                    |               | Total<br>Quota |
|--------|------------------------------------------------------------------------|----------------------------|----------------------|------------------------------------|----------------------------------------|--------------------|---------------|----------------|
|        |                                                                        |                            | ( In Rupees)         |                                    | Open<br>Advt.                          | Talent<br>Scouting |               |                |
|        |                                                                        |                            |                      |                                    | ZR/PU<br>Quota                         | ZR/PU<br>Quota     | RSPB<br>Quota |                |
| 2.1.2  | CLW, DLW,<br>DMW, ICF,<br>RCF, RWF,<br>RDSO,<br>Metro Rly./<br>Kolkata | PB-2                       | 9,300-34,800         | 4,200                              | ...                                    | 1                  | 1             | 2              |
|        |                                                                        | PB-1                       | 5,200-20,200         | 2,800                              | 2                                      | 1                  | 1             | 4              |
|        |                                                                        | PB-1                       | 5,200-20,200         | 2,400                              |                                        |                    |               |                |
|        |                                                                        | PB-1                       | 5,200-20,200         | 2,000                              | 4                                      | 4                  | 1             | 9              |
|        |                                                                        | PB-1                       | 5,200-20,200         | 1,900                              |                                        |                    |               |                |
|        |                                                                        | Total Quota Per Unit       |                      |                                    |                                        | 6                  | 6             | 3              |
| 2.1.3  | Headquarter<br>of each Zonal<br>Railway                                | PB-1                       | 5,200-20,200         | 1,800                              | 4                                      | 4                  | 2             | 10             |
| 2.1.4  | Each Division<br>of Zonal<br>Railway                                   | PB-1                       | 5,200-20,200         | 1,800                              | 2                                      | 2                  | 1             | 5              |
| 2.1.5  | DLW, ICF,<br>RCF, CLW                                                  | PB-1                       | 5,200-20,200         | 1,800                              | 6                                      | 6                  | 3             | 15             |
| 2.1.6  | DMW, RWF,<br>Metro<br>Railway<br>Kolkata                               | PB-1                       | 5,200-20,200         | 1,800                              | 2                                      | 2                  | 1             | 5              |
| 2.1.7  | RDSO                                                                   | PB-1                       | 5,200-20,200         | 1,800                              | 1                                      | 1                  | 1             | 3              |
| 2.1.8  | Workshops<br>(having the staff<br>strength of 4000<br>or more)         | PB-1                       | 5,200-20,200         | 1,800                              | 2                                      | 1                  | ...           | 3              |

- 2.2 CLW, DLW, DMW, ICF, RCF & RWF can recruit the sportspersons in the category of Skilled Artisans and such recruitment shall be counted against the 25% direct recruitment of Skilled Artisans as advised vide Board's letter no. E(NG)III/78/RC1/9 dated 24.02.1979.
- 2.3 The quota allotted as Para 2.1 above, is for a financial year and unused quota shall lapse on the expiry of financial year.
- 2.4 Final approval of the competent authority in all cases of recruitment against sports quota is to be obtained by the 31<sup>st</sup> March of the given financial year.
- 2.5 The competent authority for recruitment of sportspersons against sports quota, shall be the same as mentioned in the relevant paras of Indian Railways Establishment Code, Volume-I.
- 2.6 Appointment orders should be issued within one month from the date of approval of the competent authority.

- 2.7 The recruitment shall be done in the games as mentioned below or as recognized by RSPB for this purpose:-

| S. No. | Game                                        | S. No. | Game          | S. No. | Game                                         |
|--------|---------------------------------------------|--------|---------------|--------|----------------------------------------------|
| 1      | Aquatics<br>(Swimming, Diving & Water Polo) | 11     | Chess         | 21     | Karate                                       |
| 2      | Archery                                     | 12     | Cricket       | 22     | Kabaddi                                      |
| 3      | Athletics                                   | 13     | Cross Country | 23     | Kho-Kho                                      |
| 4      | Badminton                                   | 14     | Cycling       | 24     | Powerlifting                                 |
| 5      | Ball Badminton                              | 15     | Football      | 25     | Shooting                                     |
| 6      | Basketball                                  | 16     | Golf          | 26     | Table Tennis                                 |
| 7      | Billiards & Snooker                         | 17     | Gymnastics    | 27     | Tennis                                       |
| 8      | Body Building                               | 18     | Handball      | 28     | Volleyball                                   |
| 9      | Boxing                                      | 19     | Hockey        | 29     | Weightlifting                                |
| 10     | Bridge                                      | 20     | Judo          | 30     | Wrestling<br>(Free Style & Greco Roman Only) |

- 2.8 Recruitment of sportspersons both through Talent Scouting and Open Advertisement shall be to a Grade where there is an element of direct recruitment and shall be counted against that quota.
- 2.9 In exceptional cases Railway Board can consider the recruitment of outstanding sportspersons, fulfilling the norms, in the intermediate grades. Zonal Railways/ Units may send the proposals of eligible sportspersons to Railway Board for prior approval after the recommendation of General Manager.
- 2.10 Talent Scouting Quota of RSPB Pool shall be operated by RSPB. However, the requests of Zonal Railways / Production Units etc., duly recommended by the President of their Sports Association for release of berths from RSPB Pool, may be considered by RSPB on merit. Railways/Units may send proposals in this regard, only after complete utilization of their Talent Scouting and Open Advertisement quota, along with all relevant information and documents, at least one and half months before the completion of the financial year, i.e. by 15<sup>th</sup> February.

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2.11 In the case of appointment of a sportsperson against RSPB's Talent Scouting Quota, Railway Board is the final authority for release of berth from RSPB's Talent Scouting Quota. Therefore, the approval of the Railway Board for release of berth from RSPB's Talent Scouting Quota for appointment of a sportsperson, must be on or before 31<sup>st</sup> March of a financial year against the quota of which sportsperson is being appointed; and the appointment orders should be issued within one month from the date of issue of letter from Board's office in this regard.

2.12 Railway Board may re-allocate the Talent Scouting quota from one Railway/Unit to another Railway/Unit and from one Grade Pay and Pay Band to another Grade Pay and Pay Band, as and when required.

2.13 General Manager may re-allocate the Talent Scouting quota allotted to their Railway for appointment against the posts in Grade Pay ₹1,800 in Pay Band ₹5,200-20,200 from one Division/Workshop/Headquarter to another Division/Workshop/Headquarter, as and when required. However, other quota i.e. Open Advertisement Quota cannot be transferred.

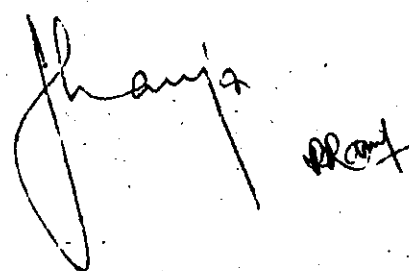
### 3. Categorization of International Championships :

For recruitment and incentive purposes, international Championships/events are categorized as under:-

Category-A : Olympic Games (Senior Category)

Category-B : World Cup (Junior/Senior Category)  
World Championships (Junior/Senior Category)  
Asian Games (Senior Category)  
Commonwealth Games (Senior Category)

Category-C : Commonwealth Championships (Junior/Senior Category)  
Asian Championships / Asia Cup (Junior/Senior Category)  
South Asian Federations (SAF) Games (Senior Category)  
USIC (World Railways) Championships (Senior Category)



**4. Sports norms for recruitment of sportspersons in different Grade Pay & Pay Bands :**

**4.1** The minimum sports norms for recruitment of sportspersons against sports quota, both through Talent Scouting and Open Advertisement, in different Grade Pay and Pay Bands, for both team and individual events, shall be as under. These provisions shall be read along with Notes below the Para.

| S. No. | Name of Pay Band / Scale | Grade Pay            | Pay Band     | Minimum Sports Norms for Recruitment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------|--------------------------|----------------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|        |                          | (In Rupees)          |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| (i)    | PB-2                     | 4,200                | 9,300-34,800 | Upto 8 <sup>th</sup> Position in Olympics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| (ii)   | PB-1                     | 2,800<br>OR<br>2,400 | 5,200-20,200 | Represented the Country in Olympic Games (Category-A)<br>OR<br>At least 3 <sup>rd</sup> Position in any of the Category-B Championships/events                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| (iii)  | PB-1                     | 2,000<br>OR<br>1,900 | 5,200-20,200 | Represented the Country in any of the Category-B Championships/events<br>OR<br>At least 3 <sup>rd</sup> Position in any of the Category-C Championships/events<br>OR<br>At least 3 <sup>rd</sup> Position in Senior/Youth/Junior National Championships<br>OR<br>At least 3 <sup>rd</sup> Position in National Games organized under aegis of Indian Olympic Association<br>OR<br>At least 3 <sup>rd</sup> Position in All India Inter University Championship organized under the aegis of Association of Indian Universities<br>OR<br>1 <sup>st</sup> Position in Federation Cup Championships (Senior Category) |
| (iv)   | PB-1                     | 1,800                | 5,200-20,200 | Represented the Country in any of the Category-C Championships/events<br>OR<br>At least 3 <sup>rd</sup> Position in Federation Cup Championships (Senior Category)<br>OR<br>Represented a State of equivalent Unit, except in Marathon and Cross Country, in Senior/Youth/Junior National Championships<br>OR<br>At least 3 <sup>rd</sup> Position in Senior State Championships for all Units and Districts of the State                                                                                                                                                                                          |

**Notes (Read with Para 4.1 above) :**

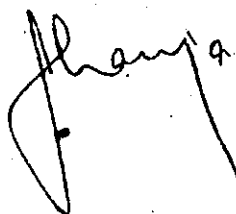
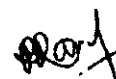
- (a) In Athletics, medal winning performance in National Inter State Senior Athletics Championships, may also be considered for recruitment against the post: having Grade Pay ₹1,900 in Pay Band ₹5,200-20,200.
- (b) In Chess; following sports achievements may also be considered for recruitment; in different Grade Pay and Pay Bands:-

| Name of<br>Pay Band/<br>Scale | Grade Pay            | Pay Band     | Minimum Sports Norms<br>for Recruitment                                                                               |
|-------------------------------|----------------------|--------------|-----------------------------------------------------------------------------------------------------------------------|
|                               | (In Rupees)          |              |                                                                                                                       |
| PB-1                          | 2,800<br>OR<br>2400  | 5,200-20,200 | Grand Master title in Chess                                                                                           |
| PB-1                          | 2,000<br>OR<br>1,900 | 5,200-20,200 | International Master title in Chess<br>OR<br>2350 or more rating points, in last two<br>consecutive FIDE Rating Lists |
| PB-1                          | 1,800                | 5,200-20,200 | 2300 or more rating points in last two<br>consecutive FIDE Rating Lists                                               |

- (c) In Badminton, Table Tennis and Tennis; sportspersons may also be considered for recruitment on the basis of their current Annual All India Rankings; in different Grade Pay and Pay Bands, as per following criteria:-

| Name of Pay Band/ Scale | Grade Pay            | Pay Band     | Minimum Sports Norms for Recruitment |         |                                  |
|-------------------------|----------------------|--------------|--------------------------------------|---------|----------------------------------|
|                         | (In Rupees)          |              | Age Category                         | Event   | Current Annual All India Ranking |
| PB-1                    | 2,800<br>OR<br>2,400 | 5,200-20,200 | Seniors                              | Singles | Upto 4 <sup>th</sup> Position    |
| PB-1                    | 2,000<br>OR<br>1,900 | 5,200-20,200 | Seniors                              | Singles | Upto 12 <sup>th</sup> Position   |
|                         |                      |              |                                      | Doubles | Upto 4 <sup>th</sup> Position    |
|                         |                      |              | Youth                                | Singles | Upto 6 <sup>th</sup> Position    |
|                         |                      |              | Juniors                              | Singles | Upto 6 <sup>th</sup> Position    |
| PB-1                    | 1,800                | 5,200-20,200 | Seniors                              | Singles | Upto 16 <sup>th</sup> Position   |
|                         |                      |              |                                      | Doubles | Upto 6 <sup>th</sup> Position    |
|                         |                      |              | Youth                                | Singles | Upto 8 <sup>th</sup> Position    |
|                         |                      |              | Juniors                              | Singles | Upto 8 <sup>th</sup> Position    |

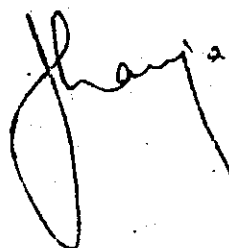
Only the current Annual All India Ranking shall be considered for these purposes. Ranking in Mixed-Doubles shall not be considered.

- (d) In Cricket (Men and Women) at International level, representation of Main Indian Seniors Team in a Test Match or in a Limited Overs One Day International Match or in a Twenty-20 Overs Match; shall also be considered for recruitment against the posts having Grade Pay ₹1,900 or ₹2,000 in Pay Band ₹5,200-20,200.
- (e) However, if a cricket player represented Main Indian Seniors Team (Men/Women) atleast in five Test Matches or in ten Limited Overs One Day International Matches; may be considered for recruitment against the posts having Grade Pay ₹4,200 in Pay Band ₹9,300-34,800.
- (f) In Cricket at National level, following sports achievements in 4 Days, 'One Day Limited Overs / Twenty-20 Overs Men/Women Cricket Championships (except Vizzy Trophy); organized under the aegis of BCCI; may also be considered for recruitment against the posts having Grade Pay ₹1,800 or ₹1,900 in Pay Band ₹5,200-20,200:-

| S. No. | Details of Championships                                | Category                           | Minimum Sports Achievement for Recruitment in Grade Pay |                                                     |
|--------|---------------------------------------------------------|------------------------------------|---------------------------------------------------------|-----------------------------------------------------|
|        |                                                         |                                    | ₹1,900 / ₹2,000                                         | ₹1,800                                              |
| (i)    | All India Inter State Elite & Plate Group Championships | Senior/ Youth (U-22)/ Junior(U-19) | Semi-finalists of Elite Group Championships             | Participation in Elite or Plate Group Championships |
| (ii)   | All India Inter State Championships                     | Senior/ Junior(U-19)               | Semi-finalists of All India knock-out stage             | Participation in any stage                          |
| (iii)  | All India Inter Zonal Championships                     | Senior/ Junior (U-19)              | Finalist                                                | Participation                                       |

- (g) In Golf, (i) for recruitment against the posts having Grade Pay ₹1,900 or ₹2,000 in Pay Band ₹5,200-20,200; sportsperson having I.G.U. ranking from 1-50; and (ii) for recruitment against the posts having Grade Pay ₹1,800 in Pay Band ₹5,200-20,200; sportsperson having I.G.U. ranking up to 100, subject to single handicap i.e. less than 10 (in order of Merit/Amateur Merit list) shall also be eligible for recruitment. Only the current Annual All India Ranking shall be considered for these purposes.
- (h) In Hockey, for recruitment against the posts having Grade Pay ₹1,900 or ₹2,000 in Pay Band ₹5,200-20,200; at least 2<sup>nd</sup> position in the International Tournaments of four or more nations, may also be considered. Participation in these tournaments may be considered for recruitment against the posts having Grade Pay ₹1,800 in Pay Band ₹5,200-20,200.
- (i) In Rifle Shooting, for recognized domestic championships as mentioned in Para 4.1 above, only the individual performance shall be considered for recruitment purpose, All India G.V.Mavlankar Shooting Championship is not a recognized championship for this purpose.




- (j) *All the recruitments against Talent Scouting Quota and Open Advertisement Quota, shall be at the minimum of the scale of pay.*
- (k) *All the championships mentioned above should be conducted under the aegis of recognized International/National/State Sports Federations and also recognized by the Railway Sports Promotion Board.*
- (l) *For recruitment of sportspersons, on the basis of sports achievements in Junior National Championships, the age groups as mentioned in Annexure-I, shall only be considered.*

#### **4.2 Period of reckoning Sports Achievements :**

**4.2.1** For recruitment against sports quota, the sports achievements shall be in the immediate previous two years for both Talent Scouting and Open Advertisement and sportspersons shall be an active player. For this purpose previous two financial years from the date of receipt of application or date of notification, as the case may be, shall be taken in to account.

For example, for applications received in 2010-11 (i.e. from 01.04.2010 to 31.03.2011) for recruitment through Talent Scouting or notification issued during this period for recruitment through Open Advertisement, the sports achievements of current and previous two financial years i.e. 2009-10 & 2008-09 shall be taken into account and therefore sports achievements on or after 01.04.2008 shall only be considered for appointment, in the extant case. For this purpose concluding day of the championship shall be taken into account.

**4.2.2** Activeness in sports shall be adjudged as per his/her performance during the trials. It is, therefore, not necessary that the sportsperson must have sports achievement during current/previous financial year to see his/her activeness in sports.

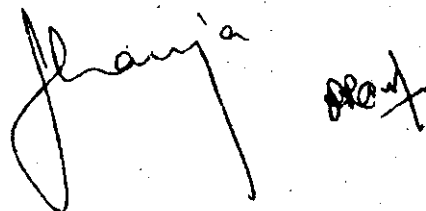
#### **5. Age Limit :**

##### **5.1 Talent Scouting :**

**5.1.1** The age limit for recruitment through Talent Scouting Quota shall be 18-25 years.

**5.1.2** The lower and upper age relaxation for recruitment of sportspersons through Talent Scouting shall be granted only by the Railway Board to the outstanding sportspersons. In exceptional cases, Railway Administration may send the proposals to Board, along with all relevant information and documents, after the recommendation of the General Manager.

**5.1.3** The date of reckoning of the age for recruitment of sportspersons through Talent Scouting shall be the date of Trials, conducted by the Trial Committee.

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**5.2 Open Advertisement :**

- 5.2.1 The age limit for recruitment through Open Advertisement Quota shall also be 18-25 years.
- 5.2.2 No age relaxation (upper or lower) shall be permissible for recruitment through Open Advertisement.
- 5.2.3 The date of reckoning of age shall be 1<sup>st</sup> July for the posts for which notifications are issued between January to June of that year and 1<sup>st</sup> January of the next year, for the posts for which notifications are issued between July to December.

**6. Minimum Educational Qualification :**

- 6.1 Sportspersons recruited through Talent Scouting and Open Advertisement must possess the minimum educational qualification, as applicable to the post to which the sportsperson is to be appointed.
- 6.2 No relaxation in minimum educational qualification shall be permissible in the case of recruitment through Open Advertisement.
- 6.3 In the case of recruitment through Talent Scouting, if a sportsperson is having outstanding sports achievements, but does not possess the minimum educational qualification; he/she may be appointed after the prior approval of the Railway Board for relaxation in minimum educational qualification, subject to acquiring the same within a period of four years from the date of his/her appointment.
- 6.4 However, for considering the case of relaxation in educational qualification, the sportsperson must have the minimum educational qualification required for recruitment in the Railways, as per the extant rules.
- 6.5 Probation period of a sportsperson shall not be completed till he/she acquires the minimum educational qualification, if recruited by granting relaxation in minimum educational qualification, as per Para 6.3 above.
- 6.6 He/she shall also not be entitled for any promotion till acquiring the minimum educational qualification.
- 6.7 If the sportsperson recruited by granting relaxation in the minimum educational qualification in accordance with Para 6.3 above, is not able to acquire the minimum educational qualification within four years from the date of his/her appointment, he/she may be terminated from service, immediately after the completion of four years' period. However, in exceptional cases, where after joining Railways, sportsperson continues to excel in the National Championships and/or participates in the International Championships mentioned under Para-3 above, case may be referred to Board, after GM's personal recommendation for extension in the time limit for acquiring the minimum educational qualification, before the completion of four years' period, so that decision is communicated before completion of four years.

## 7. Proficiency in Typing Skill :

- 7.1 The sportspersons recruited as Clerk or Senior Clerk against sports quota, should pass the requisite type-writing test within a period of four years from the date of their appointment, as per instructions as contained in Railway Board's letter No. E(NG)-II/2004/RR-1/48 dt. 09.02.2005 (RBE No. 25/2005).
- 7.2 If a sportsperson is unable to pass the type-writing test within the period of four years, the regular increments due on completion of four years and thereafter, should not be released.
- 7.3 However, in exceptional cases, where a sportsperson is not able to pass the type-writing test due to his/her active involvement in sporting activities at International and National levels, after joining the Railways, Railway Board can grant the exemptions for releasing his/her further increments after four years' period.
- 7.4 In deserving cases, proposals from Railway/Unit should be received in Railway Board within three months from the expiry of four years' period from the date his/her appointment, with General Manager's personal recommendation, detailing the participation in sports events and his/her achievements therein, after joining the Railways.

## 8. Procedure for Recruitment :

### 8.1 Talent Scouting :

- 8.1.1 Appointments against sports quota under Talent Scouting shall be given only after trials, except :

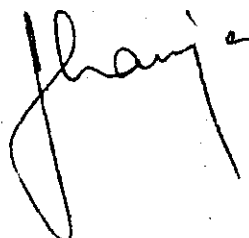
when a sportsperson represented the country in individual event in any of the Category-A or Category-B International Championships as mentioned in Para 3 above, concluded within last six months

OR

when a sportsperson obtained up to third position in the individual event in the Senior National Championships, concluded within last six months.

However, in team games and in all other cases, trial is necessary.

- 8.1.2 The approval of the competent authority shall be obtained within six months from the concluding day of the Championship/event, in case of exemption from trials, according to Para 8.1.1 above.
- 8.1.3 Trials of the candidates shall be conducted within one month from the date of receipt of the application from the candidate or receipt of case from Railway Board/RSPB.



- 8.1.4 Personnel Department shall receive all the applications for recruitment through Talent Scouting, from the candidates or from the Railway Board/RSPB. A separate register shall be maintained by Personnel Department for this purpose mentioning the particulars of the candidate, date of receipt of application, date of Trials, target date for obtaining approval of competent authority for appointment, target date for issue of offer of appointment, etc. as per extant policy.
- 8.1.5 For the purpose of trials for recruitment through Talent Scouting a Trial Committee shall be nominated by the President of concerned Sports Association at Headquarter level and by the DRM at Divisional level.
- 8.1.6 The Trial Committee shall comprise of four/five officials with experience of sports. Four members of Trial Committee shall be from the Railways. Railways/Units may incorporate an outside expert of that game, as a fifth Member, if they so desire. The four Members from the Railways shall be:-
- (i) Junior Administrative Grade (JAG) Officer;
  - (ii) Coach of respective game (National/Railway/NIS qualified);
  - (iii) Senior National/International player of the respective game; and
  - (iv) Assistant Sports Officer/Sports Officer of that game.
- 8.1.7 Assistant Sports Officer/Sports Officer in the Trial Committee should be from the approved panel of Railway Board.
- 8.1.8 If any Railway/Unit does not have any coach/player/ASO/Sports Officer of the level mentioned in Para 8.1.6 above, they may request RSPB, at least 15 days before the date of Trials, for nominating them as a member of Trial Committee.
- 8.1.9 Trials shall be conducted in the presence of all the members of the Trial Committee.
- 8.1.10 Trials of the candidates shall be conducted to assess their sports performance and suitability for Railway/Unit team as well as Indian Railways team. For performance in Trials, Trial Committee shall give its recommendation in terms of either FIT or NOT FIT by giving the marks (maximum 40 Marks) to the candidates, as per the criteria given below. Each member of Trial Committee will give marks to the candidates in separate sheets and sum of the marks given by all members shall be mentioned in the Trial Report. Marks sheet of each member with his/her signature, must be attached with the Trial Report.
- (i) For game skill, physical fitness & coach's observations during Trials : 40 Marks
  - (ii) FIT Candidate : Candidate securing 25 Marks or more
  - (iii) NOT FIT Candidate : Candidate securing marks below 25.

8.1.11 Trial Report, in the prescribed proforma as per Annexure-II, shall be signed by all the members of the Trial Committee immediately after the completion of Trials. Members of Trial Committee shall fill all the information in the Trial Report and also categorically state whether the candidate is FIT or NOT FIT for appointment.

8.1.12 Trial Committee shall also give marks for recognized sports achievements, educational qualification and general intelligence etc. The distribution of marks shall be as under:-

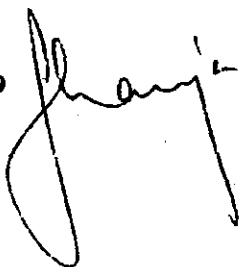
| Description |                                                                       | Maximum Marks |
|-------------|-----------------------------------------------------------------------|---------------|
| (i)         | For assessment of recognized Sports Achievements as per norms         | 50 Marks      |
| (ii)        | For game skill, physical fitness & coach's observations during Trials | 40 Marks      |
| (iii)       | Educational Qualification                                             | 5 Marks       |
| (iv)        | General Intelligence, personality trials & physiological make up      | 5 Marks       |
| Total Marks |                                                                       | 100Marks      |

Note: For educational qualification, three marks shall be given to the candidate fulfilling only the minimum educational qualification, to the post against which he/she is being considered for appointment. Candidate having higher educational qualification shall be given higher marks.

8.1.13 Minimum qualifying marks for recruitment through Talent Scouting in different Grade Pay and Pay Bands, observing the criteria as mentioned in Para 8.1.12 above, shall be as follows:-

| S. No. | Name of Pay Band/ Scale | Grade Pay   | Pay Band     | Minimum Qualifying Marks |
|--------|-------------------------|-------------|--------------|--------------------------|
|        |                         | (In Rupees) |              |                          |
| (i)    | PB-2                    | 4,200       | 9,300-34,800 | 75 Marks                 |
| (ii)   | PB-1                    | 2,800       | 5,200-20,200 | 70 Marks                 |
| (iii)  | PB-1                    | 2,400       | 5,200-20,200 |                          |
| (iv)   | PB-1                    | 2,000       | 5,200-20,200 | 65 Marks                 |
| (v)    | PB-1                    | 1,900       | 5,200-20,200 |                          |
| (vi)   | PB-1                    | 1,800       | 5,200-20,200 | 60 Marks                 |

8.1.14 Merit list of all the qualified candidates shall be prepared by the Trial Committee. Recruitment shall be done on the basis of merit and availability of vacancies. In case, more than one sportsperson scores the same marks, preference shall be given to younger candidate to decide the merit.




- 8.1.15 Trial Committee shall submit the Trial Reports of all qualified candidates along with relevant documents to President of Divisional/H.Q. Sports Association, within next three working days after the day of trials; to put up for approval of the competent authority i.e. DRM or GM, as the case may be.
- 8.1.16 The validity of trials shall be for one month. Therefore, if a candidate is found fit during trials and eligible for recruitment as per merit; the approval of the competent authority for such recruitment shall be obtained within one month from the date of trials.

## 8.2 Open Advertisement :

- 8.2.1 The recruitment of sportspersons through Open Advertisement shall be done by respective Railway Administrations.
- 8.2.2 The general procedure for preparation of Employment Notice and publicizing the same shall be the same as is being followed in the case of recruitment through Railway Recruitment Board.
- 8.2.3 Employment Notice must contain the details of the vacant posts viz. name, Pay Band, grade pay of post, sports discipline (with position like 10 M in Athletics, Wicketkeeper in Cricket, Goalkeeper in Football etc.); age limit; minimum educational qualification; period of performance of sports achievements and minimum sports achievements as required as per Para 4.1 above.
- 8.2.4 Vacancies for different games shall be worked out by concerned Sports Association with the approval of General Secretary, for recruitment of sportspersons in different posts, Pay Bands and Grade Pay.
- 8.2.5 Sports Associations shall send their requests to Personnel Department in the beginning of the financial year to assess vacancies. After determination of vacancies, Personnel Department will take out Advertisement.
- 8.2.6 Advertisement in this regard must be issued by 30<sup>th</sup> June and recruitment process should be completed latest by 31<sup>st</sup> October of the year.
- 8.2.7 After receiving applications, screening of applications is to be done by a Committee consisting of a Personnel Officer and an ASO/Sports Officer/Sports In-charge of the Railway.
- 8.2.8 List of eligible candidates to call for trials shall be prepared and letters, as per proforma at Annexure-III, will be issued to the applicants by Personnel Department, at least 20 days before the date of trials.
- 8.2.9 A Recruitment Committee shall be constituted to look after the recruitment process.

**8.2.10 Recruitment Committee :**

8.2.10.1 Recruitment Committee shall comprise of three members who shall be nominated by GM at Headquarter Level and by DRM at Divisional level.

8.2.10.2 At Headquarter level, all the three members of the Recruitment Committee shall be of the rank of Senior Administrative Grade (SAG). These members shall be:

- (i) Personnel Officer (SAG);
- (ii) President/Secretary of Sports Association (SAG); and
- (iii) Co-opted Member (SAG).

8.2.10.3 At Divisional level, the members of the Recruitment Committee shall be of the rank of Junior Administrative Grade (JAG)/Senior Scale Officer. These members shall be:

- (i) Personnel Officer (JAG/Sr.Scale);
- (ii) President/Secretary of Divisional Sports Association (JAG/Sr.Scale); and
- (iii) Co-opted JAG/Sr. Scale Officer from the Division.

8.2.10.4 Recruitment Committee shall constitute a Trial Committee to conduct trials of the candidates.

**8.2.11 Trial Committee :**

8.2.11.1 Trial Committee shall comprise of three/four members with experience of sports. Three members of Trial Committee shall be from the Railways. Railways/Units may incorporate an outside expert of that game, as a fourth Member, if they so desire. Members from the Railways to be nominated by the Recruitment Committee shall be:

- (i) Coach of respective game (National/Railway/NIS Qualified);
- (ii) Senior International/National level player in the relevant discipline; and
- (iii) Assistant Sports Officer / Sports Officer of that game.

8.2.11.2 Assistant Sports Officer/Sports Officer in the Trial Committee should be from the approved panel of Railway Board.

8.2.11.3 If any Railway/Unit does not have any coach/player/ASO/Sports Officer of the level mentioned in Para 8.2.11.1 above, they may request RSPB, at least one month before the date of Trials, for nominating them as a member of Trial Committee.

8.2.11.4 Trials by the Trial Committee shall be conducted in the presence of all the members of the Trial Committee and Recruitment Committee.

8.2.11.5 Trials of the candidates shall be conducted to assess their sports performance and suitability for Railway/Unit team as well as Indian Railways team. Trial Committee shall give its recommendation in terms of either FIT or NOT FIT, for consideration for next stage, by giving marks (maximum 40 Marks), as per the criteria given below. Each member of Trial Committee will give marks to the candidates in separate sheets and sum of the marks given by all members shall be mentioned in the Trial Report. Marks sheet of each member with his/her signature, must be attached with the Trial Report.

- |       |                                                                       |   |                                     |
|-------|-----------------------------------------------------------------------|---|-------------------------------------|
| (i)   | For game skill, physical fitness & coach's observations during Trials | : | 40 Marks                            |
| (ii)  | FIT Candidate                                                         | : | Candidate securing 25 Marks or more |
| (iii) | NOT FIT Candidate                                                     | : | Candidate securing marks below 25.  |

8.2.12 After Trial only the FIT candidates shall be considered for the next stage i.e. interview stage by the Recruitment Committee. Trial Committee shall submit the Trial Reports (in the prescribed proforma as per Annexure-II) along with all relevant documents to Recruitment Committee.

8.2.13 Recruitment Committee shall take interviews and award the marks (out of 60 Marks) only to the FIT candidates for their sports achievements, educational qualifications, general intelligence etc. Candidates declared 'NOT FIT' will not be assessed further by the Recruitment Committee.

8.2.14 Interviews of the candidates shall invariably be held on the same day, just after trials or at the most next day of the trials.

8.2.15 Recruitment Committee is to add the marks given by the Trial Committee to the FIT candidates (i.e. out of 40 Marks), in order to make the final merit list (out of 100 Marks). All the three members of Recruitment Committee shall jointly sign the recommendation to put up to GM at H.Q. level and to DRM at Divisional level, for final approval.

**8.2.16 Distribution of Marks :**

Maximum marks which can be awarded by the Trial Committee for performance during Trial and Recruitment Committee during Interview Stage, shall be as follows:-

|                    |                                                                       |                  |
|--------------------|-----------------------------------------------------------------------|------------------|
| (i)                | For game skill, physical fitness & coach's observations during Trials | 40 Marks         |
| (ii)               | For assessment of recognized Sports Achievements as per norms         | 50 Marks         |
| (iii)              | Educational Qualification                                             | 5 Marks          |
| (iv)               | General Intelligence/Personality etc.                                 | 5 Marks          |
| <b>Total Marks</b> |                                                                       | <b>100 Marks</b> |

**8.2.17 Minimum qualifying marks for recruitment through Open Advertisement in different Grade Pay and Pay Bands, observing the criteria as mentioned in Para 8.2.16 above, shall be as follows:-**

| S. No. | Name of Pay Band/ Scale | Grade Pay   | Pay Band     | Minimum Qualifying Marks |
|--------|-------------------------|-------------|--------------|--------------------------|
|        |                         | (In Rupees) |              |                          |
| (i)    | PB-1                    | 2,800       | 5,200-20,200 | 70 Marks                 |
| (ii)   | PB-1                    | 2,400       | 5,200-20,200 |                          |
| (iii)  | PB-1                    | 2,000       | 5,200-20,200 |                          |
| (iv)   | PB-1                    | 1,900       | 5,200-20,200 | 65 Marks                 |
| (v)    | PB-1                    | 1,800       | 5,200-20,200 | 60 Marks                 |

**NOTE:** The offer of appointment shall be given purely on the basis of merit. In case more than one sportsperson score the same marks, preference should be given to younger candidate to decide the merit.

**8.2.18** The validity of trials shall be for one month. Therefore, if a candidate is found fit during trials and eligible for recruitment as per merit, the approval of the competent authority for such recruitment shall be obtained within one month from the date of trials.

**8.2.19 Fee :** The processing fee for recruitment of sportspersons through Open Advertisement shall be equivalent to the examination fee as prescribed for recruitment through RRBs, from time to time.

**8.3 Probation Period for persons recruited against Sports Quota :**

8.3.1 All the candidates getting appointment through Sports Quota will undergo Probation Period of two years.

8.3.2 Probation period of a sportsperson shall not be completed till he/she acquire the minimum educational qualification, if recruited by granting relaxation in minimum educational qualification, as per Para 6.3 above.

8.3.3 Before completion of the probation period, the performance of the sportsperson shall be reviewed at the Railway/Unit level by a three members Committee comprising:-

- (i) President / Hony. General Secretary of the Sports Association of Zonal Railway / Unit;
- (ii) A personnel officer of Sr. Scale / JAG level; and
- (iii) Captain / Coach of the particular discipline.

8.3.4 If the performance of a person recruited on sports account is considered to be unsatisfactory, the probation period will be extended maximum up to two years and the person will have to improve his/her performance to get confirmed in appointment. Even after extended probation, if the performance is found unsatisfactory, then normal procedure will be followed for termination, before the completion of extended probation.

8.3.5 For review of cases involving sportsperson recruited in intermediate grades, with Board's approval, one nominee of the RSPB, shall also be associated with the aforesaid Committee.

**8.4 "Service Bond" for persons recruited against Sports Quota:**

The "Service Bond" period for the persons recruited against sports quota shall be of five years. At the time of his/her appointment, the sportsperson shall fill and sign the Bond, in the format attached at Annexure-IV.

8.5 The "Offer of Appointment" for recruitment against sports quota shall be issued as per the format prescribed at Annexure-V.

8.6 Medical Examination : The sportsperson (male/female) appointed through Talent Scouting or Open Advertisement, shall fulfill the minimum medical norms for the post, for which he/she is being appointed.

8.7 Sportsperson recruited against sports quota shall be terminated from service, if the information and documents furnished by him/her for recruitment, are found incorrect/fake at any stage; observing requisite procedure for such termination.

## 9 Incentives :

### 9.1 Incentive Increments for Outstanding Sports Achievements:

#### 9.1.1 Incentive Increments to Sportspersons:

For excellence at International and National levels, following number of additional increments may be granted to sportspersons by the Railway Administration, after the approval of competent authority:-

##### 9.1.1.1 For excellence in International Championships as mentioned in Para 3 above :

- (i) Category-A (Olympic Games) : Grant of additional increments for medal winning performance shall be considered on merits, on receipt of results.
- (ii) Category-B Championships:
  - Gold Medal : 3 increments
  - Silver Medal : 2 increments
  - Bronze Medal : 1 increment
- (iii) Category-C Championships:
  - Gold Medal : 2 increments
  - Silver/Bronze Medal : 1 increment

##### 9.1.1.2 For excellence in Senior/Youth/Junior National Championships :

- (i) Two increments for Gold medal winning performance.
- (ii) One increment for Silver or Bronze medal winning performance.

#### 9.1.2 Incentive Increments to Coaches :

One incentive increment for each occasion, may be granted to coaches by the Railway Administration, after the approval of competent authority, for any of the following sports achievement:-

- (i) Appointed as a Coach to Indian Team in any of the Category-A or Category-B Championship.  
OR
- (ii) Appointed as a Coach to Indian Team or Indian Railways team, in any of the Category-C Championships, with medal winning performance of the team.  
OR
- (iii) Appointed as a Coach to Indian Railways team, in National Championship, with Gold Medal winning performance of the team.

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**9.1.3 Incentive Increments to Referees/Umpires :**

9.1.3.1 Two advance increments may be granted by the Railway Administration, after the approval of competent authority, to the Referees/Umpires, for each event, who excel at the International level in the sports events recognized by the National Sports Federations.

9.1.3.2 The term 'excellence' would mean that the Umpire/Referee has been accepted as a Referees/Umpire by the International Federation governing the particular sports discipline and has performed the duties in International Competitions recognized by the such International Federation. However, no such incentive will be allowed to those Referees/Umpires, who perform such duties at the National level.

9.1.4 Only five incentive increments shall be granted to a Railway servant in entire service career, on sports accounts.

9.1.5 A sportsperson can be considered for out-of-turn promotion, on acquiring requisite sports norms as mentioned in Para 9.2 below; even though he/she has been granted incentive increments for the same sports achievement(s).

9.1.6 The incentive increments granted to sportspersons would continue to be drawn at the same rate till retirement and these increments will not be counted for any service matters like pay fixation on promotion, retirements or DA/CCA etc. These increments will be in the form of Personal Pay, equal to the amount of the next increment due at the time of grant of the concession and will remain fixed during the entire service.

9.1.7 The incentive increments to sportspersons as mentioned in Para 9.1.1 above, shall be granted only for the sports achievements after joining the Railways; by representing India in International Championships/meets or Indian Railways in National/International Championships.

9.1.8 In case, a sportsperson winning more than one medal in the same championship, not more than five increments shall be given.

9.1.9 These increments shall take effect from the first day of the month, following the concluding day of the Championship.

## 9.2 Out-of-Turn Promotion :

### 9.2.1 First Out-of-Turn Promotion :

First out-of-turn promotion, to next higher post in his/her cadre, may be given to the outstanding sportspersons by the Railway Administration after the personal approval of the General Manager, subject to acquiring following sports achievements, after joining the Railways.

9.2.1.1 (i) Represented the country with medal winning performance in the International Championships as defined in Category-A&B, under Para 3 above.

OR

(ii) Sportsperson acquired the sports norms for higher Grade Pay and Pay Band, as mentioned in Para 4.1 above.

OR

(iii) Sportsperson represented Indian Railways in the Senior/Youth/Junior National Championships/USIC (World Railway) Championships on three occasions, with medal winning performance in each championship.

9.2.1.2 Not more than one out-of-turn promotion to a sportsperson shall be given by the General Manager at Railway's level.

9.2.1.3 As far as possible, the out-of-turn promotion shall be to a Grade, where there is a direct recruitment quota. However, where there is no provision of direct recruitment in the promotional grade, General Manager has discretion to create the special supernumerary post with matching surrender, for accommodating such promotion.

### 9.2.2 Second and Subsequent Out-of-Turn Promotion :

9.2.2.1 Second and subsequent out-of-turn promotion, to next higher post in his/her cadre, shall be granted by the Railway Board to the outstanding sportspersons, subject to acquiring following sports achievements, after first/previous out-of-turn promotion:

(i) Represented the country with medal winning performance in the International Championships as defined in Category-A&B under Para 3 above.

OR

(ii) Sportsperson acquired the sports norms for higher Grade Pay and Pay Band, as mentioned in Para 4.1, after his/her first/previous out-of-turn promotion.

OR

(iii) Sportsperson represented Indian Railways in the Senior National Championships on three occasions, with medal winning performance on each championship. All the sports achievements should be after first/previous out-of-turn promotion.

- 9.2.2.2 Railway can forward the cases of eligible sportspersons, for second and subsequent out-of-turn promotions to Railway Board, along with all relevant information and documents, after the recommendation of the General Manager.
- 9.2.3 For considering the out-of-turn promotion case as per the sports norms mentioned under Para 9.2.1 & 9.2.2 above, the last recognized sports achievement should be within the current or immediate preceding two financial years, at the time of considering such case.
- 9.2.4 Out-of-turn promotions on sports account as per criteria mentioned in Para 9.2.1 & 9.2.2 above, shall only be granted against the Non-Gazetted posts of Pay Band 1 & Pay Band 2.
- 9.2.5 Out-of-turn promotions shall be granted on normal fixation of pay, as per the extant rules.
- 9.2.6 No out-of-turn promotion shall be granted during probation period.
- 9.2.7 The provisions of out-of-turn promotion as mentioned in Para 9.2.1 & 9.2.2 above, shall be read along with Para 9.2.8 (Note) below.
- 9.2.8 **NOTE (for Para 9.2.1 & 9.2.2 above) :**

- (a) *If a sportsperson acquires the sports norms for out-of-turn promotion, but does not possess the minimum educational qualification, the Railway Administration may recommend such promotion cases to Railway Board, for relaxation in the minimum educational qualification. Depending upon the merit, such cases shall be considered by the Railway Board with the proviso that sportsperson has to acquire the required minimum educational qualification, within a period of four years, from the date of such promotion. Further promotion shall be considered only after acquiring such educational qualification.*

*In Artisan Category, if a sportsperson acquires the sports norms but does not possess minimum educational qualification, he/she may be promoted on provisional basis and allotted a trade and given on job practical training for a period of two years, on the expiry of which sportsperson shall be subjected to trade test. Subject to their passing the trade test, the provisional promotion of such sportsperson shall be regularized.*

- (b) *If the sportsperson promoted in accordance with Note(a) above, is not able to acquire the minimum educational qualification or unable to pass the Trade Test; within four years, as the case may be, he/she would be reverted to the original grade, immediately after the completion of four years' period. This stipulation should be incorporated in the orders for such out-of-turn promotion.*

However, in exceptional cases, where after such promotion, sportsperson continues to excel in the National Championships and/or participates in the International Championships mentioned under Para-3, case may be referred to Board, after GM's personal recommendation for extension in the time limit for acquiring the minimum educational qualification or for passing the Trade Test, immediately after the completion of four years' period.

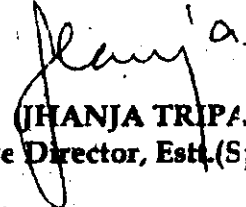
- (c) Sportspersons promoted in Artisan Category on sports account; should not be allowed to participate in the 11 months Diploma Course from NIS or any other similar course during the period of two years' "on the job practical training". Therefore, ZR/PU should also not recommend the names of such sportspersons to Board for participation in these courses.
- (d) On out-of-turn promotion in Artisan Category, probation period will commence from the date of such promotion and "on the job practical training" will run concurrently with probation. The period of "on the job practical training" in the case of out-of-turn promotion in Artisan Category, will also count for seniority and towards minimum period of service prescribed for further promotion. However, the question of further promotion will arise only after the provisional promotion stands regularized after fulfillment of conditions stipulated in the relevant instructions.
- (e) Out-of-turn promotion to the sportspersons shall be given as soon as they fulfill the criteria as mentioned in Para 9.2.1 & 9.2.2 above. However, in order to ensure the benefit from sports achievements, if his/her immediate junior in his/her cadre gets the promotion in the normal course within the period of one year from the date on which he/she fulfills the criteria for out-of-turn promotion on sports account, then the sportsperson is entitled to be considered for the next higher post in his/her cadre. For calculation of one year's period, the concluding day of the championship shall be taken into the account.
- (f) For out-of-turn promotion, sportsperson has to complete three years in the existing post and Grade Pay. However, relaxation in three years' service condition can be granted by Railway Board to the outstanding sportspersons. Railway can forward the deserving cases for relaxation to Railway Board, after the recommendation of the General Manager.
- (g) A sportsperson shall be eligible of out-of-turn promotion, if he/she acquire the minimum sports norms as mentioned in relevant paras of this letter; irrespective of any age limit.

10. The norms as mentioned in this letter shall be strictly followed. However, the power to give relaxation to any of the provisions mentioned in these norms in the greater interest of sports, shall vest solely at Board's (MS) discretion.

11. In very exceptional cases, the Railway Board shall have the powers to engage the consultants and specialists related to sports, to enhance the performance of team/players.

12. Railway Board shall have all the powers to modify/replace/delete any para of this letter.
13. Maintenance of Recruitment Records : For maintenance of the papers relating to recruitment against sports quota, the guidelines prescribed for maintenance of records for recruitments through RRBs, may be adopted.
14. These instructions issue with the concurrence of the Finance Directorate of the Ministry of Railways (Railway Board).

Please acknowledge receipt.

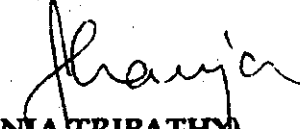
  
(JHANJA TRIPATHY)  
Executive Director, Estt.(Sports)

No. 2010/E(Sports)/4(1)/1(Policy)

New Delhi, 31<sup>st</sup> December 2010

Copy to :

1. The FA&CAO, All Zonal Railways and Production Units.
2. The Hony. General Secretaries, Sports Associations of all Zonal Railways/ Production Units (with 5 spare copies).

  
(JHANJA TRIPATHY)  
Executive Director, Estt.(Sports)

No. 2010/E(Sports)/4(1)/1(Policy)

New Delhi, 31<sup>st</sup> December 2010

Copy with 35 spares to :

1. The General Secretary, AIRF, 4, State Entry Road, New Delhi.
2. The General Secretary, NFIR, 3, Chelmsford Road, New Delhi.
3. The General Secretary, All India SC/ST Railway Employee Association, 7-GF, Ground Floor, Rail Bhavan, New Delhi.

  
(JHANJA TRIPATHY)  
Executive Director, Estt.(Sports)

Copy in Board's Office to :

PPSs/PSs to CRB; MS; AM(S); Adv.(IR); ED/E(N); ED(E); ED/E(Res.); ED/F(E); D/E(N); JD/E(N); JD/E(Rep.)-I&II; JD/E(W); DD/E(N)I&II; DD/E(R)-I&II; DD/F(E)-I,II&III; and E(Rep.)-I,II&III; E(SCT)I&II; E(NG)I&II; and F/E(Spl.) Branches.

Hindi version will follow.

**ANNEXURE - I**

(Read with Note (I) below Para 4.1)

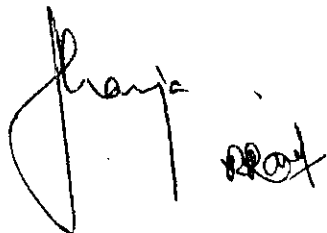
**List of Junior National Championships Recognized by RSPB  
for Recruitment of Sportspersons on Indian Railways Against Sports Quota**

| S. No. | Discipline                               | Category | Details of Recognized Junior National Championship |                                                                                                     |
|--------|------------------------------------------|----------|----------------------------------------------------|-----------------------------------------------------------------------------------------------------|
|        |                                          |          | Age Group                                          | Name of Championship                                                                                |
| 1      | Aquatics (Diving)                        | Men      | Under-18 (Group-I)                                 | Sub Junior National Aquatics Championship                                                           |
|        |                                          | Women    | Under-18 (Group-I)                                 | Sub Junior National Aquatics Championship                                                           |
|        | Aquatics (Swimming)                      | Men      | Under-17 (Group-I)                                 | Junior National Aquatics Championship                                                               |
|        |                                          | Women    | Under-17 (Group-I)                                 | Junior National Aquatics Championship                                                               |
|        | Aquatics (Waterpolo)                     | Men      | Under-18                                           | Junior National Aquatics Championship                                                               |
|        |                                          | Women    | Under-18                                           | Junior National Aquatics Championship                                                               |
| 2      | Archery                                  | Men      | Under-19                                           | Junior National Archery Championship                                                                |
|        |                                          | Women    | Under-19                                           | Junior National Archery Championship                                                                |
| 3      | Athletics                                | Men      | Under-20                                           | Junior National Athletics Championship                                                              |
|        |                                          | Women    | Under-20                                           | Junior National Athletics Championship                                                              |
| 4      | Badminton                                | Men      | Under-19                                           | Junior National Badminton Championship                                                              |
|        |                                          | Women    | Under-19                                           | Junior National Badminton Championship                                                              |
| 5      | Ball Badminton                           | Men      | Under-19                                           | Junior National Ball Badminton Championship                                                         |
|        |                                          | Women    | Under-19                                           | Junior National Ball Badminton Championship                                                         |
| 6      | Basketball                               | Men      | Under-18                                           | Junior National Basketball Championship                                                             |
|        |                                          | Women    | Under-18                                           | Junior National Basketball Championship                                                             |
| 7      | Billiards, Snooker, 8 Ball & 9 Ball Pool | Men      | Under-21                                           | Junior National Billiards & Snooker Championship                                                    |
|        |                                          |          | Under-21                                           | Junior National 8 Ball & 9 Ball Pool Championship                                                   |
|        |                                          | Women    | Under-21                                           | Junior National Billiards & Snooker Championship                                                    |
|        |                                          |          | Under-21                                           | Junior National 8 Ball & 9 Ball Pool Championship                                                   |
| 8      | Body Building                            | Men      | Under-21                                           | Junior National Body Building Championship                                                          |
|        |                                          | Women    |                                                    | Not Conducted.                                                                                      |
| 9      | Boxing                                   | Men      | Under-16                                           | Junior National Boxing Championship                                                                 |
|        |                                          | Women    | Under-16                                           | Junior National Boxing Championship                                                                 |
| 10     | Bridge                                   | Men      | Under-25                                           | Junior National Bridge Championship                                                                 |
|        |                                          | Women    | Under-25                                           | Junior National Bridge Championship                                                                 |
| 11     | Chess                                    | Men      | Under-19                                           | Junior National Chess Championship                                                                  |
|        |                                          | Women    | Under-19                                           | Junior National Chess Championship                                                                  |
| 12     | Cricket                                  | Men      | Under-22                                           | Col. C.K. Nayudu Trophy (Inter State Championship)                                                  |
|        |                                          |          | Under-19                                           | Coach Behar Trophy (Inter State Championship)                                                       |
|        |                                          |          | Under-19                                           | Vinoo Mankad Trophy (One Day Limited Overs Inter State Championship)                                |
|        |                                          |          | Under-19                                           | Vijay Hazare Trophy (One Day Limited Overs All India Inter Zonal Championship)                      |
|        |                                          | Women    | Under-19                                           | Inter State All India Knock Out / Inter State Zonal Tournament (One Day Limited Overs Championship) |
|        |                                          |          | Under-19                                           | All India Inter Zonal Tournament (One Day Limited Overs Championship)                               |
| 13     | Cross Country                            | Men      | Under-20                                           | Junior National Cross Country Championship                                                          |
|        |                                          | Women    | Under-20                                           | Junior National Cross Country Championship                                                          |

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*2017*

| S. No. | Discipline                                  | Category | Details of Recognized Junior National Championships |                                                                            |
|--------|---------------------------------------------|----------|-----------------------------------------------------|----------------------------------------------------------------------------|
|        |                                             |          | Age Group                                           | Name of Championship                                                       |
| 14     | Cycling (Track & Road)                      | Men      | Under-19                                            | National Track Cycling Championship (for all age groups)                   |
|        |                                             |          | Under-19                                            | National Road Cycling Championship (for all age groups)                    |
|        |                                             | Women    | Under-19                                            | National Track Cycling Championship (for all age groups)                   |
|        |                                             |          | Under-19                                            | National Road Cycling Championship (for all age groups)                    |
| 15     | Football                                    | Men      | Under-19                                            | Junior National Football Championship for B. J. Roy Trophy                 |
|        |                                             | Women    | Under-19                                            | Junior National (Girls) Football Championship                              |
| 16     | Golf                                        | Men      | Under-18                                            | Junior & Sub-Junior National Golf Championship                             |
|        |                                             | Women    | Under-18                                            | Junior & Sub-Junior National Golf Championship                             |
| 17     | Gymnastics                                  | Men      | Under-17                                            | Junior National Gymnastic Championship                                     |
|        |                                             | Women    | Under-15                                            | Junior National Gymnastic Championship                                     |
| 18     | Handball                                    | Men      | Under-19                                            | Junior National Handball Championship                                      |
|        |                                             | Women    | Under-19                                            | Junior National Handball Championship                                      |
| 19     | Hockey                                      | Men      | Under-21                                            | Junior (Under-21) National Hockey Championship                             |
|        |                                             | Women    | Under-19                                            | Junior National Hockey Championship                                        |
| 20     | Judo                                        | Men      | Under-17                                            | Junior National Judo Championship                                          |
|        |                                             | Women    | Under-17                                            | Junior National Judo Championship                                          |
| 21     | Karate                                      | Men      | Under-18                                            | Junior National Karate Championship                                        |
|        |                                             | Women    | Under-18                                            | Junior National Karate Championship                                        |
| 22     | Kabaddi                                     | Men      | Under-19                                            | Junior National Kabaddi Championship                                       |
|        |                                             | Women    | Under-19                                            | Junior National Kabaddi Championship                                       |
| 23     | Kho-Kho                                     | Men      | Under-19                                            | Junior National Kho-Kho Championship                                       |
|        |                                             | Women    | Under-19                                            | Junior National Kho-Kho Championship                                       |
| 24     | Powerlifting                                | Men      | Under-23                                            | Junior National Powerlifting Championship                                  |
|        |                                             | Women    | Under-23                                            | Junior National Powerlifting Championship                                  |
| 25     | Shooting                                    | Men      | Under-21                                            | National Shooting Championships Competition (for all age groups)           |
|        |                                             | Women    | Under-21                                            | National Shooting Championships Competition (for all age groups)           |
| 26     | Table Tennis                                | Men      | Under-17                                            | Junior & Youth National Table Tennis Championship                          |
|        |                                             | Women    | Under-17                                            | Junior & Youth National Table Tennis Championship                          |
| 27     | Tennis                                      | Men      | Under-18                                            | ISCL National Tennis Championship (for all age groups)                     |
|        |                                             |          | Under-18                                            | Adidas Junior National Tennis Championship (for U-18 and below age groups) |
|        |                                             | Women    | Under-18                                            | ISCL National Tennis Championship (for all age groups)                     |
|        |                                             |          | Under-18                                            | Adidas Junior National Tennis Championship (for U-18 and below age groups) |
| 28     | Volleyball                                  | Men      | Under-19                                            | Junior National Volleyball Championship                                    |
|        |                                             | Women    | Under-19                                            | Junior National Volleyball Championship                                    |
| 29     | Weightlifting                               | Men      | Under-20                                            | Junior National Weightlifting Championship                                 |
|        |                                             | Women    | Under-20                                            | Junior National Weightlifting Championship                                 |
| 30     | Wrestling (Free Style and Greco Roman only) | Men      | Under-20                                            | Junior National Wrestling Championship                                     |
|        |                                             | Women    | Under-20                                            | Junior National Wrestling Championship                                     |

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**ANNEXURE - II**  
(for Para 8.1.11 & 8.2.12)

**FORMAT FOR TRIAL REPORT FOR RECRUITMENT OF SPORTSPERSONS AGAINST  
SPORTS QUOTA THROUGH TALENT SCOUTING AND OPEN ADVERTISEMENT**

File/Ref. No. ....

**1. Personal Details of Sportsperson :**

- (i) Name :  
 (ii) Sex :  
 (iii) Father's Name :  
 (iv) Name of Sport :  
 (v) Date of Birth :  
 (vi) Age, as on date of Trial : ..... Years ..... Months ..... Days  
 (vii) Educational Qualification :  
 (viii) Details of recognized Sports Achievements, as per norms :

| S. No. | Name of Championship | Venue | Dates of Championship | Name of Event, in which participated | Performance (mention Timings/ Weight/ Points, etc., in case of individual sport) | Medal/ Position |
|--------|----------------------|-------|-----------------------|--------------------------------------|----------------------------------------------------------------------------------|-----------------|
| (a)    |                      |       |                       |                                      |                                                                                  |                 |
| (b)    |                      |       |                       |                                      |                                                                                  |                 |
| (c)    |                      |       |                       |                                      |                                                                                  |                 |

**2. Details of Quota and Post against which candidate is being considered for recruitment :**

- (i) Name of Sports Quota :  
 (i) Year of Sports Quota :  
 (i) Name of Post :  
 (iii) Scale of Pay :  
 (iv) Grade Pay :

**3. Details of Trials & performance during Trials :**

- (i) Date of Trials :  
 (ii) Venue of Trials :  
 (iii) Performance During Trials :  
 (mention Timings/ Weight/ Points, etc., in case of individual sport)  
 (iv) Remarks of Coach about performance :

**4. Details of Marks for Trials :**

- (i) Maximum Marks : 40 Marks  
 (ii) Minimum Qualifying Marks : 25 Marks  
 (iii) Marks Obtained During Trials : .....

**5. Details of sports achievements, age, educational qualification certificates, checked up in Original by the Members of Trial Committee, on the day of Trials:-**

| S. No. | Details of Certificate Checked up in Original |
|--------|-----------------------------------------------|
| (a)    |                                               |
| (b)    |                                               |
| (c)    |                                               |

**6. Recommendation/ Remarks of the Members of Trial Committee :**

(Clearly mention, FIT or NOT FIT for recruitment and the utility of player for their Railway/ Indian Railways team in case of FIT and if found NOT FIT advise the reasons therefor)

(Signatures of all the Members of Trial Committee with names, date and designations)

*[Handwritten signatures]*

**ANNEXURE - III**  
(for Para 8.1 & 8.2.8)

**FORMAT OF LETTER TO BE ISSUED TO CANDIDATES**  
**TO APPEAR IN SELECTION TRIALS**

File. No. ....

Date : .....

Shri./Smt./Km. ....  
.....  
.....

**Sub.:- Selection Trials for recruitment in Railways against Sports Quota, in  
..... discipline.**

**Ref.:- .....**

Please refer to your application dt. .... for recruitment in .....  
Railway against sports quota, in ..... discipline, for the post of ..... in  
Pay Band Rs. .... with Grade Pay Rs. ....

In this connection it is informed that the selection trials to assess your game skill  
and physical fitness, etc. will be held at .....  
(mention here complete address of Trial venue) at ..... Hrs. You are requested to reach at  
Trial venue at least one hour before the schedule time and report to Sh./Smt./Km.  
..... Please bring your playing kit and sports equipments for Trials.

Also bring the following documents, in original, for verification:-

- (i) Date of Birth Certificate
- (ii) Educational Qualification Certificates
- (iii) Sports Achievement Certificates

Please note that all expenses towards stay, conveyance charges, etc. will be borne  
by you.

**Signature of Signing Authority**  
**(Name & Designation of Signing Authority)**

- Copy to:-
- (i) The Candidate;
  - (ii) Secretary/RSPB, 452 Rail Bhavan, New Delhi-110001; and
  - (iii) All other concerned Officers/Offices of the Railway.

*Sharma* *dot*

**ANNEXURE-IV**  
(for Para 8.4)

**FORMAT FOR SERVICE BOND**  
**FOR THE PERSONS RECRUITED AGAINST SPORTS QUOTA**

An Agreement is made on this ..... day of 20.... Between ..... son/daughter of ..... residing at ..... (hereinafter called the Employee) of the first part and the President of India acting through the ..... of the Railway Administration (hereinafter called the Government) of the second part.

WHEREAS the employee has submitted an application for appointment as ..... In ..... claiming that he is proficient in the game of .....

AND WHEREAS the Government has agreed to appoint the employee as ..... in ..... On "Sports Account" under the special powers vested in the Government without the adoption of the normal mode of recruitment through the Railway Service Commission .....

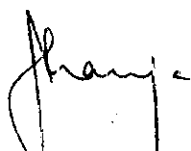
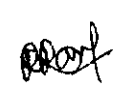
AND WHEREAS the Employee has agreed to abide by all the terms and conditions set forth hereunder in consideration of the Government having agreed to appoint him as ..... under Sports Account without subjecting him to the usual mode of recruitment through Railway Service Commission.

NOW THESE PRESENTS WITNESSETH and the parties hereto respectively agree as follows:-

- (1) That, the employee hereby binds himself to serve the Government as ..... In any place situated on ..... Railway for a period of five years commencing from the ..... day of ..... 20....
- (2) That, the employee shall be governed by all the rules and regulations issued from time to time by the Ministry of Railways and the G.M. of the ..... Governing the conditions of services of the Railway employees.
- (3) That, the Employee shall serve the Administration honestly, efficiently and diligently by not only discharging the official duties entrusted to him as ..... but also by participating in all the sports activities for which he/she has been appointed whenever called upon to do so by the Government and that he/she shall not participate in sports activities other than those of the Government without previous sanction of the Government.
- (4) That, the employee shall not without valid reasons fail to take part in the respective sports activities.
- (5) That, in case of infringement/violation of any of the above conditions by the Employee, he/she shall pay to the Government of an amount of Rs. .... (equivalent to the salary payable for the period of five years, i.e. bond period) and that his/her services shall be terminated on one month's notice.
- (6) Subject to terms and conditions stipulated herein the Employee shall be governed by all the rules and regulations and orders issued from time to time governing the conditions of services of Railway employees.

IN WITNESS WHEREOF the parties hereto have set their hands and seals on the ..... day of ..... 20....

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**ANNEXURE - V**  
(for Para 8.5)

**FORMAT FOR APPOINTMENT ORDERS**  
**FOR RECRUITMENT OF SPORTSPERSONS AGAINST SPORTS QUOTA**

File. No. ....

Date : .....

**OFFER OF APPOINTMENT**

**Sub:-** Recruitment of ..... (name of sportsperson), ..... (game) as ..... (name of post), against sports quota, through Talent Scouting/Open Advertisement.

Shri/Smt./Km. .... (name of sportsperson), ..... (game) is hereby offered the appointment in ..... Railway, against sports quota through Talent Scouting / Open Advertisement, to the post of ..... (name of post), in Pay Band Rs. .... + Grade Pay Rs. .... in PB .... (1 or 2), with normal fixation of pay; after the approval of the Competent Authority.

**2. The particulars of Shri/Smt./Km. ...., as per information and documents furnished by him/her, are as under:-**

- (i) Name (as per educational qualification certificates):
- (ii) Father's Name :
- (iii) Date of Birth (as per Matriculation certificate) :
- (iv) Educational Qualification :
- (v) Recognized Sports Achievement(s) as per norms :
- (vi) Community (SC/ST/OBC/General) :
- (vii) Permanent Address :
- (viii) Present Postal Address :

**3. Appointment to Shri/Smt./Km. .... (name of sportsperson) is being offered on the following terms and conditions:-**

- (i) He/She shall execute the Service Bond in the prescribed proforma, to serve the Railways at least for five years.
- (ii) He/She shall be on probation for a period of two years. If, his/her performance in the field of sports during probation period is found unsatisfactory, his/her services are liable to be terminated.
- (iii) He/She should acquire the minimum educational qualification i.e. ...., within four years from the date of his/her appointment, failing which his/her services are liable to be terminated. (para applicable in case of sportsperson recruited after relaxation in minimum educational qualification by Railway Board).
- (iv) His/her request shall not be considered for transfer to any other Railway/Division, before completion of ten years' service.
- (v) In addition to above, he/she shall be governed with the all other rules and regulations stipulated for Railway employees from time to time.
- (vi) He/She shall be terminated from service; if the information and documents furnished by him/her for said recruitment are found incorrect/fake; at any stage.

Signature of Signing Authority  
(Name & Designation of Signing Authority)

- Copy to:-**
- (i) The Candidate;
  - (ii) ED/E(Sports), Railway Board, 452 Rail Bhavan, New Delhi-110001; and
  - (iii) All other concerned Officers/Offices of the Railway.

*Handwritten signature*