

मध्य रेल

No: 2024/Pune/P/EG(Sports)/Instructions

मंडल रेल प्रबंधक का कार्यालय  
कार्मिक विभाग ,पुणे  
दिनांक: 05/06/2024

सभी सम्बंधित : पुणे मंडल  
सभी शाखा अधिकारी : पुणे मंडल

Sub : Instructions for recruitment of sportspersons on Indian Railways Norms, Sports Quota, Procedure, Incentive Increment, Out of Turn promotion etc.

Ref : APO (RRC) CSMT के पत्रांक P/CR/HQ/RRC/Sports/Screening/2023-24 दिनांक 25.01.2024.

उपर्युक्त विषय पर APO (RRC) CSMT के पत्रांक P/CR/HQ/RRC/Sports/Screening/2023-24 दिनांक 25.01.2024 की प्रति समस्त अनुलग्नकों के साथ सूचनार्थ एवं आवश्यक कार्यार्थ परिपत्रित की जाती है।

उपरोक्त सूचना पुणे मंडल की वेबसाइट [www.indianrailways.gov.in](http://www.indianrailways.gov.in) पर अपलोड किया गई है , इस प्रकार से विजिट कर About us→Department→Personnel→Circulars→ **Notification** सेक्शन में देखे

अनुलग्नक : यथोक्त।

Digitally Signed by Sunil

Thakur

सुनील लक्ष्मी ठाकुर  
Date: 05/06/2024 13:53:33

सहायक कार्मिक अधिकारी

Reason: Approved

कृते मंडल रेल प्रबंधक (कार्मिक)/पुणे

प्रतिलिपि :

सभी सम्बंधित मुख्य कार्यालय अधिक्षक (कैडर ), कार्मिक भर्ती सेल, पुणे : सूचनार्थ एवं आवश्यक अनुपालन हेतु  
मंडल सचिव :NRMU/CRMS/AIOBCREA/AISCSTREA पुणे, कृपया सूचनार्थ

CENTRAL RAILWAY



RAILWAY RECRUITMENT CELL  
Chief Project Manager (Conv)'s  
Office Building, Wadibunder,  
P. D'Mello Road,  
Mumbai - 400 010

No. P/CR/HQ/RRC/Sports/Screening/2023-24

Date: 25.01.2024

Sr.DPO BB BSL NGP PA SUR

Sub : Instructions for recruitment of sportspersons on Indian Railway  
Norms, Sports Quota, Procedure, Incentive Increment, Out of turn  
promotion etc.


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Copy of Railway Board's letters on the abovementioned subjects are sent  
herewith for information & necessary action.

Sr. no	Railway Board's Letter No. & Date
1	No.E(Sports)/2007/Policy/3 dated 30.03.2007
2	No.E(Sports)/2003/Policy/INC/1 dated 09.07.2009
3	No.2018/E(Sports)/4(1)/7/INC dated 31.01.2020
4	No.2020/E(Sports)/4(1)/24/Clarif dated 15.10.2020

You are requested to verify the records, service register and actual increment  
paid of all the sports persons appointed after 09/07/2009 inorder to comply with the  
above said Railway Boards orders.

DA: as above

  
(Rajendra Pardeshi)  
APO/RRC  
For Chairman/RRC

Government Of India  
Ministry Of Railways  
(Railway Board)

No 2020/E(Sports)/4(1)/24/Clarif

New Delhi, 15<sup>th</sup> October, 2020

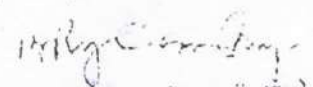
The General Managers (P),  
Southern Railway,  
Chennai.

Sub:- Additional incentive increments to sportsperson -  
clarification

Ref:- Southern Railway's letter No  
Z.769/OTP/Ath/2020, dated 29.09.2020.

Kindly refer to the letter mentioned under reference, wherein some clarifications were sought regarding additional incentive increments to sportspersons.

In this regard it is clarified that as per Board's letter No E(Sports)/2003/Policy/INC/1, dated 09.07.2009, only five incentive increments will be granted to a Railway servant in entire service career on sports accounts. In other words, more than 05 increments cannot be given to sportspersons for his achievements after 09.07.2009, which includes his higher fixation giving additional increments at the time of joining and also includes his prior increments on sports account, if any.

  
(Bhaskar Roy Choudhury)  
Dy. Director, Estt. (Sports)

Copy to: The Hon'ble Genl. Secretary/ Southern Railway Sports Association  
Chennai

5/c

**GOVERNMENT OF INDIA (भारत सरकार)**  
**MINISTRY OF RAILWAYS (रेल मंत्रालय)**  
**(RAILWAY BOARD) (रेलवे बोर्ड)**

No. E(Sports)/2007/Policy/3

New Delhi, 30<sup>th</sup> March, 2007

The General Managers (P),  
 All Zonal Railways including  
 CLW, DLW, ICF, RCF, RWF, Metro Railway/Kolkata,  
 The CAO(R), DMW/Patiala,  
 The DG, RDSO/Lucknow.

**Sub.:- Instructions for recruitment of sportspersons on Indian Railways -  
 Norms, Sports Quota, Procedure, Incentives etc.**

1. Railway Board have decided to revise the existing instructions as contained in Railway Board's letter No. E(Sports)2006/Policy/1 dated 20.06.2006 on the above mentioned subject. In supersession of instructions as contained in Railway Board's letter No. E(Sports)2006/Policy/1 dated 20.06.2006 and all clarifications/corrigendum issued thereto, the following revised instructions shall be applicable from 01.04.2007 for recruitment of sportspersons, sports quota, norms and procedure for recruitment, incentives and out-of-turn promotion to sportspersons of Indian Railways.

**2. Sports Quota :**

2.1 Recruitment of Sportspersons, both in Group-C and Group-D, 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 amongst Zonal Railways, Production Units, RSPB and Workshops having staff strength of 4000 or more, shall be as under:-

S. No.	Zonal Railway/ Production Unit	Open Advt.	Talent Scouting		Total Quota
		ZRs'/PUs' Quota	ZRs'/PUs' Quota	RSPE's Quota	
<b>A.</b>	<b>Group-C</b>				
(i)	CR, ER, ECR, ECOR, NR, NCR, NER, NFR, NWR, SR, SCR, SER, SFCR, SWR, WR, WCR	12	12	6	30
(ii)	CLW, DLW, DMW, ICF, RCF, RWF, RDSO, Metro Railway/Kolkata	4	4	2	10



S. No.	Zonal Railway/ Production Unit	Open Advt	Talent Scouting		Total Quota
		ZRs/PUs' Quota	ZRs/PUs' Quota	RSPB's Quota	
B.	Group-D				
(i)	Headquarter of each Zonal Railway	4	4	2	10
(ii)	Each Division of Zonal Railway	2	2	1	5
(iii)	DLW, ICF, RCF	8	8	4	20
(iv)	CLW, DMW, RWF, Metro Railway/Kolkata	4	4	2	10
(v)	RDSO	2	2	1	5
(vi)	Workshops (having the staff strength of 4000 or more)	1	2		3

- 22 CLW, DLW, DMW, ICF, RCF & RWF can recruit the sportspersons in the category of Skilled Artisans against the Group-C Quota 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/RC-1/9 dated 24.02.1979.
- 23 The quota allotted shall be for the financial year and unused quota shall lapse on the expiry of financial year.
- 24 The recruitment shall be done in the games as mentioned below or as recognized by RSPB for this purpose:-

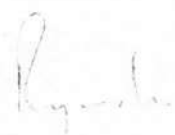
S. No.	Game	S. No.	Game	S. No.	Game
1	Aquatics	11	Chess	21	Karate
2	Archery	12	Cricket	22	Kabaddi
3	Athletics	13	Cross Country	23	Kho-Kho
4	Badminton	14	Cycling	24	Powerlifting
5	Ball Badminton	15	Football	25	Shooting
6	Basketball	16	Golf	26	Table Tennis
7	Billiards & Snooker	17	Gymnastics	27	Tennis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

- 2.5 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
- 2.6 However, through Talent Scouting sportspersons having outstanding sports achievements at National and International levels can be recruited in the intermediate grades after the prior approval of Railway Board. Details are in para 8.1.2
- 2.7 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.
- 2.8 Railway Board may re-allocate the Talent Scouting quota from one Railway/Unit to another Railway/Unit, as and when required
- 2.9 General Manager may re-allocate the Talent Scouting quota of Group-D allotted to their Railway from one Division to another Division, as and when required.

### 3. Categorization of International Championships :

For recruitment and incentive purpose, international meets (Junior/Senior Category) shall be categorized as under:-

- |              |                            |
|--------------|----------------------------|
| Category-A : | Olympic Games              |
| Category-B : | World Cup                  |
|              | World Championships        |
|              | Asian Games                |
|              | Commonwealth Games         |
| Category-C : | Commonwealth Championships |
|              | Asian Championships        |
|              | USIC Championships         |



#### 4. Minimum norms for recruitment of sportspersons :

The minimum sports norms for recruitment of sportspersons against sports quota, both through Talent Scouting and Open Advertisement, shall be as under. These provisions shall be read along with Para 4.3 (Note).

##### 4.1 Minimum norms for recruitment in Group-C :

Sportsperson who has any of the following sports achievement in team or individual event, in any of the game as mentioned in Para 2.4 above:-

- (i) Represented the country in the international championship as mentioned in Category-A & B under Para 3 above  
OR
- (ii) Represented a state or equivalent unit, in Junior/Senior National Championship and obtained at least 3<sup>rd</sup> position  
OR
- (iii) Represented a University in All India Inter University Championship organized under the aegis of Association of Indian Universities and obtained at least 3<sup>rd</sup> Position in individual event or 2<sup>nd</sup> Position in team event  
OR
- (iv) Represented a State or equivalent Unit in Federation Cup Championship (Senior Category) and obtained 1<sup>st</sup> Position.

##### 4.2 Minimum norms for recruitment in Group-D :

Sportsperson who has any of the following sports achievement in team or individual event, in any of the game as mentioned in Para 2.4 above:-

- (i) Represented a state or equivalent unit, except in Marathon and Cross Country, in Junior/Senior National Championship  
OR
- (ii) Represented a District or equivalent unit in Junior/Senior State Championship and obtained at least 3<sup>rd</sup> Position.

##### 4.3 Note (for Para 4.1 & 4.2) :

- (a) In the case of recruitment in Group-C and Group-D through Talent Scouting, preference shall be given to sportspersons having higher levels of sports achievements, within the prescribed sports norms
- (b) All the championships mentioned above shall be conducted under the aegis of recognized International/National/State Sports Federation and also recognized by RSPB
- (c) For norms mentioned under Para 4.1(ii) & 4.2(i), only Senior National and Junior National Championships shall be taken into consideration. National Games, Rural Sports Festival, District Meet and other similar tournaments shall not be considered.



- (d) In Cricket (Men and Women) at International level in Senior Category, representation of Main Indian Team in a Test Match or in Limited Overs One Day International Match shall also be considered for recruitment in Group-C.
- (e) In Cricket (Men & Women) at National level, representation of a State or equivalent Unit or a Zone of India, with the following sports achievements as mentioned against each tournament, conducted by BCCI, are also eligible for recruitment in Group-C and Group-D categories:-

S. No.	Name of Championship	Category	Minimum Sports Achievement for Recruitment	
			Group-C	Group-D
Men				
1	Ranji Trophy (Inter State Championship)	Senior	Semi-finalist of Elite Group- Championship	Participation in Elite/Plate Group Championship
2	Inter State Limited Overs Tournament (popularly known as One Day Ranji Trophy Championship)	Senior	Semi-finalist of All India Knock Out stage	Participation
3	Duleep Trophy (All India Inter Zonal Championship)	Senior	Finalist	Participation
4	Prof. D.B. Deodhar Trophy (One Day Limited Overs All India Inter Zonal Championship)	Senior	Finalist	Participation
5	Col. C.K. Nayudu Trophy (Inter State Championship)	Junior (U-22)	Semi-finalist of All India knock- out stage	Participation
6	Coach Behar Trophy (Inter State Championship)	Junior (U-19)	Semi-finalist of Elite Group- Championship	Participation in Elite/Plate Group- Championship
7	Vinoe Markad Trophy (One Day Limited Overs Inter State Championship)	Junior (U-19)	Semi-finalist of All India knock-out stage	Participation
8	Vijay Hazare Trophy (One Day Limited Overs All India Inter Zonal Championship)	Junior (U-19)	Finalist	Participation
Women				
9	Inter State All India Knock Out/ Inter State Zonal Tournament (One Day Limited Overs)	Senior	Semi-finalist of All India Knock Out Tournament	Participation
10	All India Inter Zonal Tournament (One Day Limited Overs)	Senior	Finalist	Participation
11	Inter State All India Knock Out / Inter State Zonal Tournament (One Day Limited Overs)	Junior (U-19)	Semi-finalist of All India Knock Out Tournament	Participation
12	All India Inter Zonal Tournament (One Day Limited Overs)	Junior (U-19)	Finalist	Participation

Note: For granting incentives, as per the provisions made under Para 9, representation of Indian Railways only on championships as mentioned at S.No. 1, 2, 5 & 9 above, shall be considered.



- (f) In Chess, (i) for recruitment in Group-C, sportsperson having 2350 or more points in last two consecutive FIDE Rating Lists; and (ii) for recruitment in Group-D, sportsperson having 2300 or more points in last two consecutive FIDE Rating Lists, shall also be eligible for recruitment. Only the last two consecutive FIDE Rating Lists shall be considered for this purpose.

A sportsperson having International Grand Master title in Chess, may be recruited in a higher scale within Group-C, after the approval of the Railway Board. ZR/PU may forward such cases to Railway Board for approval, after the recommendation of the General Manager.

- (g) For recruitment in Group-C and Group-D in Rifle Shooting, only the individual performance in the championships shall be considered. Performance in the All India G.V.Mavalankar Shooting Championship shall not be considered for this purpose.
- (h) For recruitment in Group-C in Table Tennis, sportsperson with current All India Ranking up to 16 in Seniors and up to 8 in Juniors shall also be eligible. Only the current Annual Ranking shall be considered for this purpose.
- (i) For recruitment in Group-C in Badminton, sportsperson with current All India Ranking up to 16 in Seniors and up to 8 in Juniors shall also be eligible. Only the current Annual Ranking shall be considered for this purpose.
- (j) For recruitment in Group-C in Tennis, sportsperson with current All India Ranking up to 10 in Seniors and up to 8 in Juniors shall also be eligible. Only the current Annual Ranking shall be considered for this purpose.
- (k) In Golf (i) for recruitment in Group-C, sportsperson having I.G.U. ranking from 1-50; and (ii) for recruitment in Group-D, 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 Ranking shall be considered for this purpose.

#### 4.4 Period of reckoning Sports Achievements :

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 2007-2008 (i.e. from 01.04.2007 to 31.03.2008) 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. 2006-2007 and 2005-2006 shall be taken in to account and therefore, sports achievements on or after 01.04.2005 shall only be considered for appointment, in the extent case. For this purpose concluding day of the championship shall be taken in to account.

**5. Age Limit :**

**5.1 Talent Scouting :**

- 5.1.1 The age limit for recruitment through Talent scouting shall be 18-25 years, both for Group-C and Group-D categories.
- 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.
- 5.1.3 The date of reckoning of the age for recruitment of sportspersons through Talent Scouting shall be the date of Trial, conducted by the Trial Committee.

**5.2 Open Advertisement :**

- 5.2.1 The age limit for recruitment through Open Advertisement shall also be 18-25 years, both for Group-C and Group-D categories.
- 5.2.2 No relaxation in lower or upper age limit shall be permissible in 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 recruitment through Open Advertisement.
- 6.3 In case of recruitment through Talent Scouting, if a sportsperson having outstanding sports achievement, but does not possess the minimum educational qualification, he/she may be appointed after the approval of the Railway Board for relaxation in acquiring the minimum educational qualification, subject to acquiring the same within a period of three years from the date of such appointment.



7. Procedure for Recruitment :

7.1 Talent Scouting :

- 7.1.1 Appointments against sports quota in Group-C category under Talent Scouting shall be given only after trial, except when a sportspersons represented the country in individual events in any of the recent International Championships as mentioned in Category-A or Category-B under Para 3, concluded within last four months

**OR**

when the sportsperson has obtained up to third position in the individual event at the Senior National Championship concluded within last four months.

However, in team games trial is necessary.

- 7.1.2 In respect of recruitment in Group-D against Talent Scouting quota, trial is necessary.
- 7.1.3 For the purpose of trial for recruitment both in Group-C and Group-D through Talent Scouting, a Trial Committee may be nominated by the President of concerned Sports Association at Headquarter level and by the DRM at Divisional level. The Trial Committee shall comprise of three officials with experience of sports, including one\* JAG Officer, a Sports Officer and a Coach of respective game(National/Railway/NIS qualified).
- 7.1.4 Trial shall be conducted in the presence of all the three members of the Trial Committee. The Trial Committee shall give its recommendation as FIT or NOT FIT for further consideration.

7.2 Open Advertisement :

- 7.2.1 The recruitment of sportspersons by Open Advertisement shall be done by respective Railway Administration.
- 7.2.2 The general procedure for preparation of Employment Notice and publicizing the same shall be as specified for recruitment to Group-C and Group-D posts in Board's letter No.E(NG)II/96/RR-1/62 dt. 17.09.1998
- 7.2.3 Employment Notice must contain the details of the vacant posts viz. sports discipline (with position like 100M 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 vide relevant paras of this letter.
- 7.2.4 Vacancies for different games shall be worked out by concerned Sports Association with the approval of General Secretary for Group-C and Sports Officer for Group-D posts and shall be furnished to the Personnel Branch for Employment Notice etc.
- 7.2.5 A Recruitment Committee shall be constituted to look after the recruitment process for both in Group-C and Group-D categories.



**7.2.6 Recruitment Committee :**

- 7.2.6.1 Recruitment Committee shall comprise of three members who shall be nominated by GM at Headquarter Level and by DRM at Divisional level.
- 7.2.6.2 At Headquarter level, for recruitment of sportspersons against Group-C and Group-D posts all the three members of the Recruitment Committee shall be of the rank of Senior Administrative Grade (SAG), including one member from Personnel Branch
- 7.2.6.3 At Divisional level, for recruitment of sportspersons against Group-D posts the members of the Recruitment Committee shall be of the rank of Junior Administrative Grade (JAG)/Senior Scale Officer, including one member from Personnel Branch and one member connected with sports/Sports Association on the Railway.
- 7.2.6.4 Inclusion of Members of SC/ST/OBC in the Recruitment Committee shall not be necessary as clarified in Board's letter No.E(Sports)98/Recrt./Policy/2 dated 23.03.2000.
- 7.2.6.5 Recruitment Committee shall constitute a Trial Committee to conduct trials of the candidates.

**7.2.7 Trial Committee :**

- 7.2.7.1 Trial Committee shall comprise three members, nominated by the Recruitment Committee.
- 7.2.7.2 Three members of the Trial Committee shall be : a Coach of the respective game (National/Railway/NIS Qualified); a Senior International/National level player in the relevant discipline; and an Assistant Sports Officer. If any Railway/Unit does not have any coach/player at the level mentioned above, they may seek the assistance of the adjoining Railway/Unit.
- 7.2.7.3 The trial by the Trial Committee shall be conducted in the presence of all the members of the Trial Committee and Recruitment Committee.
- 7.2.7.4 Trial of candidate shall be conducted to assess his/her sports performance/suitability for the Railways. Trial Committee shall give its recommendation in terms of either FIT or NOT FIT, for consideration for next stage, by giving marks as per the criteria given below.
  - (a) Maximum Marks for Trial 35 Marks
  - (b) FIT Candidate Candidate who secured 20 or more marks in the Trial.
  - (c) NOT FIT Candidate Candidate who secured below 20 marks in the Trial



7.2.8 After Trial only the FIT candidate shall be considered for the next stage i.e. Interview Stage by the Recruitment Committee. Recruitment Committee shall take interview and award the marks only to the FIT candidates for their sports achievements, educational qualifications, general intelligence etc. No marks shall be given to the candidates declared NOT FIT by the Trial Committee, for their sports achievements.

7.2.9 Recruitment Committee shall also add the marks given by the Trial Committee to the FIT candidates, in order to make the final merit list.

7.2.10 Interview of the candidates shall invariably be held on the same day, just after trial or at the most next day of the trial.

**7.2.11 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) Performance during Trial	:	35 Marks
(ii) Assessment of Sports Achievements	:	50 Marks
(iii) Educational Qualification	:	10 Marks
(iv) General Intelligence/Personality etc.	:	5 Marks
<b>Total</b>	:	<b>100 Marks</b>

**NOTE :**

- (a) *In case more than one Sportsperson score the same marks, preference should be given to younger candidate to decide the merit.*
- (b) *Recruitment Committee shall recommend the case for recruitment of a Sportsperson only when they are satisfied that he/she will be useful for the Railways.*

7.2.12 **Fee :** The processing fee for recruitment of sportspersons in Group-C and Group-D through Open Advertisement shall be equivalent to the examination fee as prescribed for recruitment through RRBs, from time to time.

7.3 **Medical Examination** - The sportsperson (male/female) appointed through Talent Scouting or Open Advertisement, either for Group-C or Group-D, shall fulfill the minimum medical norms for the post, for which he/she is being appointed.

## 8. Fixation of Pay :

## 8.1 Fixation of Pay on recruitment through Talent Scouting :

8.1.1 Zonal Railways/Production Units shall have powers to fix the pay of outstanding sportspersons at higher stage, at the time of initial recruitment keeping in view the following guidelines :-

S. No.	Scale of Pay (in Rs.)	Fixation of Pay	Minimum Sports Achievements for Higher Grade & Higher Fixation of Pay
<b>Group-D</b>			
1 (a)	2550-55-2660-60-3200	Rs. 2960 (7 increments)	Gold Medal Winning performance at Sr. State Championship
(b)	2610-60-3150-65-3540	Rs. 3090 (8 increments)	OR Medal winning performance at higher level
<b>Group-C</b>			
2 (a)	3050-75-3950-80-4590	Rs. 3425 (5 increments)	Gold Medal winning performance in Jr. National Champ OR Gold Medal winning performance in All India Inter University Championship
		Rs. 3650 (8 increments)	Silver/ Bronze Medal Winning performance in Sr National Championship
		Rs. 3875 (11 increments)	Gold Medal winning performance in Sr. National Championship
		Rs. 4350 (17 increments)	Gold Medal winning performance in Sr. National Champ AND Gold Medal Winning performance in Jr. National Champ
(b)	3200-85-4900		Benefit of higher fixation be given with the same number of additional increments on the same performance as in the case of Item No. 2(a) above.
3 (a)	4000-100-6000	Rs. 4400 (4 increments)	Consecutive medal winning performance in Sr. National Championships with at least one Gold Medal on one occasion OR At least 3 <sup>rd</sup> Position in any Sr./Jr. International Championship of Category-B as mentioned in Para 3
		Rs. 4700 (7 increments)	Consecutive Gold Medal winning performance in Sr National Championships OR At least 2 <sup>nd</sup> position in any Sr./Jr. International Championship of Category-B as mentioned in Para 3
		Rs. 5200 (12 increments)	Consecutive Gold Medal winning performance in Sr National Championships AND Participation in any of the Sr. International Championships of Category B as mentioned in Para 3
		Rs. 5700 (17 increments)	Gold Medal Winning performance in Sr. National Champ AND Medal Winning performance in any of the Sr International Championship of Category B as mentioned in Para 3
(b)	4500-125-7000	Rs. 5000 (4 increments)	Both the Grades Rs. 4000-100-6000 and Rs. 4500-125-7000 are the next higher grades to the Grade-Rs. 3050-75-3950-80-4590. Sportsperson can be recruited as Sr. R. (Rs. 4000-100-6000) or as Sr. Clerk (Rs. 4500-125-7000), keeping in view the request of the candidate and availability of vacancies. Benefit of higher fixation be given with the same number of additional increments on the same performance as in the case of Item No. 3(a) above.
		Rs. 5375 (7 increments)	
		Rs. 6000 (12 increments)	
		Rs. 6625 (17 increments)	



- 8.1.2 As regards recruitment in intermediate grades in Group-C, for which prior approval of the Railway Board is essential, the Zonal Railways/Production Units shall observe the following guidelines while sending their proposals to the Railway Board.

S. No.	Scale of Pay (in Rs.)	Fixation of Pay	Minimum Sports Achievements for Higher Grade & Higher Fixation of Pay
1 (a)	4000-100-6000	Rs. 4400 (4 increments) Rs. 4700 (7 increments) Rs. 5200 (12 increments) Rs. 5700 (17 increments)	Benefit of higher fixation be given with the same number of additional increments on the same performance as mentioned under Para 8.1.1/3(a)
(b)	4500-125-7000		Benefit of higher fixation be given with the same number of additional increments on the same performance as mentioned under Para 8.1.1/3(a)
2	5000-150-8000	Rs. 5900 (6 increments)	Consecutive Medal winning performance in Sr. International Championships of Category-B as mentioned in Para 3. AND Consecutive Gold Medal winning performance in Sr. National Championships
		Rs. 6500 (10 increments)	Consecutive Medal winning performance in Sr. International Championships of Category-B as mentioned in Para 3 with at least one Gold Medal AND Consecutive Gold Medal winning performance in Sr. National Championships
3	5500-175-9000	Rs. 5850 (2 increments)	Consecutive Gold Medal winning performance in Sr. International Champ. of Category-B as mentioned in Para 3 AND Consecutive Gold Medal winning performance in Sr. National Championships
		Rs. 6375 (5 increments)	Consecutive Gold Medal winning performance on more than two occasions in Sr. International Championships of Category-B as mentioned in Para 3 AND Consecutive Gold Medal winning performance in Sr. National Championships
4	6500-200-10500	Rs. 7500 (5 increments)	Consecutive Gold Medal winning performance on more than three occasions in Sr. International Championships of Category-B as mentioned in Para 3 OR 3 <sup>rd</sup> Position in Olympic Games (Category-A)
		Rs. 8100 (8 increments)	At least 2 <sup>nd</sup> Position in Olympic Games (Category-A)

## 8.2 Fixation of Pay on Recruitment through Open Advertisement :

- 8.2.1 Normally, the fixation of pay of the sportspersons recruited through Open Advertisement shall be at the minimum of the scale.
- 8.2.2 However, the Recruitment Committee can recommend fixation of pay at higher stage for the sportspersons having outstanding sports achievements, observing the same guidelines as mentioned above in the case of recruitment through Talent Scouting, in Para 8.1.1.



## 9. Incentives :

### 9.1 Incentives to sportspersons for excellence in International Championships :

For Excellence in International Championships (mentioned under Para 3) following number of additional increments may be granted by the Railways on the advice of Railway Board:-

**9.1.1 Category-A (Olympic Games) :** Grant of additional increments for medal winning performance shall be considered on merits on receipt of results.

**9.1.2 Category-B (Championships as mentioned under Para 3)**

Gold Medal	:	3 increments
Silver Medal	:	2 increments
Bronze Medal	:	1 increment

**9.1.3 Category-C (Championships as mentioned under Para 3) :**

Gold Medal	:	2 increments
Silver/Bronze Medal	:	1 increment

**9.1.4** In case sportsperson winning more than one medal in the same championship not more than five increments shall be given.

**9.1.5** These increments will, however, be in addition to those, if any, granted for the performance in National Championships.

**9.1.6** These increments shall take effect from the first day of the month following the concluding day of the championship.

### 9.2 Incentives to sportspersons for excellence at National Level :

Following number of additional increments may be granted by the Railways, on the advice of Railway Board, for medal winning performance in National Championships.

**9.2.1** Two increments for Gold medal winning performance.

**9.2.2** One increment, if found justified for Silver or Bronze medal winning performance.

**9.2.3** These increments shall take effect from the first day of the month following the concluding day of the Championship.

**9.2.4** These increments shall be in addition to those, if any, granted on the performance in International Championships.

**9.3 Incentives to Coaches :**

- 9.3.1 Performance of coaches shall be reviewed once in a financial year and one additional increment may be granted to the coaches attached to Indian Railways teams who rendered exemplary service and contribute to the good performances of Indian Railways teams during the year.
- 9.3.2 This increment may be granted by the Zonal Railways/Production Units, on the advice of Railway Board.
- 9.3.3 The number of increments shall not exceed five, as a coach, in service career.
- 9.3.4 The increment shall be granted from the first day of the month, following the concluding day of the Championship.
- 9.3.5 This increment shall be in addition to those, if any, granted for the sports achievements as a player.

**9.4 Out-of-Turn Promotion :**

**9.4.1 First Out-of-Turn Promotion :**

First out-of-turn promotion, within Group-C, may be given to the outstanding sportspersons by the General Manager, subject to fulfilling the following criteria and acquiring the sports achievements, after joining the Railways

- 9.4.1.1 (i) Sportsperson represented the country with medal winning performance in any of the International meets as defined in Category- A & B under Para-3.  
OR  
(ii) Sportspersons represented Indian Railways in the National Championships on three occasions with medal winning performance in each championship within a period of five years.
- 9.4.1.2 Not more than one out-of-turn promotion to a sportsperson shall be given by the General Manager at Railway's level.
- 9.4.1.3 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 availing such promotion.



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

9.4.2.1 Second and subsequent out-of-turn promotion shall be granted by Railway Board, to the outstanding sportspersons, subject to acquiring following sports achievements:

(i) Represented the country with medal winning performance in the International championships as defined in Category-A&B under Para-3, after first/previous out-of-turn promotion.

OR

(ii) Represented Indian Railways with medal winning performances on at least three occasions in the National Championships, within a period of five years after first/previous out-of-turn promotion.

9.4.2.2 Railway can forward the deserving cases for second and subsequent promotion to Railway Board, after the recommendation of the General Manager.

9.4.3 The provisions of out-of-turn promotion as mentioned in Para 9.4.1 & 9.4.2 shall be read along with Para 9.6 (Note).

#### 9.5 Promotion from Group-D to Group-C:

9.5.1 Sportspersons recruited in Group-D categories, may be considered for promotion to Group-C, on out-of-turn basis, subject to fulfilling the following criteria and acquiring the sports achievements after joining the Railways:-

(i) Sportsperson acquiring the extant sports norms for recruitment to Group-C

OR

(ii) Represented Indian Railways in the National Championships on two occasions

OR

(iii) Gold Medal winning performance in any Championship, as mentioned in Category-C under Para-3.

9.5.2 Promotion from Group-D to Group-C shall not be considered as out-of-turn promotion for the purpose of counting the number of out-of-turn promotions. Similarly, for such promotion, the condition regarding minimum period of service in the existing grade, also need not be insisted upon.

9.5.3 The provisions as mentioned in Para 9.5.1 & 9.5.2 for promotion from Group-D to Group-C shall be read along with Para 9.6 (Note).

9.6 NOTE (for Para 9.4 & 9.5):

- (a) If a sportsperson acquires the sports norms for out-of-turn promotion within Group-C or promotion from Group-D to Group-C, 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 three years, from the date of such promotion.

In Artisan Category, for promotion from Group-D to Group-C on sports account, if a sportsperson acquires the sports norms but does not possess the 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 three years, as the case may be, he/she would be reverted to the original grade.

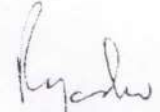
However, in exceptional cases, where after such promotion, sportsperson continues to excel in the National Championships and/or participates in the International Championships mentioned under Para-3, case may be referred to Board, after GM's recommendation for extension in the time limit for acquiring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

- (c) Out-of-turn promotion within Group-C or promotion from Group-D to Group-C to the sportspersons shall be given as soon as he/she fulfills the above mentioned criteria. 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 promotion on sports account, then the sportsperson is entitled to be considered for the next higher grade. For calculation of one year's period, the concluding day of the championship shall be taken into the account.
- (d) For out-of-turn promotions within Group-C, sportsperson shall have completed three years in the existing grade. 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.
- (e) In the case of out-of-turn promotion within Group-C or promotion from Group-D to Group-C, pay may be fixed at higher stage, taking into consideration the sports achievements and the present pay of the concerned sportsperson. Criteria for higher fixation, in Group-C, shall be the same as mentioned in Para 8.1.1 & 8.1.2. Higher fixation of pay shall be granted by the Railway Board. Zonal Railways/Production Units can forward the deserving cases to the Railway Board after the recommendation of the General Manager.



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 solely vest into Board's (MS) discretion.
11. In very exceptional cases, the Railway Board shall have the powers to engage the sports specialists directly related 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 issued with the concurrence of the Finance Directorate of the Ministry of Railways (Railway Board).

Please acknowledge receipt.

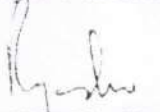
  
(RAKESH YADAV)  
Director, Estt.(Sports)

No. E(Sports)/2007/Policy/3

New Delhi, 30<sup>th</sup> March, 2007

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)

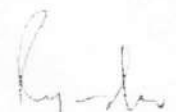
  
(RAKESH YADAV)  
Director, Estt (Sports)

No. E(Sports)/2007/Policy/3

New Delhi, 30<sup>th</sup> March, 2007

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

  
(RAKESH YADAV)  
Director, Estt.(Sports)

Copy in Board's Office to :

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

Hindi version will follow



GOVERNMENT OF INDIA (BHARAT SARKAR)  
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)  
(RAILWAY BOARD) (RAILWAY BOARD)

No. E(Sports)/2003/Policy/INC/1

New Delhi, 9<sup>th</sup> July 2009

The General Manager (P),  
All Zonal Railways, including CLW, DLW, ICF, RWF, RCF, Metro/Kolkata  
The CAO(R)/DMW/Patiala  
The DG/RDSO/Lucknow

**Sub:- Higher fixation of pay of sportspersons at the time of initial appointment on Railways and on their out-of-turn promotion on sports account.**

**Ref:- Board's policy letter No. E(Sports)/2007/Policy/3 dt. 30.03.2007 (RBE No. 48/2007).**

Please refer to Para 8 and 9.6(e) of Board's policy letter referred above regarding higher fixation of pay of sportspersons at the time of initial appointment on Railways and on their out-of-turn promotion on sports account from Group-D to Group-C or within Group-C.

The issue of granting incentive increments to Railway sportspersons on sports account has been reconsidered in Board's office in consultation with the Finance Directorate. Railway Board have decided that henceforth only five incentive increments will be granted to a Railway Servant in entire service career, on sports accounts. 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.

These incentive increments will be granted only for the sports achievements of sportspersons after joining the Railways. Therefore, henceforth, pay of the sportspersons shall be fixed at the minimum of the scale of pay on their initial appointment and with normal fixation on their out-of-turn promotion on sports account.

In view of above, Para 8.2, 9.3.5 & 9.6(e) and Column 3 (with heading "Fixation of Pay") of Para 8.1.1 & 8.1.2 of Board's policy letter dt. 30.03.2007 referred above, shall be treated as cancelled.

However, in really outstanding cases, Railway Board can grant higher fixation of pay to a sportsperson, at the time of initial appointment, subject to maximum five increments. Railways/Units can send the proposals of outstanding sportspersons, having medal winning performances in recognized National/International Championships, for higher fixation of pay at the time of initial appointment, with the recommendation of General Manager.

This issue with the concurrence of the Finance Directorate of the Ministry of Railways (Railway Board)

(SUNIL KUMAR SINHA)  
DY. DIRECTOR / ESTT (SPORTS)  
RAILWAY BOARD

Copy 1

No. E(Sports)/2003/Policy/INC/1

New Delhi, 9<sup>th</sup> July 2009

Copy to:

- 1 The Principal Director of Audit, All Zonal Railways & Production Units.
- 2 The Dy. Comptroller & Auditor General of India, Room No. 224, Rail Bhawan, New Delhi.

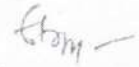


FOR FINANCIAL COMMISSIONER (RAILWAYS)

No. E(Sports)/2003/Policy/INC/1

New Delhi, 9<sup>th</sup> July 2009

- 1 The FA& CAO, All Zonal Railways & Production Units.
- 2 The Hony. Genl. Secretary, Sports Associations of All Zonal Railways & Production Units.



DY. DIRECTOR, ESTT.(SPORTS)  
RAILWAY BOARD

Copy for information to E(NG)-II, F(E)-II & F(E)Spl. Branches of Railway Board

Government Of India  
Ministry Of Railways  
(Railway Board)

No. 2018/E (Sports)/4(1)/7/INC

dated 31.01.2020

The General Manager (P)  
All Zonal Railways, Production Units and other units.


Sub: Clarification of grant of Advance incentive increments to sportspersons.

Attention is invited to Board's letter no E(Sports)/2000/Policy/INC/4 dated 24.07.2000 wherein it was clarified that advance increments granted to sportspersons and coaches will be treated as pay for all purposes and these increments will not be absurd in further increment. All benefits such as calculation of DA/HRA, CCA fixation of pay on promotion, retirement benefit etc. will be admissible on such increments.

1.1 In a further letter No. E(Sports)/2003/Policy/INC/1 dated 09.07.2009, it was advised that "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".

2. The matter has been reviewed and the following are clarified:-
- (i) Prior to 09.07.2009: advance increments granted to sportspersons/coaches are treated as pay for all purpose and count for all benefits of pay on promotion, retirement benefits etc. are admissible.
  - (ii) On or after 09.07.2009: Advance increments granted to sportspersons are to be drawn at the same rate till retirement and these increments are not counted for any service benefits like pay fixation on promotion retirement benefits etc.

This is issued in consultation with Finance Directorate of Ministry of Railways (Railway Board).

  
(Bhaskar Roy Choudhury)  
Dy. Director Estt.(Sports),  
Railway Board




No. 2018/E (Sports)/4(1)/7/INC

dated 31.01.2020

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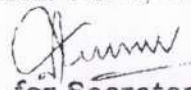
1. The Principal Director of Audit, All Zonal Railways & Production Units.
2. The Dy. Controller & Auditor General Of India, Room No. 224, Rail Bhawan, New Delhi.
3. The PFA, All Zonal Railways & Production Units.
4. The Hony. Genl. Secretary, Sports Associations of All Zonal Railways & Production Units.

  
Dy. Director Estt.(Sports),

No. 2018/E (Sports)/4(1)/7/INC

dated 31.01.2020

1. The General Secretary, AIRF, 4, State Entry Road, New Delhi.
2. The General Secretary, NFIR, 3, Cheimsford Road, New Delhi.
3. The General Secretary, All India SC/ST Railway Employee Association, 7-GF, Ground Floor, Railway Bhavan, New Delhi.
4. The General Secretary, All India OBC Railway Employees' Association, Room No.48, Rail Bhavan, New Delhi.

  
for Secretary  
Railway Board

Copy to:

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