



सत्यमेव जयते

PARLIAMENT OF INDIA
RAJYA SABHA

DEPARTMENT-RELATED PARLIAMENTARY STANDING COMMITTEE
ON HUMAN RESOURCE DEVELOPMENT

TWO HUNDRED EIGHTY FIRST REPORT

**Performance of National Sports Development Fund
And
Recruitment and Promotion of Sportspersons
(Part-III)**

(Presented to the Rajya Sabha on 9th August, 2016)
(Laid on the Table of Lok Sabha on 9th August, 2016)



Rajya Sabha Secretariat, New Delhi
August, 2016/Sravana, 1938 (Saka)

Website : <http://rajyasabha.nic.in>
E-mail : rsc-hrd@sansad.nic.in

Hindi version of this publication is also available

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COMPOSITION OF THE COMMITTEE
(2015-16)

1. Dr. Satyanarayan Jatiya — *Chairman*

RAJYA SABHA

2. Prof. Jogen Chowdhury
3. Prof. M.V. Rajeev Gowda
4. Shri Anubhav Mohanty
- *5. Dr. Bhalchandra Mungekar
- #6. Shri Pratap Singh Bajwa
- @7. Shri Vishambhar Prasad Nishad
8. Shri Basawaraj Patil
9. Shri Sharad Pawar
10. Shrimati Sasikala Pushpa
11. Shri Tiruchi Siva

LOK SABHA

12. Shrimati Santosh Ahlawat
13. Shri Bijoy Chandra Barman
- **14. Shri C.R. Chaudhary
15. Shrimati Bhawana Gawali Patil
16. Shrimati Kothapalli Geetha
17. Shri Anant Kumar Hegde
18. Prof. Chintamani Malviya
19. Shri Bhairon Prasad Mishra
20. Shri Chand Nath
21. Shri Hari Om Pandey
22. Dr. Bhagirath Prasad
23. Shri N.K. Premachandran
24. Shri K.N. Ramachandran
25. Shri Mullappaly Ramachandran
26. Shri Sumedhanand Saraswati
27. Shri M.I. Shanavas
28. Dr. Nepal Singh

* Ceased to be member of the Committee w.e.f 21.3.2016

Shri Pratap Singh Bajwa nominated as a member of the Committee w.e.f 20.5.2016

@ Shri Vishambhar Prasad Nishad nominated as a member of the Committee w.e.f 20.5.2016

**Shri C.R. Chaudhary was elevated to Minister of State on 5.7.2016

(ii)

29. Dr. Prabhas Kumar Singh
30. Shri P.R. Sundaram
- +31. Shri Ajay Tamta
32. Shrimati P.K. Sreemathi Teacher

SECRETARIAT

Shri K.P. Singh, *Joint Secretary*

Shri Mahesh Tiwari, *Director*

Shri Vinay Shankar Singh, *Joint Director*

Shri R.K. Mecolt Singh, *Assistant Director*

INTRODUCTION

I, the Chairman of the Department-related Parliamentary Standing Committee on Human Resource Development, having been authorized by the Committee, present this Two Hundred and Eighty-first Report of the Committee on the subject 'Performance of National Sports Development Fund and Recruitment and Promotion of Sportspersons - Part III'.

2. The Committee visited the LNCPE, Thiruvananthapuram, SAI Stadium at Kandivalli in Mumbai, Jawaharlal Nehru Stadium Complex in New Delhi, SAI Sports Complex in Khelgram and Taty Tope Sports Complex (STC) in Bhopal and Achhutananda Guru Akhara in Ujjain. The Committee also heard the views of the representatives of Cochin Port Trust (CPT), Cochin Shipyard Ltd. (CSL), Fertilizer and Chemicals Tranvacore Ltd. (FACTL), Hindustan Newsprint Ltd. (HNL), Hindustan Lifecare Ltd. (HLL), Canara Bank, State Bank of Travancore (SBT), Federal Bank, Dhanalaxmi Bank, Union Bank of India, Central Bank of India, Bank of India, IDBI Bank, Dena Bank, Bank of Maharashtra, HDFC Bank, Axis Bank, ICICI Bank, Central Customs (Central Board of Excise and Customs), Mumbai, New India Assurance Company, Jawaharlal Nehru Port Trust (JNPT), Mumbai Port Trust (MPT), Mazagoan Docks Ltd., State Bank of Bikaner and Jaipur (SBBJ), Punjab National Bank (PNB), Bank of Baroda (BOB) Oriental Bank of Commerce (OBC), India Infrastructure Finance Company Ltd. (IIFCL), National Building Construction Corporation (NBCC), Food Corporation of India (FCI), HUDCO, MMTC, GAIL, NTPC, SAIL, Power Finance Corporation, Power Grid Corporation of India, Container Corporation of India (CONCOR), Department of Food and Public Distribution, Department of Commerce, Department of Public Enterprises, Department of Heavy Industry, Department of Financial Services, Department of Pharmaceuticals, Department of Defence Production, Ministry of Petroleum and Natural Gas, Ministry of Steel, Ministry of Power, Ministry of Railways, Ministry of Shipping, Ministry of Urban Development, Ministry of Housing and Urban Poverty Alleviation, Ministry of Corporate Affairs, Neyveli Lignite Ltd. (NLL), IDPL, CPCL, Kamarajar Port Ltd. (Ennore Port), United India Insurance Company Ltd., Indian Overseas Bank (IOB), Indian Bank, local heads of SBI, Canara Bank, Andhra Bank, State Bank of Hyderabad, Rashtriya Ispat Nigam Ltd. (RINL), Hindustan Shipyard Ltd, Dredging Corporation of India, NTPC, AP Mineral Development Corporation Ltd., Central Bank of India, local heads of Allahabad Bank, BOB, BOI, PNB, SBI, UBI, representatives of Northern Coalfield Ltd., BHEL, Narmada Hydroelectric Development Corporation, Bridgestone India Pvt. Ltd., Tata international Ltd., IPCA Lab Ltd., CIPLA Ltd., Symbiotec Pharma Lab. Ltd. and Ranbaxy Ltd. alongwith the authorities of Department of Sports and officials by State Governments of Kerala, Maharashtra, Rajasthan, Tamil Nadu, Andhra Pradesh and Madhya Pradesh to have an idea about their contribution to National Sports Development Fund and to explore how they can promote sports and recruitment of sportspersons.

3. The Committee considered the Draft Report on the subject and adopted the same in its meeting held on the 3rd August, 2016.

(iv)

4. For facility of the reference, observations and recommendations of Committee have been printed in bold letters at end of Report.

NEW DELHI;
3 August, 2016

Sravana 12, 1938 (Saka)

DR. SATYANARAYAN JATIYA
Chairman,
Department-related Parliamentary
Standing Committee on Human Resource Development
Rajya Sabha

ACRONYMS

BHEL	:	Bharat Heavy Electricals Limited
FCI	:	Food Corporation of India
MMTC	:	Metals and Minerals Trading Corporation of India
NBCC	:	National Buildings Construction Corporation
SAIL	:	Steel Authority of India Limited
SAI	:	Sports Authority of India
SRC	:	Sports Resource Centre
CPSEs	:	Central Public Sector Enterprises
PSUs	:	Public Sector Undertakings
PSBs	:	Public Sector Banks
PNB	:	Punjab National Bank
SBH	:	State Bank of Hyderabad
NSDF	:	National Sports Development Fund
CSR	:	Corporate Social Responsibility
LNCPE	:	Laxmibai National College of Physical Education
HUDCO	:	Housing and Urban Development
GAIL	:	Gas Authority of India Ltd.
NTPC	:	National Thermal Power Corporation
CONCOR	:	Container Corporation of India Ltd.
NLC	:	Neyveli Lignite Ltd.
IDPL	:	Indian Drugs and Pharmaceuticals Ltd.
CPCL	:	Chennai Petroleum Corporation Ltd.
IOB	:	Indian Overseas Bank
SBI	:	State Bank of India
RINL	:	Rashtriya Ispat Nigam Ltd.
HSL	:	Hindustan Shipyard Ltd.
CPT	:	Cochin Port Trust
CSL	:	Cochin Shipyard Ltd.
FACT	:	Fertilizers and Chemicals Tranvacore Ltd.
HNL	:	Hindustan Newsprint Ltd.
HLL	:	Hindustan Lifecare Ltd.
SBT	:	State Bank of Travancore
CBEC	:	Central Board of Excise and Customs
SBBJ	:	State Bank of Bikaner and Jaipur
BOB	:	Bank of Baroda

OBC	:	Oriental Bank of Commerce
IIFCL	:	India Infrastructure Finance Company Ltd.
REIL	:	Rajasthan Electronics and Instruments Ltd.
DFS	:	Department of Financial Services
STC	:	Sports Training Complex
RGKA	:	Rajiv Gandhi Khel Abhiyan
CoE	:	Centre of Excellence
WHO	:	World Health Organization
NSNIS	:	Netaji Subhash National Institute of Sports
MPE	:	Masters in Physical Education
BPE	:	Bachelor in Physical Education
CPSCB	:	Cochin Port Sports Control Board
DYES	:	Department of Youth Empowerment & Sports
BSB	:	Bank Sports Board
DPE	:	Department of Public Enterprises
MPT	:	Mumbai Port Trust
JNPT	:	Jawahar Lal Nehru Port Trust
IPA	:	Indian Ports Association
SCI	:	Shipping Corporation of India
AIPSSPB	:	All India Public Sector Sports Promotion Board
SPB	:	Sports Promotion Board
PFC	:	Power Finance Corporation
HUPA	:	Housing and Urban Poverty Alleviation
NHDC	:	Narmada Hydroelectric Development Corporation
DoPT	:	Department of Personnel and Training

REPORT

The Indian Companies Act, 2013 has been revised *vide* Ministry of Corporate Affairs' Notification dated 27.02.2015 to include 'Training to promote rural sports, Nationally recognized sports, Paralympics sports and Olympic Games, which would allow companies to spend on development of Sports from funds earmarked for Corporate Social Responsibility (CSR) – related activities. Accordingly, various PSUs have been contributing to this Fund to augment the Funding of Sports/ Sportspersons in the country. Accordingly, the Department-related Parliamentary Standing Committee on Human Resource Development selected the subject "Performance of National Sports Development Fund and Recruitment and Promotion of Sportspersons" and the Committee had already presented the Part I and Part II of its report (270th and 271st Report) on the said subject in both the Houses of Parliament on 13th August, 2015 and 22nd December, 2015 respectively. In furtherance to this objective, the Committee undertook a study visit to Thiruvananthapuram, Mumbai and Udaipur from 13th to 20th February, 2016 and subsequently a local visit was also held to the Jawaharlal Nehru Stadium, New Delhi on 14th June, 2016. Thereafter, the Committee also visited Chennai, Vishakhapatnam, Bhopal, Ujjain and Indore from 27th June to 5th July, 2016 for the said purpose.

2. The Committee was informed by the Ministry of Youth Affairs and Sports, Department of Sports that no information is presently available with them regarding the spending by PSUs on Sports from CSR Funds as it is not mandated to keep such data. The Committee was also informed that after its previous visit the Ministry has written to all the PSUs, which attended the meeting during the visit, as a follow up and also to their parent Ministries to impress upon all PSUs under them to contribute towards sports under CSR. The Ministry has also taken up the matter with the Department of Public Enterprises to impress for the same. In so far as the promotion of rural sports was concerned, the Ministry informed that it is for the Banks/PSUs to decide as to how they want to promote rural sports or for the Department of Public Enterprises and the Department of Financial Services to issue instructions to Banks/PSUs for spending funds on promoting rural sports. However, the Department of Sports organize various games at block, District, State and National level to promote sports under Rajiv Gandhi Khel Abhiyan (RGKA). Against this background, the Committee undertook the study visits as depicted in succeeding paragraphs.

(I) VISIT TO THIRUVANANTHAPURAM, MUMBAI AND UDAIPUR

(A) Thruvananthapuram:-

INTERACTION WITH LNCPE ALONG WITH SAI, MINISTRY OF YOUTH AFFAIRS AND SPORTS, DEPARTMENT OF SPORTS

3. The Lakshmbai National College of Physical Education (LNCPE), Thiruvananthapuram is the premier institution under Sports Authority of India, established with the objective of producing quality physical education teachers and conduct research in the field of sports sciences. The

College has come into existence on 17th August, 1985 and is expanding in all the direction with the introduction of STC/COE besides the Bachelor's, Master's degree courses in Physical Education and a Research Centre too. This Institution became a permanent site for conducting various State and National level coaching camps to make use of the vast infrastructure facilities sprawling over 50 acres of land. At present, the college has developed multi-dimensionally in terms of course, training, infrastructure and students strength. Subsequently, SAI, Kerala was established and it started functioning since 2012. Its jurisdiction was further extended to cover the States of Tamil Nadu, Puducherry and UT of Lakshadweep. The representative of LNCPE submitted before the Committee that as per WHO, 1 out of 3 children in the world would have a life style disease and India would be having the largest youth population soon. Kerala has good Human Development Index including 100 per cent Literacy, however, the scenario is not the same in Physical literacy and more work needs to be done including more Research in the field of sports. The Committee was also informed that Kerala is the only State in the country, where Physical Education (PE) has been included in the academic curriculum. The representative also submitted that the development of a child needs to be revisited to include intellectual (Education) and spiritual development in addition to physical competency of the child.

4. The Committee also visited the sports college and was glad to see the maintenance and upkeep of the facilities. The Committee appreciates the efforts and work done by the Principal and Regional Director for the development of the centre, providing facilities to sportspersons inspite of constraints of fund. The Committee also interacted with sportspersons, coaches and other authorities and notes their need for various support in the form of better coaching, state of the art equipment, more dependence on sports medicine, better support services as well as better incentives like enhanced stipend etc. The Committee was very surprised to note that there has been no recruitment for the last 25 years despite the acute shortage of administrative staff in the Institute. The Committee was also surprised to note that the STCs are run by Assistant Professors and not by suitable administrators. Besides, there has been no career advancement for the employees for the last 20-25 years resulting in their lower morales. In view of the requirements for new sports infrastructure, the following new proposals are required to be expedited:-

(a) **Shifting and re-erection of Pre-fab shelter from National Village to LNCPE Trivandrum and SAI Water Sports Centre, Alleppey**

5. The Government of Kerala, through GO No. G.O (Ms) No. 22/15/S&YA dated 4.6.2015, has been allotted 09 numbers of Pre-fabricated shelter, single unit of size 9x7M with an area of 63Sq. M and has 3 rooms and toilet blocks for SAI. They submitted that the expenditure on Pre-fabricated shelter built on normal foundation comes to ₹100.00 lakhs.

(b) **Silver Jubilee Science Block -cum -Auditorium**

Owing to the expansion of the college, the available class rooms, laboratories, office rooms, staff rooms, etc in the present building, have become insufficient. The college library has more than 9500 books and is a major reference centre for the researchers, students, coaches and trainees in Sports and Physical Education of Kerala. Due to the limited available space the library is not able to meet the demands for its use. The Institute proposes to have a Science Block adjacent to the existing college building to accommodate more class rooms, Sports Science laboratories, seminar hall, auditorium and reference library. The Committee came to know that there is a

proposal to name the block as 'Silver Jubilee Block' in commemoration of the completion of 25 years of its existence of the College. An estimate for ₹4035 lakhs has already been forwarded to SAI Head Office for obtaining administrative approval and expenditure sanction on 31.7.2014.

(c) **Halls for indoor training-cum-Competition**

One indoor hall is essential to meet the demands of training and competition in Volleyball, Taekwondo, Kabaddi, Wrestling, Basketball, Handball, Badminton as well as general training session for College students and STC/COE athletes. It is also required for conducting National Camps in Basketball, Volleyball and Badminton. Indoor training is mandatory, as this is a National professional college as well as a nodal institute under SAI. Due to the lack of such facility the training of promising athletes is hindered intermittently since this part of the country receives wide spread monsoon for a period not less than six months in a year. The estimate ₹1600 lakh for the construction of indoor halls was forwarded to SAI Head Office on 31.7.2014 for approval.

(d) **Astro-Turf Hockey Field**

In Kerala there is no artificial turf for Hockey. If an astro turf Hockey field is provided, it will be beneficial to the State as a whole. Being a national institute for Physical Education and Sports, it is imperative to have all state of the art facilities. Hockey is one of the major teaching disciplines for the students and the College also runs STC in Hockey. An estimate for ₹400 lakhs for this work was forwarded to the Head Office on 15.1.2009 for approval.

(e) **Facility Centre to Athletics Stadium**

The LNCPE athletic stadium is intensively used by the elite sports persons and trainees of national academy. Hence, a facility centre attached to the stadium with toilets, change room, medical room, dope centre, rest room etc. would be an added advantage. It is otherwise also required for regular utilization of the new international standard synthetic athletic track especially during competitions. The proposal to construct a facility centre was mooted *vide* this office letter dated 8.2.2010 to SAI Head Office and an estimate for ₹198 lakhs submitted for approval.

(f) **Roofing the small area courts of SAI LNCPE**

The SAI LNCPE is having a complex of small area courts comprising the Basketball courts, Volleyball Courts and Lawn Tennis courts. Since this part of the country is having wide spread rainy season it is proposed to provide roof coverage to this complex, so that the training can be conducted without any hindrance. This will also act as an open air auditorium. The estimate for ₹400 lakh has been submitted for approval exceeding this work.

(g) **Guest House for SAG Alappuzha**

The SAI SAG Alappuzha is located in an isolated island away from the Alappuzha township. There is no proper accommodation available in the centre for national coaches and other senior officials visit in the centre. The foreign coach appointed is also facing problem for getting suitable accommodation. The representative added that it is proposed that a guest house may be constructed at SAG Alappuzha to meet the above demands. The estimate for this work amounts to ₹250 lakh.

(h) Synthetic Track for SAG Mayiaduthural

The SAI SAG centre at Mayiaduthural has well developed sports infrastructure except a synthetic Athletic track. Construction of an international Standard Synthetic Track at this centre would be beneficial to athletes, the estimated cost for which amounts to ₹900 lakh.

(i) Synthetic track and Swimming pool at STC Puducherry

During the visit of DG SAI at STC Puducherry on 8.9.2015, the State Government has offered land for the construction of a synthetic track and a swimming pool for the State, which would cost ₹1300 lakh approximately.

(j) High Altitude training Centre

Many of the national camps are being held at Ooty to have the advantages of high altitude. But the non-availability of own accommodation and training facilities are the major hurdle. During the visit of DG, SAI to Tamil Nadu on 7th September, 2015, the State Government has offered all the support for establishing a high altitude training centre at Ooty.

(k) ESTABLISHMENT MATTERS**(i) Requirement of additional staff/cadre structuring**

The institution has submitted a detailed proposal for the cadre restructuring and appointment of staff to meet the demands. Even though SAI LNCPE is upgraded as Regional Centre of SAI with jurisdiction to States such as Kerala, Tamil Nadu, Puducherry and UT of Lakshadweep, no additional staff has been deployed. Hence the Institute has made a proposal connected with the cadre restructuring and appointment of additional staff.

(ii) Purchase of an Ambulance

The representatives added that it has become a great risk to attend injured athletes and players in the absence of an Ambulance. It is very essential to lift the students and trainees to nearby hospital as soon as they fall ill or get injured. The medical facility available in the college campus is not sufficient in certain cases to attend such patients. It is very difficult to get suitable transport carriage especially during off hours for this purpose. It is advised to have an ambulance for this institution which would cost ₹3 lakhs approx.

(l) The representative of LNCPE further informed the Committee of the following deficiencies which needs to be addressed at the earliest and if possible, with help from the Corporates/PSUs/PSBs:-

- (i) Latest turf required for the Football field.
- (ii) The athletic track was defective and needs to be re-laid.
- (iii) Cycle velodrome, which is the only one in Kerala, needs to be re-laid with wooden Track.
- (iv) Imported Touch pads be required for the Swimming Pool.

- (v) Basketball Court is outdated and needs to be renovated.
- (vi) Roofing of Gymnastic Hall needs to be re-done.

6. It was further informed that the support from Government at present is very less and from Corporate is negligible, which needs to be sensitised and augmented if Sports in the country needs to be improved. The Committee, visualising the plight of affairs at LNCPE, recommends that SAI/ Department of Sports should coordinate with major public/private sector bodies to adopt at least one sports discipline on a SAI/COE centres at LNCPE. It would also be appreciated if initiatives are taken so that assistance and support from the State Government of Kerala follow the suit.

PROPOSAL FOR CERTIFICATE COURSE IN INTEGRATED SPORTS MASSAGE

7. The representative of LNCPE added that Massage is of immense value in sports. Its importance has been recognized by all sporting powers. Massage enhances performance and recovery from training and competition. Massage can improve relaxation of the athlete or prepare the athlete for better performance through massage stimulation. Medically supervised massage can help in the recovery from sports injuries. When athletes are turning to illegitimate methods like doping to improve performance, sports massage offers a drug-free method of improving performance and recovering from injuries. Also, this course would offer an exciting career opportunity for the youth.

8. Trained sports masseurs are a rarity in India and this was acutely felt during the Commonwealth Games at New Delhi. The Lakshmi Bai National College of Physical Education, Thiruvananthapuram, Kerala under the aegis of the Sports Authority of India, Netaji Subhash National Institute of Sports (NSNIS), Patiala proposes to train sports masseurs and masseuses with the support of Government Ayurveda college, Thiruvananthapuram and Kerala Kalariapayattu association. This certificate course in Integrated Sports Massage would provide training in sports massage integrating traditional Ayurveda, traditional Kalari treatment of Kerala and the modern system of Sports Medicine. This will be essentially a hands-on training imparted over three months. This course would equip trainees with knowledge and skills required for a professional masseur. Once qualified, these sports masseurs and masseuses would find a world of opportunities opening up for them. The courses are proposed to be conducted twice a year from August to October and January to March with a duration of 3 months each.

9. The Committee came to know that there was an Internship Programme for MPE students. Further, it is proposed that two meritorious students of MPE final year from each sports science subject *i.e.* sports psychology, sports biomechanics, exercise physiology and Training methodology may kindly be granted internship at SAI regional centres with remuneration @ ₹25,000/- p.m. at par with the remuneration prescribed by the UGC for contract faculty and also free board/lodging. This will enable SAI to build a strong cadre of sports scientists who will be able to give scientific back up to the sports training in various regions of the country.

10. It was further informed that increasing the scholarship in number and amount is inevitable. The number of academic merit scholarships is THREE in each of BPE and MPE classes at present. This may be increased to FIVE each and the value of the scholarship may be raised from ₹2000/- to ₹3000/- for BPE and from ₹2500/- to ₹3500/- for MPE per year. Merit-cum-means scholarship

may also be introduced on the same line as merit scholarship. The scholarships will provide succour to those who have paucity of monetary resources and also motivate all students.

11. LNCPE has introduced Food Subsidy and Sports Kit to their Students. Most of the students are from financially weaker sections and hence finding difficult to garner funds to pursue their studies at the college. Some of them look for part-time employment at the expense of their study time. Considering the foregoing reasons and spirally cost of food items, approval may be given to re-introduce the food subsidy @ ₹2000/- per month per student. These were 200 students for 2015-16 Academic year, may be increased up to 300 in future. It is also proposed that ₹5000/- per student be sanctioned for providing sports kit to the College students. This will definitely attract more competent sports loving candidates from all sections of the society and particularly from backward and downtrodden sections of the society (rural and tribal areas).

Approximate amount for food subsidy/year (200*10*2000*) = ₹40,00,000

Approximate amount for sports kit/year (200*5000) = ₹10,00,000

Total Subsidy/year = ₹50,00,000

12. The representatives further added that a new Post graduate Diploma course in Sports Law and a new Post graduate Diploma course in Sports Law may be commenced at LNCPE. Considering the inflation, the Institute has proposed to make the revisions as follows:-

Head of Account	Present Rate	Proposal
Boarding charges of STC trainees	₹175/-	₹250/-
Boarding charges of COE Trainees	₹225/-	₹450/-
Sports kit for STC	₹5000/-	₹8000/-
Sports kit for CoE	₹6000/-	₹10000/-

The Committee was also informed that proportionate increase in Annual Maintenance Grant, which was fixed seven years back, also needs to be revised.

DISCUSSION WITH BANKS AND PSUs

COCHIN PORT TRUST

13. The representatives of Cochin Port Trust submitted that Cochin Port Trust is a Major Port constituted under the Major Port Trusts Act, 1963 and is a statutory autonomous body under the Ministry of Shipping, Government of India. Cochin Port has been going through a financial crisis during the last few years and was unable to make contribution to NSDF for promotion of sports.

14. The Committee was, however, informed that Cochin Port Trust has provided employment support to individual players selected for National/international events. The Cochin Port had been recruiting sportspersons from 1970 to 2004 in different disciplines like volleyball, football, athletics, shuttle badminton, etc. The players have represented the country in various international events and brought several medals. The Port is maintaining Premachandran Sports complex (Athletics), a football stadium, one volleyball court, one beach volleyball court, one indoor shuttle badminton

court and one gymnasium. The Port has also provided land for two 'Community Sports Kendra' in the areas in proximity to the Port for sportsmen from the nearby villages. The Port is also going ahead with construction of stadium in one of the Kendras. The Cochin Port has a dedicated unit called Cochin Port Sports Control Board which regulates and promoted sports activities in line with the policies framed by All India Major Ports Sports Control Board. Recruitments have been curtailed thereafter due to financial issues and orders of ban on recruitment issued by Government of India. Even after this period, sports trainees are inducted and supported with stipend. Sports activities of Cochin Port are being controlled by Cochin Port Sports Control Board, (CPSCB). The CPSCB is a member of Major Ports Sports Control Board (MPSCB), which is funded by Indian Ports Association (IPA). Cochin Port earmarks ₹10 lakhs per year for sports activities.

Sl.No.	Description	Amount (₹)
1	Volleyball and Beach Volleyball	2,25,000
2	Football	2,75,000
3	Shuttle Badminton	1,50,000
4	Athletics	75,000
5	Cash Awards to medal winners	1,50,000
6	Maintenance Expenses of Multi Gym and Ground	1,00,000
7	Miscellaneous Expenditure	25,000
TOTAL		10,00,000

CANARA BANK

15. The representatives of Canara Bank submitted that, since its inception, the Bank was encouraging the sports fraternity. Canara Bank Sports Council at Head Office was set up in the year 1984 to monitor/encourage Sports in the Bank. The Sports Council at Head Office is responsible for growth of sports and sportspersons in the Bank. The Bank is sponsoring Teams at Bangalore in 6 Disciplines viz. Athletics (Women), Ball Badminton, Cricket, Hockey, Shuttle Badminton and Table Tennis. The Bank is promoting National Sports by way of identifying talented sportspersons throughout the country in various disciplines and by following due procedure wherein sportspersons are recruited in the Bank under sports category. The Bank has so far recruited 77 sportspersons, out of which, presently 41 are active players in 6 disciplines; Athletes (4), Hockey (12), Cricket (16), Ball Badminton (3), Shuttle Badminton (3) and Table Tennis (3).

16. The representative further added that some of them have participated in the National and International tournaments/events and represented our State/Country and brought laurels to the State/Country. Few personalities' names are given below:-

- Ms. Shantha Rangaswamy - Cricket (Ex-International and Arjuna Awardee)
- Shri U. Vimal Kumar - Shuttle Badminton (Ex-International, Ex-Olympian, French Open and Dutch Open Winner, Present Coach of Ms. Saina Nehwal.

- Shri Bharat Chetri- Hockey (Ex-International, Ex-Olympian, Asian Games-Silver Medal, Commonwealth Games- Silver medal and Junior World Cup- Gold Medal).
- Shri B.K. Venkatesh Prasad - Cricket (Ex-International & Arjuna Awardee), (ICC-World Cup-1996 &1999).
- Shri Sunil B. Joshi-Cricket ((Ex-International & Eklavya Award).
- Smt. H.M. Jyothi- Athletics (International) (Asian Athletics-Bronze, 100 Mts & Commonwealth Games-Bronze 4x100 Mts Relay).

17. They further submitted that apart from the Teams at Head Office, it was also sponsoring Teams at Circle level for the local/regional Inter Bank/Institutional Tournaments. The performance is monitored by the respective Sports Council, nominated at the respective Circles. Every year the Bank has been sanctioning sports budget to the Six sponsored Teams at Head Office and to the Sports Council at Circles for propagating sports/sporting activities. Talented students in the age group between 15 to 21 years are taken under the scholarship scheme to represent our Bank's Team in various State/Inter-Bank Tournaments. The representative submitted that every year, approximately a budget of ₹30 lakhs is earmarked for sports activities. The details of expenditure are as under:

<i>(in ₹)</i>			
From	To	Amount Sanctioned	Amount Utilised
1.4.2013	31.3.2014	25,00,000.00	21,60,450/-
1.4.2014	31.3.2015	30,00,000.00	11,88,363/-
1.4.2015	Till Date	30,00,000.00	5,50,260/-

18. The representative submitted that total 77 sportspersons have been recruited as officers/ clerks under sports quota till date. Criteria for sports persons to be recruited under sports category are that the players should have represented at least State at the National level tournaments and country at the International level tournaments.

- **Sub-Staff** - Passed in 10th Standard but should not have passed 12th Standard. (Age 18-26 years)
- **SWO (Clerk)**- Graduation from a recognized University and Compulsory Computer knowledge (Age 20 to 28 years)
- **Officer** - Graduation from a recognized University and Compulsory Computer knowledge (Age 20 to 30 years)

The representative submitted:

Most of the talented sports persons, who have been recruited in the Bank are the products of DYES (Department of Youth Empowerment & Sports, Government of Karnataka) and Sports Authority of India, Schemes like, NSTC (National Sports Talent Contest) SAI, STC (Sports Authority of India, Sports Training Centre) and COE (Centre of Excellence) under the aegis of Ministry of Youth Affairs and Sports, Government of India.

Department of Sports is providing academics and training to talented sportspersons under various schemes and 5 female Athletes, 14 players of Bank Hockey team, 2 players of Shuttle Badminton team are the products of Sports Authority of India and Centre of Excellence, Bengaluru.

The above schemes are implemented by the Department of Sports at the State/National level to search raw talent and provide them training and to see that the players come out successful in their respective sports and get good laurels for the State/Country.

Scholarship Players who have talent are roped into the scheme and will be representing the Bank at the State/National level tournaments. They will also be under going training under the guidance of the reputed and experienced players of the Bank.

Bank also provides opportunities to players, who have talent, by allowing them to represent the Bank as guest players when its teams are in shortage of players.

19. The representative further added that they have framed Recruitment Policy duly approved by Board of Director. Indian Banks Association formed BSB (Bank Sports Board) to cater to the needs of sportspersons working in Banks. Bank Sports Board framed policies with regard to facilities for sportspersons. After the dissolution of Bank Sports Board in 2008, Banks had the discretion to frame their own policy. But the Bank is following and practicing the guidelines framed by the erstwhile Bank Sports Board. The details of the guidelines of the Bank Sports Board are as follows.

- **Special Leave:** Whenever any sportsperson represents the Bank team in any tournament at the State/National level, they are provided with 75 days of special leave in a calendar year
- **Duty Leave:** Whenever any sportsperson represents the State/Country in any tournament at the National/International level, they are provided with duty leave without any ceiling limit, including pre-participation coaching camps.
- **Time-off Facility:** Whenever players of Bank teams are going to participate in any tournaments at State/National level, they are provided with additional time-off facility to have enough practice as per the tournaments scheduled.
- **Increments:** Sportspersons who have achieved excellence in tournaments at National/International level will be eligible for increments for his/her performance. One increment for excelling at the International level in a year. The total number of increments to be awarded to an individual shall not exceed five in his/her entire career.
- **Special Leave Coaching:** Players/Employees of the Bank, who take up coaching at District/State/Zone/Country level, for tournaments, including pre-participating coaching camps, are provided with 45 days of special leave in a calendar year.
- **Injuries:** Whenever any player gets injured, he/she is permitted 100% medical reimbursement along with the treatment prescribed by the Doctor treating the injury. Depending upon the seriousness of the injury and medical certificate given by the Doctor necessary leave is also permitted.

- **County/Premier Leagues:** Players are permitted to play in overseas professional league matches to get exposure to the conditions which in turn will help them in improving their game. The Bank provides them Extra Ordinary Leave on Loss of Pay for a period not more than 02 years in their entire service career.
- **Out of Turn Promotion:** Players are eligible for out of turn promotion, if they participate in highly rated International events like Olympic Games, World Cup Tournaments, Commonwealth Games, SAARC Games, SAF Games, Champion Trophy Tournaments and Cricket Test Series. At National Level, the player should have represented the State for Five years and should have two medal winning performance.
- **TA/HA:** Bank provides TA/HA to the players who represent the Bank in the tournament at the State/National level. Even, when players are representing the State teams TA/HA is provided by the Bank, subject to the condition that the State Association is not providing any facilities.
- **Scholarship:** Talented young players between the ages of 18-21 years are enrolled in the scheme of scholarship formulated by the Bank. As per the requirement of the teams scholarship players are provided to the teams.
- **Recruitment:** As per the Recruitment policy approved by the Board of Directors.
- **Out of Pocket Expenses:** Whenever players represents the Bank teams in tournaments at State level they are provided with OPE (Out of Pocket Expenses) to cater to their dietary supplements during the competitions.

COCHIN SHIPYARD LIMITED

20. The CMD of Cochin Shipyards Ltd. (CSL) submitted that since no specific directives have been received from the administrative Ministry regarding contribution to NSDF, no contribution has been made by CSL so far. However, contribution to NSDF will be reviewed in consultation with and approval of Board and administrative Ministry.

- (i) CSL sponsored two employees namely Shri Gregoreous PV and Smt. Sobanakumari for participating in the Asian Masters Athletics Championship held in Japan and France during the year 2014 and 2015 respectively.
- (ii) Special leave is granted to employees to participate in District/State/National Level sports tournament. Cochin Shipyards sponsored the Senior Football team of Kerala State to participate in the 2011 Santosh Trophy National Football tournament.
- (iii) CSL has not adopted any individual sport/centre.
- (iv) Sponsored Annual Inter College Football Tournament held at Malappuram District, Kerala and Spent ₹10 lakhs in the year 2014 and ₹5 lakh each in the year 2015 and 2016.
- (v) Financial support had also been extended under CSR to the First T-20 Asia Cup Cricket for Blind and appreciation of the Series Winners organised by the Cricket

Association for the Blind, Kozhikode, Kerala in January, 2016. As a token of appreciation and encouragement, it has been decided to honour members of Indian team, which won the series, by awarding a cash prize of ₹10000/- each in a befitting function at Cochin Shipyard Employees Recreation Club.

21. During the period 2010-11 to 2015-16 CSL had supported the following sports related initiatives under CSR:-

Sl.No.	Name of the Scheme/Project	Year	Amount of fund allocation	Name of the Organization/ Person to whom the fund was released
1	2	3	4	5
1	Support to Payipad Jalolsavam (Boat Race) in connection with Water Carnival during Onam Festival	2010-11	70,000.00	Payipad Jalolsavam Samiti, Payipad, Kerala
2	Support to Kochi Kavaratti-Kochi Offshore Sailing Race to promote adventurous and traditional water sports	2010-11	2,00,000.00	Kerala Water Sports and Sailing Organization and Offshore Sailing Club of India (OSC), Cochin, Kerala
3	Support to Kerala Senior Team for Santhosh Trophy 2010-11 (National Championship)	2011-12	8,00,000.00	Kerala Football Association, Ernakulam, Kerala
4	Support to National Coastal Optimist Competition 2011 for promoting Adventurous Sports	2011-12	10,00,000.00	Kerala Yachting Association in partnership with Ernakulam Sailing Association and Yachting Association of India, Ernakulam, Kerala
5	Support to 73rd National Table Tennis Championships for Cadets and Sub Juniors	2011-12	1,00,000.00	Kerala Table Tennis Association, Ernakulam, Kerala
6	Support for Santhosh Trophy and National Football Championship 2013 in order to	2012-13	5,50,000.00	Kerala Football Association, Ernakulam, Kerala

1	2	3	4	5
	encourage and support Kerala Team			
7	Support to First T-20 Asia Cup Cricket for Blind appreciation of the Series Winners.	2015-16	7,90,000.00	The Cricket Association for the Blind in Kerala, Kozhikode, Kerala

Percentage on the funds earmarked for CSR spent on promotion of Sports by CSL is indicated in the table given below:

Year	Fund Alloted in ₹	Percentage
2010-11	270000	0.83%
2011-12	1900000	5.43%
2012-13	550000	1.83%
2015-16	790000	1.26%

22. The Committee was apprised that the CSL has not so far framed any specific sports policy. CSL had recruited sports persons in the year 1980 and six persons, who represented Kerala State in the item of Volley Ball and Body Building were appointed in the regular services of the company. Further the Shipyard maintained a Volley Ball team until early 1990s and they had won a number of tournaments at both State and National Level. Owing to age and other factors the members of volley ball team were retrained and redeployed in other jobs. Cochin Shipyard had so far not received any specific instructions from Ministry of Shipping or Department of Public Enterprises regarding recruitment of Sportspersons. However, if there are any guidelines issued by Government of India in this regard, applicable to CPSEs, these will be implemented in consultation with the Ministry of Shipping. Company has so far not set up Sports Promotion Board. Cochin Shipyard Employees Recreation Club is authorised to select teams to participate in District/State / National Level sports events and the selected employees are granted special leave for participating in such tournaments. Expenses towards their travel/lodging and boarding are met by the company.

23. Recruitment to Group C & D categories are done at local level by notifying the vacancies to the Employment Exchanges as per the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959. Cochin Shipyard has adopted a recruitment policy for induction of tradesmen in the core competent areas of Shipbuilding and Ship repair and has reduced the intake of personnel at supportive and ministerial areas. The Vacancies in core areas are notified and applications from meritorious sportspersons who meet the recruitment rules for various posts have not been received so far for consideration. In response to the initiatives taken up by CSL in the North Eastern Region, it was informed that at present, Shipyard has not established any interface with the sports-University being set up in North-East Region.

FERTILIZERS AND CHEMICALS TRAVANCORE

24. The representative of Fertilizers and Chemicals Travancore (FACT) submitted that it has made no contribution towards NSDF as the company has been going through severe financial

difficulties for the last many years. The position is still continuing and several austerity measures have been adopted limiting expenditure in all areas, concentrating on maintaining operations of the plant. The Company had sponsored players for International events till 1990. Financial assistance and special leave on case-to-case basis is still being extended. FACT owns a football ground, basketball court indoor Badminton Court in which coaching, tournaments etc. are held. FACT has been in losses for many years and, therefore, there are no funds for CSR activities. However it had been in the forefront of promoting sports and games for several decades. Sports personnel, who excelled in the State, National and International levels have been recruited in the past. FACT Sports Control Board and Sports Association were set up for promoting the activities of Sports in the company. FACT also used to sponsor employees for National/International sporting events. However, FACT continues to extend support by granting special leave etc.

25. Recruitments in the company are restricted to the minimum due to the adverse financial position being faced by the company. As of now, there are no DPE guidelines on the matter of recruitment of sportspersons of sports quota. FACT Sports Policy was framed based on the guidelines of DPE issued in 1986 and they were following these policies. Subsequently in view of the changing policies and economic scenario DPE has cancelled these guidelines in 1997. FACT had recruited in the past, Sports personnel who excelled in sports in the State, National and International level especially in the sports of Basketball and Football. Being a loss-making Company, it has constraints in expenditure for non-core areas. As of now, no DPE guidelines are there on the matter of recruitment of sportspersons of sports quota. Sportspersons recruited earlier have been absorbed into regular rolls of the Company and are occupying both managerial and non-managerial positions in various departments. Recent recruitments have been carried out only in limited critical posts and no sports quota was applicable in these recruitments. The Company was not involved in development and promotion of sports and recruitment of sportspersons from North East Region and tribal regions of the country and there is no interface with the sports university being set up in the North-East Region. However, as part of its initiatives for encouraging sports; set up the Seshasayee Memorial All India Trophy Shuttle Badminton Tournament and the Dr. P. K. Narayanaswamy Memorial All Kerala Table Tennis Tournament under the auspices of its Clubs, conducted annually with sponsorships from outside. A Football Academy is run by the Sportspersons of FACT and FACT has been extending support by giving FACT's Ground for playing/coaching, etc. free of cost.

STATE BANK OF TRAVANCORE

26. The representative of State Bank of Travancore informed that the Bank is maintaining two teams each for Cricket and Football for the last 50 years which had participated in almost all the All India/All Kerala tournaments to which their teams were invited. The representative further added that Bank regularly conducts recruitment of Sports persons under sports quota towards replenishment of players, who periodically retire from their respective teams on account of age/injury etc.

27. The Bank is having an exclusive Department headed by a sports officer to look after the sports matters of the Bank, which is controlled by a Sports Board headed by the General Manager. As on date, Football Team have 23 employee players and the Cricket Team have 14 employee

players. During the last 10 years, the Bank has recruited 25 sportspersons for the football team and 17 sports persons for the Cricket Team.

- **Educational Qualification**
- **Sub Staff** : SSC/SSLC/Matriculation or equivalent-should have represented at National level or Inter University level.
- **Officers** : Graduation in any discipline-should have represented the Country at International level.
- Relaxation in upper age limit are as per Government of India guidelines.
- All their present players are appointed in the clerical cadre.

28. So far the Bank didn't contribute any funds to NSDF. The Bank has made a budgetary provision for sports activities as a regular basis. For the year 2015-16 a total Budget of ₹56,00,000/- were earmarked for sports activities. The representative also added that Bank is acting as Lead Bank in three Districts viz. Alappuzha, Kottayam and Pathanamthitta. Sports events are held in almost all the Districts of Kerala, and participate in tournaments held in other States where they are invited. The Bank does not have a separate sports activity scheme for area where they are acting as Lead Bank. Periodical recruitment under sports quota are also done towards replenishment of players, who periodically retire from their respective teams on account of age/injury etc. Recruitment is done by inviting applications from sports persons with the stipulated qualifications as advised by the Indian Bank Association.

29. For the year 2015-16 the Bank proposes to recruit 5 sports persons in Football and 6 for the Cricket. The Bank's team members are selected by the Kerala Football Association and Kerala Cricket Association to represent the State Team in the Santosh Trophy (football) and Ranji Trophy (Cricket). The Bank policy on sports activities are on the basis of the instructions given by Indian Bank's Association/State Bank of India and Government of India. The Bank has constituted a separate Sports Board in the year 1995 which is headed by the General Manager. The Sports Board supervise the sports activities of the Bank by convening meeting once in a quarter to take appropriate decisions with a view to improve the performance of the teams/facilitate sports promotion.

30. The Bank was adhering to the spirit of National Sports Policy 2001. Organising and participating in tournaments/sponsorship of sports events, recruitment of sports persons in the team are their major efforts in developing and promotion of sports activities in the country. Football and Cricket are the prominent games in the State of Kerala and the Bank maintains fully equipped teams in these two games. The Junior Football Team, which fully consists of School/College going children to whom they are providing regular coaching in the game.

HINDUSTAN LIFECARE LIMITED (HLL)

31. The CMD submitted that Hindustan Lifecare Limited (HLL) formerly Hindustan Latex Limited (HLL), has always been encouraging sports and recreation activities of the employees and their family members. All facilities are being given to employees interested in participating in District/State/National level sports competitions, including meeting of their expenses. However, the

Company has not made any contribution towards NSDF so far since it was not adequately familiar with the operations of NSDF and the requirement for contribution to NSDF for promotion of excellence in sports as well as broad-basing of sports. The matter will be reviewed in consultation and with the approval of Administrative Ministry for making contribution to NSDF. The Company has been sponsoring individual players, who are participating in National/International events.

32. The Company is carrying out CSR activities listed in Schedule VII of the Companies Act, 2013. Out of various activities specified in Schedule VII of the Companies Act, 2013, the Company identified promotion of healthcare, sanitation and education as focus areas for CSR activities. However, the Company has contributed for promotion of sports through CSR by providing sports materials (Footballs, Volleyballs, Cricket Balls, Cricket Stumps, Javelin, Discuss etc.) in a school at Kanagala Village, Belgaum, Karnataka.

33. Presently, the Company does not have a sports policy for promotion of sports. The Company has also not carried out recruitment of any sportsperson in the immediate past. However, the Company has committed to frame a sports policy for promotion of sports and also recruitment of sportspersons with approval of the Administrative Ministry. The Committee was also informed the HLL is presently providing Water facility for the Trivandrum Golf Course by fixing a permanent water line so as to ensure a perennial supply of water.

34. At present, there is no Sports Promotion Board in the Company. On a specific query by the Committee, it was informed that Company has not carried out any recruitment of sports persons from north eastern and tribal regions. However, Recruitment to Group C&D categories are being done by notifying the vacancies to the local Employment Exchanges. Presently, the Company does not have any interface with the Sports University being set up in North-East region nor does it hold any tournaments. However, the Company used to grant financial aid/sponsorships to organisations, which approach the Company for sponsorship/advertisements for organising sports tournaments.

35. The representatives of Directorate of Sports and Youth Affairs, Government of Kerala, submitted that

- (i) ₹21 crores of their Budget goes to infrastructure development;
- (ii) ₹31 crores goes for providing training to Sportspersons by Kerala State Sports Council; and
- (iii) ₹2 crores for “Play for Fun and Games” provided by State Government.

However, only ₹2.5 crores for Urban Sports Infrastructure Development and ₹2 crores for Rajiv Gandhi Khel Abhiyan are the only contribution from the Government of India. Hence, it was brought to this knowledge of the Committee that more support from the Central Government is required for the development of Sports in Kerala.

(B) Mumbai

36. The Committee held discussions in Mumbai on 17th February, 2016 with the State Government of Maharashtra along with representatives of PSBs, viz., Union Bank of India, Central Bank of India, Bank of India, IDBI Bank, Dena Bank, Bank of Maharashtra, HDFC Bank, Axis

Bank, ICICI Bank; and PSUs like Jawaharlal Nehru Port Trust, Mumbai Port Trust, Shipping Corporation of India, Mazagaon Docks Ltd. and New India Assurance Co. Ltd in the presence of authorities of Ministry of Youth Affairs and Sports, Department of Sports on the Performance of NSDF, Promotion and Recruitment of Sportspersons in PSUs/PSBs. The review of Implementation of the recommendations of the Committee contained in its 270th Report by Central Customs (Central Board of Excise and Customs) Mumbai was not taken up as the written reply was already forwarded to the Secretariat.

UNION BANK OF INDIA

37. The CMD of Union Bank of India informed the Committee that the Bank recruited about 200 sportspersons through sports quota in clerical positions and a few in Sub-staff cadre. The Bank has also taken 44 players during 2014-15 and 42 during 2013-14 as stipendiary players. The selection is based on the criteria such as Age, Educational and sports Qualifications and discipline. Recently, the Bank's Board has sanctioned 29 vacancies to be filled in the clerical cadre during FY 2015-16, the process for which is going on. The Bank has also written to the IBPS for conducting Common Recruitment Process for sportspersons. The Bank has also taken up the matter with the IBA for formulating a common Sports Recruitment Policy for PSBs.

38. The Bank has not been a contributor to the NSDF in the past. However, the Bank has been making contribution to sports by way of providing sponsorships to various organizations for organizing sports events. The sponsorships during the last 3 years are as follows:

Financial Year	Amount (in ₹)
2012-13	22,57,300
2013-14	66,68,787
2014-15	86,06,000
TOTAL	175,32,087

39. As a Staff Welfare measure, the Bank provides subsidy each year for encouraging sports and cultural activities to the Regional Offices including those having lead Bank responsibilities. For the FY 2013-14, an amount of ₹8.70 lakh was approved for the purpose for the Regions having Lead District responsibilities, out of which, an amount of ₹8.13 lakh was utilized. For the FY 2014-15 an amount of ₹10.10 lakh was approved for the purpose. Besides, Bank has been providing sponsorships to various organizations across the Country for organizing sports events. The Bank has regular teams in sports like Cricket, Hockey, Football, Kabaddi, etc., which also have sportspersons, who participate in various National as well as International events. The Bank has been engaging talented players, in the age group of 16 to 21 years, who are budding students of colleges for various games like Cricket, Football, Hockey, Kabaddi etc. on a monthly stipend of ₹5000/-. The idea is to provide financial support and nurture their talents and also to provide support to young players of the Bank's team. They represent the Bank's team in various State/National level sports events. Besides, the Bank has been providing Sponsorships to various organizations across the Country for organizing sports events. The Committee was assured by the representative of the Bank that support shall be extended to NSDF.

DENA BANK

40. The CMD of Dena Bank informed that for the past several decades, the Dena Bank has been encouraging sports and Sportspersons in the following manner:

- (i) Participating in championships/tournaments in various disciplines.
- (ii) Providing jobs to Sportspersons by way of recruitment in various disciplines.
- (iii) Providing facilities like special leave, TA/DA etc for participation in tournament.
- (iv) Arranging various Sports events and Sponsorship of Sports events.

41. The Bank has been recruiting Sportspersons periodically so as to induct fresh talent and maintain the standards. The Bank also engages players on scholarship basis to provide them an opportunity to participate in important tournaments so that they can graduate to the higher grades. Shri Parthiv Patel, wicketkeeper, who has played for India, was engaged by the Bank as scholarship player in 2001-02. The Bank also encourages its employees [general recruits] to participate in sporting events and the talented employees are also included in the teams.

42. The Bank has teams in 5 disciplines viz. Table Tennis, Cricket, Football, Kabaddi and Body Building/Weightlifting. Every year, need based expenses are being incurred for each discipline. During the year 2014-15, ₹ 13.27 lakh has been incurred for development of sports. Besides, the Bank is paying stipend every year to the players taken up on scholarship basis for various disciplines. The Bank has been recruiting Sportspersons periodically. Since 1991, 27* Sportspersons have been the recruited. Board of Director has given approval for fresh recruitment of 15 sportspersons.

Category-wise recruitment* is as under:

Cricket	Football	Kabaddi	Table Tennis	Body building
9	3	3	6	6

43. As per the Bank's recruitment policy, the criteria/eligibility norms for selection are as under:

- (i) **Age:**
18 to 26 years for sub-staff cadre; 20 to 28 years for clerical cadre and 20 to 30 years for Officers' cadre.
- (ii) **Educational Qualification:**
For sub-staff-10th standard pass
For Clerical staff-Graduation
For Officers-Graduation
- (iii) **Sports Qualification:**
 - **For sub-staff:**
Should have represented the district in a state level event or should have participated in an All India School event

- **For Clerical staff:**

Should have represented the State in a National event, or the district in State level event with distinction or University in an Inter-University event with distinction or should have been a member of a Combined University team.

44. The Bank is promoting sports by way of taking budding athletics and providing them scholarship in various disciplines. In the year 2015-16, the Bank has taken 68 players on scholarship basis in 4 sports category namely Cricket, Table Tennis, Kabaddi and Football, Stipend paid to these sports persons in approximately ₹33.00 lakh per annum. Therefore, no separate fund has been earmarked for NSDF. In the past, in the quest for giving a medal to the Country in the Olympics, the Bank adopted a promising swimmer {Ms. Lekha Kamath}, who was a bright prospect as a junior, in 2006-07 and gave her financial assistance of ₹1 lakh [including kit]. The Bank has also been sponsoring sporting events so as to promote sports. In the last few years, the Bank has spent ₹53.74 lakh, notable among them is ₹30.00 lakh spent in Vadodara Half Marathon October, 2013.

45. The Committee was also informed that the Bank has put in place a Sports Policy, duly approved by the Board, in order to ensure that matters relating to sports and cultural activities are administered in an efficient and effective manner. The Sports Policy lays down the guiding principles for administration of sports and cultural activities, which are carried out under the aegis of Dena Bank Sports Control Board. The policy is largely based on the guidelines formulated by the erstwhile Banks' Sports Board. The sports policy aims to help the Sportspersons employed in the Bank to give full expression to their skills and proficiencies, as also to harness their talent so that they can earn laurels for the Bank. In terms of the sports policy, the following facilities are available to Sportspersons employed by the Bank:

- Out of turn promotion/increments for outstanding performance as per laid down criteria.
- Time off for practice, subject to exigencies of work.
- On duty leave/special leave for participation in sports events representing the Bank /State/Country.
- Special leave up to 30 days in a calendar year for duty as sports official.
- TA/DA for participation in sports events.

46. During interaction with the Committee, it was informed that the Bank is willing to support/sponsor talented/promising sportspersons. However, no proposal was received by them from SAI. In response, SAI Officials informed that the Ministry of Youth Affairs and Sports has already written to Department of Financial Services. **The Committee, therefore, directed SAI to give specific proposal to the Bank and not just a general routine communication, which would lose its importance. The Committee should be apprised of the same.**

BANK OF MAHARASHTRA

47. The CMD of Bank of Maharashtra informed the Committee that the Bank has a Sports

Board, which was formed in 2011 to examine the expenses of the Sports Clubs, which are present in all zones. The Bank had many National players in Cricket, Kabbadi, Kho-Kho, Gymnastics etc. In addition, the Bank also sanctioned Sports Budget every year. The Bank has increased the budget allocation from ₹11.00 lakh in 2013-14 to ₹14.89 lakh in 2015-16. The Committee was informed that though there is a recruitment policy for sportsperson in the Bank, based on the guidelines issued by the Government of India and Banks' Sports Board, however, no recruitment of sportsperson was done for the last 20 years. The Bank has informed that it has contributed ₹10.00 lakh to the NSDF. The Bank also further submitted that it is more involved with the indigenous Sports.

48. Besides, the Bank has taken the following steps to promote the National sports and recruitment of sportspersons in their Bank:

- Bank is granting Duty Leave to the sportspersons for participating in various sports events at State, National and International level.
- Reimbursement of travelling expenses and payment of Diem allowances is made to them whenever they are participating in sports tournaments.
- Sportspersons are provided with kits wherever necessary for the related sports.
- Sportspersons are being extended relaxed working hours and Duty Leave for pre-tournament practice.
- Bank has established Zonal Sports Committees at each Zone which takes care of sports activity in the Zones. In addition to that, Bank has established Sports Control Board at apex level.
- Inter-zone tournaments for various sports are conducted every year.
- Bank is also engaging sportspersons in the age group of 18 to 21 years on monthly scholarship basis. Presently, the Bank has engaged 20 sportspersons on scholarship basis. They are being paid monthly stipend of ₹6000/-p.m and they are also been insured for ₹2.00 lakh against accidental injury.
- Out of turn increments were granted to around 115 sportspersons for participation in National events and out of turn promotion was given to the sportspersons for representing India in International Events.

The Bank, however, informed the Committee that since 2003, no contributions are being made by it to the NSDF but it committed that it will be done soon.

BANK OF INDIA

49. The E.D. of Bank of India informed the Committee that the bank has recruited more than 100 sportspersons in the past, who have represented in State/National or, International level tournaments in various sports activities viz. Cricket, Football, Kabbadi, Carrom, Kho-Kho, Athletics, Badminton etc. For promoting sports activities, the Bank has been conducting various tournaments on All India basis in different streams every year.

50. The Bank has over the years recruited 29 sportsperson in various cadres. They have been in Cricket, Table Tennis and Chess. The appointment of State level players was made at clerical/

subordinate cadre and national level players were appointed as officers. The Bank has not made contribution to NSDF. The Bank, being a relatively new bank, does not have lead Bank responsibilities as of now. However, the bank has sponsored various sports organizations/associations/clubs to the tune of ₹80,000/- during FY 2014-15 and ₹11.85 lakh during FY 2015-16. The Bank has also committed that it will be making special provisions for making contribution to the NSDF as well as for sponsoring young Sportspersons too.

CENTRAL BANK OF INDIA

51. The E.D. of Central Bank of India informed the Committee that the Bank is proactive in promoting sports activity in the Bank. The Bank has extended various facilities like Duty concession/Time off, Duty/Special leave, permission to participate in various tournaments/matches/events etc. to members of staff for sports including trekking/Mountaineering, etc. through a well defined guidelines. Furthermore, there are provisions in the Promotion Policy for Officers and awarding staff for out-of turn promotion if the sports performance meets with certain criteria as laid down thereat. There are guidelines for allowing 2nd out-of-turn promotion in case of exemplary sports performance in the recognized sports activities. With an objective to promote sports in a professional manner, in the Bank's Recruitment Policy, a separate chapter has been dedicated prescribing the rules for recruitment of outstanding sportspersons in Office/Clerical/Sub-staff cadres.

52. The intention and the commitment of the Bank in eventual recruitment of sportsperson from outside job market are amply exhibited by envisaging a separate chapter in the Recruitment Policy. On a specific query by the Committee, the representative of the Bank informed that at present no contributions are being made to the NSDF by it as the Bank has been promoting sports in a big way through its own team in the discipline of Cricket, Football, Hockey, Kabaddi and Volley Ball. The Central Bank of India has submitted that it has recruited 209 sportspersons in various disciplines, viz. hockey, cricket, football, kabaddi, volleyball, athletics, table-tennis, chess, swimming, carrom, badminton, etc. in the past. Further, the Bank regularly allocates budget to its zones for sponsoring rural sports/competitions in various parts of the country.

IDBI BANK

53. The CMD of IDBI Bank informed the Committee that the IDBI has been recruiting outstanding sportspersons since 1977-78 in Officers/Class-III/Class-IV cadre from various sports viz. cricket, football, table tennis, kabaddi and chess. IDBI Bank actively promotes and encourages employees to participate in sports activities. The Bank has been conducting sporting activities such as cricket, football, badminton and athletic tournaments. The Bank also encourages wards of employees who participate in University, State/National or International level sports events by awarding Sports Scholarship every year amounting to ₹10,000/-, ₹15,000/- and ₹25,000/- respectively. An amount of ₹5 lakh was allocated towards Sports Scholarship for FY 2014-15 and the same allocation has been retained for FY 2015-16 within the ambit of Staff Welfare Activities.

A summary of funds allocated by the Bank towards the aforesaid is given below:

Amt. (₹ in lakh)

Allocation towards promotion of sports					
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Sports Activities	5	10	10	15	18
Sports Scholarship	3	3	3	5	5

HDFC BANK

54. The Deputy Managing Director of HDFC Bank informed the Committee that the Bank actively supports sport culture and multiple initiatives are taken to encourage sports and sportspersons. This approach is inherent at the time of hiring, wherein due weightage is given to candidates having sports and cultural background. This aspect is highlighted at the time of selection process and personal interview. The details of Bank involvement in promoting sports culture within the organization are elaborated below:

- Every Year the Bank earmarks funds for employees for participating in inter-corporate events. The funds are used for training, sports kits and participation fees.

Inter-city sports events are organized every year in the Bank to encourage employees to participate in sports such as football, cricket, badminton, chess, lagori, carrom etc. Funds are earmarked separately for this.

55. To a specific query by the Committee, the representative of the Bank informed that this is their first interaction with the Committee and at present no contributions are being made to the NSDF by it. However, they made a commitment that a new policy in this regard will be put in place soon.

ICICI AND AXIS BANKS

56. ICICI Bank and AXIS Bank were represented by SGM and Group Executive before the Committee. The Committee was informed by these private banks that this is their first interaction with the Committee and at present no contributions are being made to the NSDF by them. However, they made a commitment that a new policy in this regard will be put in place soon. The Committee accordingly requested both the Banks to contribute annually towards NSDF and also make an endeavor to adopt some of the sports/SAI sport centers for the development of sports in India.

NEW INDIA ASSURANCE COMPANY LIMITED

57. The Director and General Manager of New India Assurance Co. Ltd. informed the Committee that they regularly promote various sporting events and activities at local, organizational, state and national levels through sponsorships and tie-ups. During the FY 2015-16 an amount ₹15,20,000 has been spent till date on various events viz. Navodit Sangh Kabbadi Tournament, 13th Carrom Welfare Tournament, Akhil Maharashtra Chess tournament for Blind, Deaf Football tournament, Mumbai Marathon, Cricket tournament, Davis Cup Tie World Cup India vs Czech Republic Cup, Special Olympics for Physically Challenged, Sports meet for differently-abled people. When enquired by

the Committee, the representative of the Bank informed that at present no contributions are being made to the NSDF by them. However, it was assured that the support would be given to NSDF and initiatives be taken for formulating sports policy.

MUMBAI PORT TRUST

58. Mumbai Port Trust also has a Sports Council affiliated to Major Ports Sports Control Board (MPSCB) under the aegis of Indian Ports Association. The Annual amount of ₹1 crore approx. is spent annually on sports activities. Mumbai Port Trust has extended financial assistance to the players in the past for participating in the International sporting events such as World Senior Badminton Championship at Turkey, Masters World Weightlifting Championship at South Africa, etc. A scheme for recruitment of meritorious sportsmen in Mumbai Port Trust was approved by MPT Board in 1987 along the lines that was available in the Government Services. The first batch of 20 sportsmen was recruited in 1988-89. The scheme provides for recruitment of meritorious sportsmen not exceeding 20 in a calendar year in the Class III and Class IV categories of entry posts, namely, Tally Clerk, Typist-cum-Computer Clerk, Timekeeper, 'B' Scale, Messenger Gr II, Mazdoors, Master (Jr.), Hamal and Watchman in games/sports including athletics, badminton, basket ball, cricket, football, hockey, table tennis, volley ball, tennis, weightlifting, gymnastics, judo, rifle shooting, kabaddi, kho-kho. In a period of 25 years from 1988-89, in all 66 sportsmen have been recruited in MBPT. MPSCB has permitted engagement of sports trainees for participating in the games/tournament to fill shortages in team. The Board of Trustees, have recently accorded sanction for engagement of 56 Sports Trainees on payment of remuneration as under:

- | | | |
|-----|--|-----------------------|
| (1) | Stipend | = ₹10,000 per Trainee |
| (2) | Medicclaim + Accident Insurance Coverage | = ₹1 lakh |
| (3) | Kit expenses + Allowances | = ₹10,000 |

JAWAHAR LAL NEHRU PORT TRUST

59. JNPT submitted that sports activities of all the Major Ports are controlled by Major Ports Sports Control Board under the administrative supervision of Indian Ports Association (IPA). Financial contribution is made every year by each Major Ports to the IPA for managing the affairs of the board. Therefore, at present no contribution is made to the NSDF. Jawaharlal Nehru Port Trust is Major Port under the Major Port Trust Act, 1963 and functioning under the administrative control of Ministry of Shipping. So far, no proposal is received by JNPT. In case SAI Centre desires to have such Centre at JNPT, the same will be considered for extension of grant and other facilities. The JNPT, is sending players to participate in the State level tournaments as well as National level tournaments apart from Major Ports Championship. The Major Port Tournaments are held for various games *i.e.* cricket, kabaddi, chess, athletics, carrom, football, hockey, tennis etc. and each individual port is hosting the tournament as per the calendar prepared by Major Ports Sports Control Board. So far JNPT recruited 16 sports apprenticeship in the year 1995 and thereafter no sports apprentices has been engaged and regularized by the JNPT. As per the direction of the Ministry there are restrictions to fill the Class III and Class IV posts, therefore JNPT is engaging sports trainee from time to time. JNPT Board, in its meeting held on 15th January, 2016,

approved a proposal to engage 12 sports trainees for a period of 03 years on consolidated payment of ₹10,000-₹15,000 per month in the discipline of kabbaddi, badminton and cricket. Apart from this payment, they are being extended facilities such as kits, transport for participating in tournaments, medical, insurance etc. JNPT also hosted the cricket tournaments for the physically challenged person in the year 2014 as a social obligation. JNPT is also giving sponsorship advertisements to conduct various sports events. At present, there is no fixed percentage earmarked under CSR for promotion of sports. JNPT in association with CIDCO is adapting 12 villages under the JNPT influenced area scheme where facilities such as sports ground, school etc. are also proposed under CSR scheme. At present, there is no definite sports policy for promotion of sports adopted by JNPT. However, as mentioned earlier, JNPT is sponsoring its player for various tournaments.

60. As mentioned earlier JNPT is not PSU but it is Major port under the Major Port Trust Act, 1963 and Autonomous Body under the Ministry of Shipping, Government of India. JNPT is follows various instructions and guidelines regarding recruitments of sportsmen from time to time. The category-wise jobs given to the sportsmen are as under:

- (1) Cricket - 08 nos.
- (2) Kabaddi - 06 nos.
- (3) Badminton - 02 nos.
- (4) Sports Trainee Cricket at present - 02 nos.

61. The Major Ports Sports Control Board is registered body working under Administrative control of IPA. The object of the board is:

- (1) To encourage, promote and develop sports, games and cultural activities among the employees and their children of the Major Ports.
- (2) To organize and control inter-Major Ports competition in games, sports and cultural activities.
- (3) To arrange coaching camps for improving the standard of games, sports and cultural activities.
- (4) To arrange for participation in competitions at state, national and international levels in games and sports.
- (5) To seek affiliation in all national federations and arrange for representations of the Board in national federations.
- (6) To frame and adopt such rules and regulations as may be found necessary by the Board for carrying on the conduct of the Major Ports Tournaments.
- (7) To do all such things as are incidental to or conducive to the attainment of the above objects or of any items.

62. The present expenditure for the promotion of sports is ₹60 lakh per annum. Presently, JNPT Sports Council is carrying out various activities for the promotion of sports. At present there

is a JNPT Sports Council which is carrying out various activities for the promotion of the sports. The Annual budget of ₹60 lakh is made for the promotion of sports which includes team expenditure (kit, TA/DA, nomination for various state/national level tournaments).

63. The following measures are being taken for promotion of sports as per National Sports Policy, 2001:

- (1) The sports days are being organized in the schools.
- (2) The physical Education is given as a part of curriculum and sports teachers are engaged.
- (3) The formation of JNP Sports Council for promotion of sports among port employees.
- (4) The officers and staff clubs are equipped with modern sports equipments. The clubs are conducting various sports tournaments.
- (5) The sports ground is maintained in the township for the employees and their families and local community.
- (6) Cash awards are given to the employees, who gave meritorious performance in state or national level tournaments. Special incentives are also being given to employees for their meritorious excellence in sports at state/national level as per the guidelines.
- (7) The sufficient budget provision is made for promotion of sports.

SHIPPING CORPORATION OF INDIA

64. The CMD, Shipping Corporation of India informed that they have not made any contribution to NSDF. SCI has not sponsored any individual player selected for international event or adopted any SAI Centre/event. The CSR vision of SCI is to be a corporate with its strategies, policies and actions aligned with wider social concerns through initiative in education, health, environment and socially relevant matters. As per the CSR Policy of SCI, no funds are earmarked for CSR to be spent on promotion of sports. Further, the Committee was apprised that in SCI, recruitment is being conducted for Group 'A' posts only, no recruitment is being conducted for Group 'C' and 'D' posts. The SCI shall abide by the various instructions/guidelines pertaining to appointment of sportspersons as and when recruitment is conducted for Group 'C' and 'D' posts. There is no Sports Promotion Board in SCI, presently.

65. The Committee was also informed that though the SCI had incurred losses for the last two years, presently it is not in loss. The Committee was assured that assistance shall be extended to SAI for promotion of sports in future.

VISIT TO SAI STADIUM, KANDIVALLI, EAST MUMBAI

66. The Committee visited SAI Stadium at Kandivalli, East Mumbai and made interactions with the authorities on the infrastructure facilities for sportspersons and also interacted with sportspersons. The Committee was disheartened to see the dilapidated conditions of the Centre, which otherwise was located in a picturesque environment near Mumbai. The Committee noted

many deficiencies in the infrastructure easily visible as well as the plan for renovation of the Boy's Hostel and Mess, which were in ruins. The officials informed that the original walls and roof would be retained and a double storey building would be constructed in the existing style of architecture. The Committee also noted the scarcity of water in the Hockey Field there, as a result of which the artificial turf was becoming hard and not performing properly.

67. The Committee also noted the requirement of indoor facilities which is the minimum requirement to achieve an all-weather training facility for the trainees. Various deficiencies like re-carpeting of Kabaddi arena, renovation of Judo Hall, Boxing arena, Girls' Hostel, staff quarters etc. were also noted. The Committee also lauded the sportspersons from this centre for having brought so much achievement despite the conditions prevailing there. The Committee also suggested the authorities to have an independent agency to carry out the Budget estimate for various construction works. The Committee was surprised to note that the facilities were in bad shape and lots of areas have been encroached and it was shocking to note that earlier the hockey ground was given to private people on rent by the earlier office bearer for activities other than sports purpose. This allegation was made by several people during the visit and needs to be probed as to why this was done without even the knowledge of higher authorities of SAI or the Department of Sports. There is serious problem of encroachment. It was also alleged that prime land had been encroached by the builders in connivance with the officers of the said Centre and the State Government. The Committee expects the present Director to send a report about the allegations to the Committee through Ministry of Sports in this regard and also improve the condition prevailing in the Centre. The Committee also noted the difficulties being faced by the Centre on two important counts:-

- (i) acute shortage of funds given by the Centre. A copy of the Statement provided by SAI, Regional Centre, Mumbai indicating the future infrastructures and funds requirement is at ANNEXURE - 1
- (ii) mobility to secure the lease agreement with the State Government for the area housing the Centre, despite a lot of efforts by them.

68. The Central Board of Excise and Customs (Central Customs) Mumbai gave a written submission on the implementation of the recommendations contained in the 270th Reports of the Committee. The CBEC submitted that this was not in accordance with the opinion of DoPT which is the nodal Department for forming policy in service matters which is informally applicable to all Central Government Ministries/Departments. The DoPT had earlier opined on three occasions in the case of Smt. Anju Bobby George that out of turn promotion for outstanding sportsman as laid down *vide* as DP&T's OM dated 26/7/12 is effective prospectively and past cases are not entitled for out of turn promotion. The DoPT further added that in view of the earlier opinion of DoPT, their comments have been solicited again in the light of the recommendation/directions of the Standing Committee.

(C) Udaipur

69. The representatives of SAI, Gandhinagar submitted that SAI Western Regional Centre was established on 29th August 1987 to implement the sports promotional schemes of SAI in the following States/UTs:

- (1) Gujarat
- (2) Maharashtra
- (3) Goa
- (4) Rajasthan
- (5) UT Daman & Diu
- (6) UT Dadra & Nagar Haveli

70. The State Government of Gujarat handed over the sports complex with 64 acres to SAI initially. On 20th July 2010, the State Government of Gujarat took back over 7.5 acres out of the 64 acres for the development of the Mahatma Mandir Project and allotted 7.5 acres in Sector 25, Gandhinagar with a commitment to construct a new Guest House, Swimming Pool Filtration plant and a portion of the boundary wall affected in the process. Due to the regular National Coaching Camps conducted for Para Athletes in the discipline of Athletics, Power Lifting, Table Tennis and Swimming, the Centre has been nominated as a “Nodal Centre” for the preparation of Para-Athletics for Olympics Games at Rio (Brazil) August, - 2016. This land in Sector 25, Gandhinagar is proposed for Centre of Excellence for Differently-abled sportspersons. PE prepared by CPWD for estimated amount of ₹50 crores has been submitted to Infra Division Head Office, New Delhi. *vide* SAI Notification dated 23.6.2015, Governing Body of SAI, in its 44th Meeting held on 25.5.2015, had separated the SAI Centre situated in the State of Maharashtra, Goa and Union Territories of Daman, Diu and Dadra & Nagar Haveli from the jurisdiction of SAI Western Centre at Gandhinagar, Gujarat and hence presently only two State come under its jurisdiction *viz.*, Gujarat and Rajasthan. Other recent activities undertaken by the Centre are:-

- (1) Upgradaton of Campus including increasing in height of compound wall:-
Proposal is already submitted to SAI Head Office.
- (2) SAI Guest House : SAI Guest House completed by the State Government and RD’s residence at first floor. Now the Guest House is ready for Inauguration.
- (3) Synthetic Tennis Courts with flood Light facilities.

71. The representatives of SAI informed about the duties and responsibilities of the SAI Centre at Gandhinagar are as follows:-

- To ensure successful conduct of National Coaching Camp for preparation of National Teams for various international competition including Olympic Games, Asian Games and Commonwealth Games.
- To ensure effective implementation and coordination of schemes of SAI & MYA&S programs in 02 States.
- To monitor the performance of coaches and trainees in order to nurture Sub-Junior and Junior Sports Talent systematically and scientifically for Excellence at National and International level.
- Coordination with the State and National Sports Federations for development of Sports in the Region.

- Conducting of Selection Trials, Competitions for fresh selection/weeding out of SAI Inmates.
- Providing complete Scientific Support to the Scheme Trainees for Achieving Excellence.
- To ensure maximum utilization of the facilities existing and also to ensure proper maintenance and operation of the facilities for organizing National level of competitions in various sports disciplines.
- To conduct workshop/seminar for PETs of the State Education/Tribal Department for upgradation of their knowledge and technical aspects through eminent SAI Coaches.

72. The representative added that 46th Governing Body of SAI has approved the starting of new STC centre at Vidhyadharnagar, Jaipur. Accordingly, MoU has been signed between Regional Director and Chairman, Rajasthan State Sports Council on 27.8.2015. The stadium (18 acres) which has readymade infrastructure facilities, was handed over to SAI on 14.12.2015. The centre is being made operational shortly.

- Multi-purpose Indoor Hall - Flooring and electrification work to be completed by the State Government.
- Accommodation - Pavilion Building with four halls (Big) available for accommodating 60 inmates.

73. National Coaching Camps under the Long Term Development Programme (LTDP) for preparation of sportspersons to represent the country in different international competitions like Olympics, Asian Games, Commonwealth Games etc. are held at this Centre and its units in western region.

Logistics provided to national campers:

- The centre has successfully conducted the National Coaching Camp for preparation of National Teams in various sports disciplines, for CWG, Asian Games, Olympics and various other international competitions in India.
- The centre has provided best facilities of lodging and boarding infrastructure and other logistics for the National Coaching Camps. Complete medical, physiotherapy and scientific support and state of art fitness centre, Steam and Sauna Bath.
- Sports kit provided to all national campers.
- Medical tests are conducted on regular basis for national campers on need basis.
- Age verification tests are conducted as and when required.

74. The Ministry of Youth Affairs and Sports submitted that the following PSUs had contributed to NSDF:-

- (i) India Infrastructure Finance Company Limited committed ₹30 crores out of which ₹10 crores have been released.

- (ii) Bank of Baroda has contributed ₹1 crore to NSDF.
- (iii) Damodar Valley Corporation contributed ₹15 lakhs to NSDF for Deepika Kumari Athlete (Archery) under TOP scheme.
- (iv) Bank of Maharashtra contributed ₹10 lakhs to NSDF.
- (v) Oriental Insurance Company contributed ₹5.82 lakhs.
- (vi) GAIL (Gas Authority of India Limited) has come forward to support, but specific proposal from them is awaited.

A detailed Statement indicating all the contributions made to the NSDF since its inception is at ANNEXURE - 2.

75. The Committee directs that an updated accounts of the expenditure made from this fund should be provided to the Committee along with the performance and achievement of the beneficiaries to whom this expenditure was incurred. The Committee also strongly suggests that the Department of Sports should keep a record of the contributions made to the NSDF and also pursue with other PSBs/PSUs on keeping a database of their contributions.

STATE BANK OF BIKANER AND JAIPUR

76. The representative of the State Bank of Bikaner and Jaipur (SBBJ) informed the Committee about the various activities undertaken by them for promotion of sports, which include the following :-

- (i) The Bank has one volley ball and one cricket team comprising international and national level players, who participate in various tournaments at State and national level tournaments.
- (ii) One of the volley ball players is General Secretary of Federation of Volleyball Association of India and one Sports staff from Cricket stream is a well known famous pitch curator in the country.
- (iii) One of the senior officers recruited under sports quota, who retired in recent past, was an Ex-Olympian, Arjuna Awardee and Asiad Gold Medalist. He was again re-employed in Bank on Contract basis.
- (iv) The Bank also arranges/sponsors various sports events at national/regional levels through its branches/administrative offices.

77. On the issue of funds earmarked for development of sports, it was informed that every year a substantial fund is earmarked for the development of sports. This year about ₹10.00 lakh is earmarked for the development of sports in the Bank. Many sports events are being sponsored in the State under its publicity budget, a few of them are :

- (a) Sponsoring the Sports Meet organized by Keshav Vidhya Peeth, Jamdoli, Jaipur.
- (b) Contribution to Souvenir etc. for 46th Sharma Mathur State Level Cricket Tournament.

- (c) Sponsoring 25th Inter Ward Cup of Jaipur organized by Jaipur District Cricket Association.

78. The Bank has recruited more than 30 members under sports quota in various streams. Presently, there are two teams of players, one of volley ball and another for cricket which are represented by 30 international and national players presently working in the Bank. The criterion for selection under sports quota is as under:

- (a) **For Club-Staff:** Should have represented the District in a state level event or should have participated in an All India School event.
- (b) **For Clerical Staff :** Should have represented the State in National event or the District in state Level event with distinction or his University in an Inter-University event with distinction or if he was a member of the Combined Universities Team.
- (c) **For Supervising Staff:** Should have represented the country or won an Arjuna Award or represented the State with distinction for at least five years in continuation.

The selection is based on the sports qualification and the personnel interview.

79. On the issue of contributions to the NSDF, the representative of the Bank submitted that it informed that it is taking care of the training needs and other sporting needs/requirements of the sportspersons as such there was no occasion for making any specific contributions to NSDF. However, this did not deter the Bank from honouring the noted sportspersons of the country for their excellent performances at the international levels as and when the occasion has demanded for the purpose. The representative, however, assured the Committee that PNB would tie up with the Ministry of Sports for contributions in the future. The representative, however, assured the Committee that PNB would tie up with the Ministry of Sports for contributions in the future.

80. The Committee was also informed that Players of their teams are recruited in Sports Quota and are regular employee of the Bank. All expenses of sports activities are borne by the Bank. In order to facilitate sports, team members are provided facilities like reimbursement of expenses on boarding, lodging etc. by the Bank. Many Sportspersons are also performing as Coaches/Referees and Team Selector at the National Level/State Level selection team. These sportspersons are sanctioned special leave for 30 days at any one instance with a maximum of 180 days in a calendar year.

81. The Bank has a sports policy for the promotion of sports. Sportspersons recruited under sports quota will be given permission to participate in sports activities of national and international levels. Various tournaments are being held to promote sports in the area. Sportspersons are given out of turn promotion in their cadre. Sportspersons are exempted for some mandatory assignment like rural or semi-urban posting as applicable for general cadre candidates etc. Bank provides the facility of special leave to sportsperson employees for participating in the tournaments in the recognized games held at national/international/state, including junior national levels and veteran sportsperson tournaments to the extent of 30 days at any one instance and maximum 180 days in a calendar year with additional leave for foreign tours and coaching camps. Requests for special leave to attend selection trails/selection camps/coaching camps/physical training camps etc. held for

selection of state/national teams are also considered. Employees, who officiate as Coaches, Managers, Selectors, Referees, Judges, and Umpires etc. in the Junior National/National/International level tournaments are also entitled to special leave. Active sportspersons are also given a reasonable time off for practice on the basis of recommendation letter issued by the Captain of the team and according to the nature of the game. Excellence in the performance is recognized and rewarded through promotion *i.e.* out-of-turn promotion.

82. The representative of the Punjab National Bank submitted that for the promotion of sports, it has established PNB Hockey Academy in September 2002 to promote national sport of hockey. The Bank has allocated separate budget for the Hockey Academy. PNB Hockey Academy has two teams – Junior team of 25 players, in the age group of 14-18 and senior team of 25 players, above 18 years of age as employees.

Senior players are provided specialized training facility through professional coaches outsourced from SAI. Besides they get daily diet allowance, playing kits, dietitian, doctor, physiotherapist, travelling allowance (on tour), insurance coverage etc.

83. The Committee was informed that the Bank allocates annual budget exclusively for the PNB Hockey Academy. Since the previous meeting held with this Committee in November, 2015, as follow up of the commitments made thereat by PNB for the financial year 2015-16, a total budget of ₹3.28 cr. has been allocated for promotion of the game of hockey. Out of this, a budget of ₹2.15 cr. has been allocated for senior hockey team and a budget of ₹1.13 cr. has been allocated for junior hockey team. Against the above budget, an amount of ₹1.03 crore has been spent for Senior Hockey Team and ₹44.21 lakhs has been spent on Junior Team up to October, 2015. Major components of senior hockey team budget are salary and establishment expenses, travelling allowance, playing kit and equipment for players, diet money and conveyance expenses, ground rent charges, medical expenses, insurance of players, incentives etc. On the other hand, major components of junior hockey team budget are mess charges, playing kit, stipend to players, medical expenses, transportation, insurance etc.

84. The Bank is presently not making any contribution to the NSDF. As regards recruitment policy of sportspersons, the representative of PNB informed the Committee that the Bank has a recruitment policy for sportspersons since 2002. In terms of the said policy, Bank has so far recruited 38 sportspersons as Hockey Players (Male) in clerical cadre. Out of 38, 25 are still playing for Sr. Hockey Team of the bank. Out of these 20 players, 05 have since been promoted to Officer Cadre and present strength of sportspersons in clerical cadre is 15. During the financial year 2015-16, the Bank has recruited 09 hockey players and proposes to recruit another 08 in the year 2016-17.

85. The Bank also releases notification for recruitment through National dailies besides uploading the same on the Bank's website. For wider circulation, window advertisement is also released in all India papers and in local dailies published from States like North-East, Odisha and Madhya Pradesh etc. so as to include representation from all regions including of North East Region and tribal regions. Besides PNB keep liaison and have interface with Sports University in the North East, for promotion of sports in the region, as and when it is set up. Presently, there are 4 players recruited from tribal areas in the senior hockey team.

CRITERIA FOR SELECTION :- Candidates should be active sports person and fit enough to take part in future tournaments. Highlights of other criteria are as follows:

Age

Clerical Staff Officers Between 18 to 26 years.

Min. Educational Qualifications

Clerical Staff Standard X pass or equivalent. (against Graduation for normal recruitment)

Officers Graduation.

Sports Qualifications

Clerical Staff Should have represented the State in a national event or the district in a state level event with distinction, or his University in an Inter-University event with distinction or should have been a member of the Combined Universities Team.

Officers Should have represented the country or won an Arjuna Award or represented the State with distinction for at least five years consecutively.

Category-wise details:

Sports	Cadre	No.	In proposed recruitment process in 2016-17
Hockey	Clerical	20	08
	Officers	05	-
Total		25	08

BANK OF BARODA

86. The representative of the Bank of Baroda, at the outset, informed the Committee that the Bank has contributed One Crore Rupee to the National Sports Development Fund in the month of December 2015 for use in athletic budget. Every year Bank allots grant upto ₹15/- lacs to Sports and Cultural Clubs functioning at various centres across the country to carry out sports and cultural activities for the staff and their family members.

Further, Bank is sponsoring various sports events across the country, with a total outgo as under for the last 3 years:

Financial Year	Amount ₹ in Lacs
2013-14	66.50
2014-15	75.00
2015 (upto Dec.15)	24.82

87. Apart from the above activities, the Bank is exploring formulation of a 'Sports Promotion Policy' for promotion of sports activities in the Bank. In areas where the Bank is Lead Bank, Sponsorship of various sports programs is taken up to promote sports.

In **Rajasthan** following events were sponsored by the Bank with a total outgo of ₹1,31,000/-:

Deaf Athlete Championship (2014-15),
Rajasthan Cricket Championship for deaf in the year 2012-13 and 2013-14,
Volley ball championship,
Deaf wrestling etc.

Further, in **UP and Uttarakhand**, sponsorship in the following events were undertaken with a total outgo of ₹2,77,000/-:

Ultimate Uttarakhand Himalayan MTB Challenge,
Sports Meet of ASPG,
Volleyball,
Football,
Women boxing,
Marathon etc.

➤ The Bank has so far recruited 91 sportspersons under sports Quota.

With a view to encourage recruitment of outstanding sportspersons, the Bank proposes to re-introduce it, in its Recruitment policy.

➤ Presently 27 sportspersons are working in the Bank and the details are as under:

Name of Sports	No. of employees as on date
Kabaddi	14
Cricket	01
Kho Kho	12

ORIENTAL BANK OF COMMERCE

88. The ED of the Oriental Bank of Commerce submitted that the Bank has been continuously striving towards promotion of sports and the Bank currently has one cricket team and one football team of its own which participate in various tournaments at different levels and the persons selected on sports quota in the past and other regular members are part of these teams. In the recent time, Bank has sponsored/donated for various sports events for promotion of sports activities some of which can be listed as under:

➤ Sponsorship for organizing Maharaja Ranjit Singh Hockey Tournament for promotion of Hockey.

- Sponsorship for the organization of All India Archery Championship.
- Sponsorship for organizing Boat Rally in River Ganges at Varanasi.
- Sponsorship for organizing Subroto Cup International Football Tournament for promotion of Football.
- For the promotion of tennis, the Bank sponsored Delhi Open Tennis Championship.
- Delhi Golf Club Junior Level Championship was sponsored by the Bank for the promotion of Golf.
- Sponsorship for promoting Fencing Sports Activity in association with Haryana State Fencing Association, Gurgaon.
- Sponsorship for T-20 World Cup Cricket Championship for the Deaf.
- Sponsorship for T-20 Cricket Tournament.

89. However, the ED admitted that the Bank has not earmarked any fund for the development of sports, though it has been contributing in various activities for promotion of sports through sponsorship, presenting sports gear, etc. Besides, CSR funds are also used for sponsorship/development of various sports.

In the past, the Bank has recruited sportspersons as per details mentioned below:

Sport	Number of persons	Remarks
Cricket	1	Recruited on 08.11.1983
Football	12	2 – Recruited in September, 1989 2 – Recruited in July, 1991 8 – Recruited in March, 1996

90. The Bank contributed ₹8,00,000 to the National Sports Development Fund till 2004-05. Since then, no contribution has been made to the National Sports Development Fund (NSDF) but the Bank is contributing a considerable amount to various activities for promotion of sports through sponsorship/donation etc. The amount contributed by Bank during the last few years is as follows:

(₹ in Lacs)	
FY	Amount contributed for promotion of sports
2012-13	11.25
2013-14	48.32
2014-15	16.50
2015-16 (till January 2016)	23.80

91. The Bank is presently not a member of AIPSSB presently. On a specific query, it was submitted that the Bank does not have any separate policy for development of sports and

recruitment of sportspersons from the North East and tribal regions as it does not have interface with the sports University being set up in the North-East region.

IIFCL

92. The CMD of IIFCL informed the Committee that in March 2015, IIFCL has entered into a MoU with, Department of Sports, Ministry of Youth Affairs and Sports (MYAS), Government of India and contributed an amount of ₹10 crore during FY2014-15 to the Target Olympic Podium (TOP) Scheme under National Sports Development Fund (NSDF) to create sporting Champions. Further, IIFCL has committed to contribute rupees ten crore annually for FY 2015-16 and FY 2016-17 towards the fund subject to utilization of the allocated assistance and CSR budget in the respective years. On the issue of recruitment of sportspersons in IIFCL, it was informed that IIFCL is a lean organization and it is in its nascent stage. Presently, it has only 84 officers on its Pay Roll. As it is an officer based organization (Group 'A') with only one Group D employee, no sports quota has been identified in the organization. It was further informed that IIFCL does not have a regular team comprising sportspersons of repute. However, the financial assistance of IIFCL provided under the TOP Scheme of NSDF under the Ministry of Youth and Sports Affairs covers facilities of international training, purchasing sports equipment, coaching, etc. to the olympic level sportspersons.

93. As regards the existence of sports policy in the Organization, the Committee was informed that Clause VII of the CSR policy of IIFCL, duly approved by the Board of Directors, emphasizes on identifying projects for training to promote rural sports, nationally recognized sports, paralympic sports and olympic sports.

94. The CMD also submitted that apart from IIFCL's contribution to the TOP Scheme of NSDF, which also provides for prize money for ranking tournaments of elite senior sportspersons, it also conducts tournaments/provide scholarships to elite junior sportspersons of the selected olympic sports under the TOP Scheme.

ARAVALI GYPSUM AND MINERAL INDIA LTD.

95. The representative of FCI Aravali Gypsum and Mineral India Ltd. informed the Committee that it is a Mini-ratna Company and the Government of India has granted the status of "Mini-ratna-II" category to the company on 06.06.2011 *vide* letter no. 18018/2/2011-FCA. It was incorporated in 2003 and has 100% ownership by the Govt. of India with a net worth of ₹174.79 Crores.

96. The representative of the Company submitted that it has distributed an amount of ₹2.03 lakh towards sports scholarship from 2012-13 to 2014-15. for students up to class 12 of Government schools, who participated in district/state level championship. It has also distributed sports material worth of ₹0.89 lakh to the Rajkiya Uchcha Madhyamic Vidyalaya Shree Mohangarh, Jaisalmer during 2013-14. Apart from that the Company undertook the following activities:

- Sponsored state level kho-kho competition at cost of ₹3.50 lakh during 2009-10.
- Sponsored state level athletics competition at cost of ₹3.00 lakh during 2014-15.
- Sponsored district level open volleyball competition at cost of ₹0.20 lakh during 2013-14.

97. On a specific query from the Committee, the representative informed that there has been no contribution made by the Company to the NSDF, neither is there any sports policy or recruitment of sportspersons mainly because of no communications being received by the Company in this regard.

RAJASTHAN ENGINEERING AND INSTRUMENTATION LIMITED (REIL)

98. The MD of Rajasthan Engineering and Instrumentation Limited (REIL) has been incurring losses since 1993, as such the company could not spend significant amount on sports and no amount could be contributed towards NSDF. Neither has it sponsored any individual player for International event nor has it adopted any SAI centre/event etc. REIL is providing infrastructure facilities for sports like basket ball, volley ball, tennis, cricket, football, table tennis, badminton etc. Due to continuous losses, the provisions of the Companies Act, 2013 relating to Corporate Social Responsibility are not applicable to the company. Being a sick industrial company, there has not been any recruitment during last more than 20 years in REIL, Kota.

However, REIL has constituted a Sports Council for promotion of sports in and around REIL vicinity.

99. The representative of REIL submitted that the Company has not made any contributions to the NSDF as of now as it has not received any communications from the National Sports Development Fund so far, nor has the Company, in the perspective of its small profile, size, value of profits and amount of funds, has ever planned any large-scale sports promotion/activity.

100. It was further informed that REIL has been contributing to the sponsorship of sports program of various government departments/institutions, as mentioned above. However, it is yet to undertake promotion of sports through CSR. However, it was assured that further activities in promotion of sports activity under CSR will be undertaken after seeking approval of specific proposals from the CSR Committee of the REIL Board.

101. Further, REIL has constituted a CSR Committee to undertake the CSR activities in accordance with the guidelines issued by the Government and various activities were undertaken in last three years.

102. The Company has recently set up a Sports Promotion Committee and it also proposes to create a policy for promotion of sports, based on the guidelines of the DPE/DoPT/NSDF in this regard. However, there is presently no Sports Promotion Board. The present status of category-wise jobs given to sportspersons is as mentioned below:

Sl.No.	Category of the Post	Name of the employee	Name of Sports/Level
1	Group-A	Sh.Neeraj Saxena	Basket Ball/College
2	Group-A	Sh. Harish Yadav	Volley Ball/National-NIT Athletics/College
3	Group-A	Ms. Sunita Kumar	Volley ball/National-NIT Athletics/College

103. On a specific query on its activities in the North-Eastern and Tribal Regions, it was informed that presently REIL has not taken any specific steps in development and promotion of sports and recruitment of sportspersons from North East Region and tribal region of the country. However, REIL publishes its advertisement for the recruitment of employees at various levels, nationwide. In the advertisements, it is also mentioned that relaxation to the candidates shall be given as per Government guidelines. So, far none of the candidate belonging to sport's eligibility criteria for recruitment has applied ever. It has been assured that henceforth, advertisements would specifically mention about relaxation for sportspersons, as per the guidelines issued by DoPT.

104. The Committee lauded the effort of IIFCL, Bank of Baroda and Oriental Insurance Co. Ltd. for their contributions extended for promotion of sports and these Organizations will set a towering example for the benefit of the sports in the country as a whole. The Committee urges the other organizations to start looking into this aspect and go for contributing to this noble cause, which will ultimately contribute to making India a strong and confident Sporting Nation. The Committee also endorses the idea of sponsoring of deserving sportspersons by Banks and PSUs or the adoption of a Sporting Centre, preferably in a rural or backward region of the country, from where the unpolished raw talents would definitely arise.

105. The Committee, however, also noted the negligible contribution to sports by some of the PSUs/PSBs, be it contribution to NSDF, recruitment of sportspersons or even the existence of Sports policy in their organization. Many of the organizations have simply cited their internal sports activities or support given to their own employees for some sporting events. Recruitment of sportspersons is negligible compared to the overall strength of their employees. The Committee hopes that with organizations such as IIFCL, Bank of Baroda, Oriental Insurance Co. Ltd. etc. coming forward and setting good examples, others would follow suit and make this venture a grand success and the goals of the Indian Sports achievable in the next few years.

II. LOCAL VISIT TO JAWAHAR LAL NEHRU STADIUM

106. The Committee undertook a local study visit to the Jawaharlal Nehru Sports Complex, Lodhi Road, New Delhi to discuss with the representatives of Gas Authority of India Ltd. (GAIL), National Thermal Power Corporation (NTPC), PGC, Food Corporation of India Ltd. (IFCI), PFC, NBCC, Concor, Steel Authority of India Ltd (SAIL), HUDCO and MMTC on the issue of the performance of NSDF, Recruitment and Promotion of Sportspersons in PSUs and also to assess the promotion of sports, development and maintenance of sports infrastructure there. The Committee also interacted with sportspersons and coaches during the said visit.

107. The Department of Sports apprised the Committee of the latest position in the preparation of the olympics national team and various assistance provided to the athletes for training, competition explore, equipment, pocket money, support person etc. The Committee was informed that the Department has already spent around ₹15 crores for the said purpose and it has identified 9 high priority disciplines namely hockey, shooting, tennis, wrestling, boxing, archery, athletics, badminton and weightlifting with an expenditure budget of ₹2 crores per year per sport.

108. The Secretary, Department of Sports submitted that the role of the Department of Sports is to create the infrastructure and promote capacity building for broad-basing sports as well as for achieving excellence in various international and national competitive events. The schemes being implemented by the Department are geared towards achieving these objectives. Keeping in view the growing demands for advanced infrastructure, equipment and scientific support the Department of Sports has taken several initiatives and is providing the necessary assistance to sportspersons by way of training and exposure in international competitions backed up with scientific and equipment support as well as cash incentives for boosting their morale. The representatives further added that there was the revision of scale of assistance to sportspersons and National Sports Federation. He added that with a view to give a boost to the preparation of Indian athletes for Rio Olympics, 2016 and enhancing the medal hopes of the country, the Ministry of Youth Affairs and Sports has made upward revision of various financial parameters under the Scheme of Assistance to National Sports Federation on 27th October, 2015. As per the revised norms, the amount for holding National Championships has been revised from ₹2 lakh for seniors, juniors and sub-juniors to ₹5 lakh for seniors, ₹7 lakh for juniors and ₹10 lakh for sub-juniors. This will help catch sporting talent young. To promote traditional tournaments, a new provision of assistance of up-to ₹5 lakh each for such events has been made. Such tournaments will be identified by a Committee of experts. Assistance of ₹25 lakh will be available for holding prestigious tournaments in India. This will help improve the quality of tournaments.

109. The Secretary further added that Senior players and coaches will be allowed to travel by air in economy class for a distance beyond 500 kms. Similarly, junior players will be disallowed to travel by air in economy class for a distance beyond 1200 kms. Sub-junior players will be allowed to travel by AC-III tier. Earlier, air travel was not admissible and senior players were travelling by AC-II tier and junior and sub-junior players were travelling by sleeper class for domestic competitions. This will make participation by athletes less stressful and convenient. Air travel has been allowed for coaching camps and competitions held in the North-East Region. Similarly, the athletes from the North-East Region will be allowed air travel from their residence/coaching camps to and from Kolkata. Medical insurance policy of ₹5 lakhs and Personal Accident Policy of ₹25 lakhs for athletes has been allowed. For international events held in India, the quantum of financial assistance has been enhanced from ₹10 lakhs to 30 lakhs per tournament. The assistance can be utilized for boarding, lodging, transportation, rent of playfields, cost of consumable equipment, certificates, medals, awards and prize money. Prior to the revision, there was no provision of assistance for prize money. The salary of various support personnel like doctors, physiotherapists, psychologists, masseurs, etc has also been substantially hiked to attract highly skilled personnel to assist the athletes. High Performance Specialist Coaches with a remuneration up to ₹2 lakh per month can be engaged by SAI/NSFs for sports disciplines included in mega events. The salary of Chief Coach has been enhanced by three times from ₹50,000 to ₹1,50,000 per month. Higher salary will also be allowed in specific deserving cases. The salary of other coaches has also been enhanced from ₹30,000 to ₹75,000 per month. This will incentivize good coaches. NSFs have been allowed to procure equipment upto ₹10 lakh. Above that amount, the procurement will be done by Sports Authority of India (SAI). Evaluation of athletes performance from Sports Science point of view has been allowed. An amount of ₹15000/-per athlete per International participation (if camp is not held before competition) for undergoing evaluation from Sports Science and Medical Fitness point of view will be paid by the Government.

110. The Department of Sports submitted that although India has a large population, its achievement in sports is not commensurate with its size. It submitted that sports sector accounts for 2% of GDP of European Union and the total employment generated by Sports activities is 7.3 million—equivalent to 3.5 % of the total EU employment. To highlight this point the Department submitted the comparative figures of some countries *vis-à-vis* India : -

Country	No. of Medals in London Olympics, 2012	Population per medal	Per capita per day spending on Sports (INR)
USA	103	3 Million	22
UK	65	1 Million	0.50
Jamaica	12	0.23 Million	0.19
India	6	204.1 Million	0.3

111. The Department pointed out that the state of the Indian Sports are mainly for the following reasons: -

- (a) Government of India and State Governments together spend only around 3 paisa per capita per day on sports. Unlike in other countries, sports in India is largely dependent on the State with a very small investment from Private Sector;
- (b) Sports is not the first choice as career for most sportspersons and most of them drop out because of high risk, uncertainty and low rewards, which needs to be changed;
- (c) Lagging behind other countries in terms of skill, technology, state-of-the-art equipments, sports medicine, better support etc.

It, therefore urged the PSUs/PSBs/Corporates to : -

- (i) contribute to NSDF;
- (ii) Fund selected athletes/disciplines under the TOP Scheme;
- (iii) Adopt a SAI Centre to upgrade to the International Standards. A Statement provided by the Department of Sports indicating the funds required for upgrading and maintenance of SAI Centres as per International Standards is at **ANNEXURE – 3**;
- (iv) Sponsor prize money tournaments in 9 high priority disciplines viz. Hockey, shooting, tennis, wrestling, boxing, archery, athletics, badminton and weightlifting. Approximate expenditure has been estimated around ₹ 2 Crores per sport *i.e.*, ₹ 18 Crores per year; and
- (v) Recruit sportspersons at appropriate level and give incentives and promotions on the basis of their performance. The DoPT guidelines in this regard are attached at **ANNEXURE - 4**.

Successful conduct of 12th South Asian Games:

112. The Committee was further informed that India successfully hosted 12th South Asian Games

at Guwahati and Shillong from 5-16 February, 2016 at a very short lead time of 100 days. 12th South Asian Games were declared open by Prime Minister in a glittering opening ceremony on 5th February, 2016 at Guwahati. After 12 days of competitive spirit and bonhomie among sportspersons and teams from 8 participating SAARC countries, 12th South Asian Games were concluded on 16th February, 2016. The Games were conducted successfully and smoothly amidst severe time constraints for upgradation and renovation of sports infrastructure and facilities and other challenges. The Games were conducted in a very professional manner. 12th South Asian Games saw participation of about 2500 athletes from eight nations in 226 events over 22 sports.

GAIL

113. The representative of GAIL submitted that GAIL has contributed ₹50 lakhs towards organizing of 12th South Asian Games held in Guwahati and Sikkim in September, 2015. GAIL has not contributed towards NSDF. GAIL is contributing to Petroleum Sports Promotion Board which was established in June, 1979, registered under the Society's Registration Act, with objectives to develop, promote, encourage, co-ordinate and organize various sports and games under the petroleum sector and country at large. Currently 12 Public Sector Organizations from the Petroleum Sector are members of PSPB and also contribute to the yearly budget of PSPB.

GAIL sponsored players

- Sh. Yogender Pal Singh, Indian Shooter, Italy/Australia (₹2 lac)
- Sh. Ravi Kumar, Mountaineer, Kathmandu (Mt. Everest) ₹1.12 lac)
- Ms. Prerna Dangi, Mountaineer, Alaska (₹2.06 lac)
- Dr. Surender Punia, Medical Army Corps., Croatia (₹4 lac)
- Capt. G Rajkumar, GAIL Badminton Player, Turkey (₹1.85 lac)
- Ms. Goli Sandhya, Chess Player, Missouri, Singapore, USA (₹5.50 lac)

GAIL sponsored events

- 9TH National Floorball Championship held on 27th -29th Jan 2015 at Tyagraj Stadium, ND (₹5 lac)
- Delhi Olympic 2015, state games held at new Delhi from 23rd-30th October 2015 (₹5 lac)
- "GAIL GOLD CUP" All India Sevens Football Tournament held in starting January 2016, Kondotty, Mallapuram (₹15 lac)

114. GAIL through its CSR Initiatives has undertaken few events for the Promotion of Sports at the national level. Recently a national level program has been launched by GAIL. National hunt for Indian Speed Star 2016, to select and groom the children from 500 districts in the age group of 11-17 yrs. and to coach them for participating in the 2020 Olympic games. GAIL has its approved sports promotion policy to promote sports both within the company at National/International levels. As a sports promotion initiative, GAIL has appointed 3 players on regular basis and engaged 20 players on scholarship basis. GAIL has been following various instructions/

guidelines of the Ministry for recruitment of sports persons. Presently India's top notable International players are with Oil fraternity such as:-

Achanta Sharath Kamal (Table Tennis)	-	Indian Oil
Pankaj Advani (Billiard & Snooker)	-	ONGC
Saina Nehwal (Badminton)	-	BPCL
Gautam Gambhir (Cricket)	-	ONGC
Poulomi Ghatak (Table Tennis)	-	BPCL
Jwala Gutta (Badminton)	-	BPCL
Saketh Myneni (Tennis)	-	GAIL

Presently GAIL has players in the following field of sports:

On regular rolls

Game	Nos. of Players
Golf	02
Badminton	01

On Scholarship (on Monthly stipend)

Golf	03 (Men)
Badminton	04 (Men)
Table Tennis	04 (2 Men, 2 Women)
Lawn Tennis	04 (2 Men, 2 Women)
Billiard & Snooker	03 (Men)

There has been no fixed quota for sports persons at GAIL, however, 6 vacancies in the discipline of Badminton (02), Lawn Tennis (02), Table Tennis (02) for sportsperson have been created and recruitment is in process.

115. GAIL has financially contributed towards developments and promotions of sports in North East regions and tribal regions of the country as below:

- GAIL contributed ₹50 lakhs for organizing of 12th South Asian Games in the year 2015 held at Guwahati and Sikkim.
- GAIL contributed ₹50 lakhs towards sponsorship of International Tribal Games held in the year 2015 at Bengaluru.

GAIL has no interface with the Sports University being set up in North East Region, however, efforts would be made to seek relevant details for its development.

116. In the perspective of existing National Sports Policy 2001, GAIL along with other Oil PSUs is contributing to promotion of sports at national level through Petroleum Sports Promotion Board

which has been providing Grants in Aid to outstanding sportspersons of its member organizations for their participation in national and international events with a view to provide them opportunity to improve their performances to its credit, PSPB has 3 Rajiv Gandhi Khel Ratna Awardees, 1 Dronacharya Awardee and 44 Arjuna Awardees in its fold.

MMTC

117. MMTC has primarily limited itself to promotion of sports in its operational area of Joint Venture Steel Plant in Odisha. So far, due to limited profits it has not made contribution to the NSDF. MMTC has sponsored the equipment for women hockey players at the Shahbad Hockey training centre in Haryana in 2012-13. This sports centre has been the training ground for hockey players especially girls, who have represented India in International tournaments like World Cup, Common Wealth Games, Asiad Games and Afro-Asian games etc. MMTC provided them with equipment – hockey sticks, balls, pads, gloves, helmets etc. to be utilized for the purpose of supporting the training of these talented girls. Some of these girls were part of the Indian Women's Hockey team, which went on to win the Bronze medal in the Jr. Women's Hockey World Cup.

118. MMTC has also provided financial assistance to the Paralympic Society of India to facilitate their participation in the "Para Olympics" in 2011-12. Due to limited profits, MMTC in last few years has made voluntary contribution to CSR including promotion of sports. However, promotion of sports being an integral part of MMTC's CSR Policy, Board of Directors of MMTC, in its recent meeting held on 1.4.2016, have decided to allocate 20% of the annual budgeted amount of CSR towards promotion of sports subject to minimum of ₹5.00 lakhs.

119. Consequent upon the interaction with the Department-related Parliamentary Standing Committee on Human Resource Development held in Chandigarh on 20.11.2015, MMTC CSR Policy has been modified to include 20% of the total amount of CSR Budget towards promotion of sports subject to minimum of ₹5.00 lakhs in the following form-

1. Support/adopt any Sports Authority of India Institution for promotion of sports.
2. Support sportspersons with proven potential at the national level with financial support for training kits, travel grants, etc. to participate or to be able to qualify for international level competition as recognized by the concerned national or international sports body.
3. Support any Sports Meet/Event sponsored by Central/State Government.

120. Recruitment in MMTC is only at the entry level of Group 'A' posts, as Deputy Managers. Only a limited number of officers are being recruited every year in group 'A' post on need basis. MMTC, though a member of All India Public Sector Sports Promotion Board, has not set up any Sports Promotion Board of its own. Over last decade MMTC has spent approx. ₹269 lacs for sports promotion under CSR. A commitment was made to contribute ₹10 lakh to NSDF for promotion of sports. At present MMTC has not taken up sports promotion in North East, but it had extended financial assistance for a sports event organized in the tribal areas of Odisha. As 20% of CSR budget has been earmarked for promotion of sports under revised CSR policy approved by the Board, MMTC will also take up activity for development and promotion of sports in North East.

121. For the present, MMTC does not have any interface with the Sports University being set up in the North East Region. However, MMTC has opened its office at Guwahati, Assam in June 2016, for business development in North East which would also facilitate in contributing promotion of sports in North East. The sports promotion initiatives undertaken by the Company under CSR are in line with measures envisaged in National Sports Policy, 2001.

CONCOR/INDIAN RAILWAYS(IR)

122. The representatives of Railways submitted the Ministry of Railways has an existing sports policy. He informed that the Indian Railways promotes sports activities in the following ways:-

- Recruitment of Sports Persons
- Promotions to Sports Persons
- Incentives to Sports Persons
- Carrying of various sports activities within and outside railways

123. The Committee was further informed that Indian Railways had close interaction and liaisoning with all the Zonal Railways Sports Associations with reference to sports activities being carried out within and outside Railways. There was representation of Railways at all the sports forums such as various National Sports Federations, Sports Authority of India (SAI), Ministry of Youth Affairs and Sports, World Railway Sports Organization (USIC). He also added that IR also coordinated with various National Sports Bodies pertaining to latest guidelines, policies, training and selection of Railway sportspersons at National and International levels. IR plan, organize and conduct various sports meets at Zonal Level and All India Railway Level. IR also conducts National Championships and International Championships as and when allotted to Indian Railways. IR strategize the sports structure such as development of sports infrastructure, training of sports persons, training of coaches, recruitment of talented sportspersons; so that Indian Railways continue to remain a dominant force in the field of Sports.

124. The representative submitted that for Recruitment of sportspersons and their promotion avenues, the following Policy for recruitment on Zonal Railways and Production Units against sports quota exists:-

There are 29 recognized games for recruitment against sports quota. These games are:- Aquatics, Archery, Athletics, Badminton, Ball Badminton, Basketball, Billiards and Snooker, (including 8-Ball & 9-Ball Pool), Body Building, Boxing, Bridge, Chess, Cricket, Cross Country, Cycling, Football, Golf, Gymnastics, Handball, Hockey, Judo, Kabaddi, Kho-Kho, Power-lifting, Shooting, Table Tennis, Tennis, Volleyball, Weightlifting, Wrestling (Free Style and Greco-Roman Only)

Recruitment done through Talent Scouting and Open Advertisement.

For this purpose, annual recruitment quota is allotted to each Zonal Railway and Production Unit for recruitment in Grade Pay ₹1800/- to ₹4200/-.

Recruitment in different grade pay is done keeping in view the sports achievement of a sportsperson in different level of championships. Recruitment in Grade Pay ₹1800/- is done only through Open Advertisement.

Total annual recruitment quota in different Grade Pay are as under:

Name of Pay Band/ Scale	Pay Bands/ Scales	Corresponding Grade Pay	Total Annual Quota allotted for recruitment to each
PB-2	9,300-34,800	₹ 4,200	24
PB-1	5,200-20,200	₹2,800/₹2,400	136
PB-1	5,200-20,200	₹2,000/₹1,900	440
PB-1	5,200-20,200	₹1,800	620

Age limit of recruitment is 18 to 25 years, however lower and upper age relaxation can be granted to outstanding sportspersons by Railway Board for recruitment through talent scouting quota to outstanding sportspersons only.

Sportspersons should possess the minimum educational qualification, as applicable to the post to which the sportsperson is to be appointed. However, for recruitment through talent scouting, relaxation can be granted by Railway Board to outstanding sportspersons, subject to acquiring the same within four years from the date of appointment.

Recruitment in Grade Pay ₹1900/- to ₹4200/- is done on the basis of the performance of the player in National/Inter-University/International Championships.

For recruitment in Grade Pay ₹1800/-, at least Bronze Medal in Senior State or participation in Junior/Youth/Senior National Championships, is required.

For recruitment through talent scouting, recognized sports achievements should be in the current and/or immediate previous one financial year; and sportspersons should be an active player and for Open Advertisement the sports achievement should be in the current and/or immediate previous two financial years.

125. There is also a Policy for Out-of-Turn Promotion on Zonal Railways and Production Units against sports quota

- (i) Out-of-turn promotions are permissible to Non-Gazetted posts of Pay Band-1 and Pay Band-2.
- (ii) General Manager/Head of the Organization are competent to grant such out-of-turn promotions to sportspersons fulfilling the sports and all other norms as per policy.
- (iii) For promotion from Grade Pay ₹1800/- to Grade Pay ₹1900/- minimum medal winning performance in a National Championship on single occasion is required. For out-of-turn promotion from higher grade pay, at least three medal winning performance in National/ World Railway Championships in three different occasions is required.
- (iv) Out-of-turn promotion is affected from the date of conclusion of event which entitles a sportsperson/coach for out-of-turn promotion.

- (v) As per existing policy, coaches are also entitled for Out-of-Turn Promotion to next higher post in his/her cadre in Non-Gazetted post of Pay Band 1 & 2 who trained a sportsperson or a team winning a medal in any recognized International Championship. Not more than two Out-of-Turn Promotions can be granted to a Coach in the entire service career, with a gap of minimum four years between the two promotions.

126. The representative of Railways added that for Promotion of Sports in General, Railways had done the following:-

Sports Activities:

Inter-Divisional, Inter-Railway Championships in all recognized disciplines are organized every year. Indian Railway regularly participates in Sr. National and Federation Cup Tournaments. Besides, Railway Sportspersons represent the Country in International Events. Indian Railways also participate in World Railway Championships in some selected games.

Recruitment of Sportspersons:

Indian Railways recruits 500-600 sports persons every year in the recognized sports disciplines. For this purpose, sports recruitment quota is allotted to all the Zonal Railways and Production Units and efforts are continuously being made to recruit more and more talented sportspersons in Indian Railways.

Incentives:

Provision exists for grant of incentives such as out-of-turn promotion, additional increments, cash awards etc. for meritorious performance. There is no dearth of financial support to deserving sportspersons.

Practice Leave:

Under Centre of Excellency Scheme, outstanding players are given 330 days of Special Casual Leave for intensive practice.

127. The representative submitted that the notable recent achievements of Indian Railways sports persons in the field of sports at International and levels:-

International Level

- (i) **In Commonwealth Games 2014 at Glasgow, Scotland from 23rd July to 3rd August, 2014.**

The contribution of Railway sportspersons in the Country's medal tally in the Commonwealth Games, held at Glasgow, Scotland 23rd July to 3rd August, 2014, has been significant. Out of total 64 Medals won by India, Railway sports persons bagged 9 Medals. The performance of Railways' weightlifters and wrestlers in particular, has been remarkable. They have contributed two Gold, one Silver and two Bronze Medals. The names of the Gold medal winners are Shri Sushil Kumar: Men's freestyle 74 kg wrestling, Shri Satiesh Sivalingam: Men's 77 kg weightlifting, Silver Medal Winners are Shri Mandeep Jangra:

Men's 69 kg boxing, Shri Chinglensana Singh: Hockey, Ms. Ayonika Paul: Women's 10 metre air rifle shooting, Shri Rajeev Tomar: Men's freestyle 125 kg wrestling and Bronze Medal winners are – Ms. Pinki Rani: Women's 48-51 kg boxing, Ms. Swati Singh: Women's 53 kg weightlifting, Shri Omkar Otari: Men's 69 kg weightlifting.

(ii) **In Asian Games 2014 at Incheon (Korea) from 19th September to 4th October, 2014.**

The contribution of Railway sportspersons in the Country's medal tally in the Asian Games 2014 at Incheon (Korea) from 19th September to 4th October, 2014, was also remarkable. Out of total 57 Medals won by India, Railway sports persons bagged 12 Medals. The performance of Railways Athletes and Hockey members in particular has been remarkable. They have contributed four Gold, three Silver and five Bronze Medals.

(iii) **In South Asian Games – 2016 held at Guwahati and Shillong from 5th to 16th February, 2016**

Out of the 81 Railway athletes who participated, 76 (Approximately 94 %) had a medal winning performance. Out of total 308 Medal won by India, Railway Sports persons bagged 67 Medals.

(iv) On the basis of their performance during different championships, the following Railways' players have qualified till then, for representing the Country in the Olympics in 2016:-

Sl.No.	Name	Game
1.	Shri Mangal Singh Champia	Archery
2.	Ms. L. Bombayla Devi	Archery
3.	Ms. Laxmirani Majhi	Archery
4.	Ms. O.P. Jaisha	Athletics
5.	Ms. Lalita Babar	Athletics
6.	Ms. Tintu Luka	Athletics
7.	Ms. Sudha Singh	Athletics
8.	Ms. Manpreet Kaur	Athletics
9.	Ms. Khusbir Kaur	Athletics
10.	Shri Hardeep Singh	Greco-Roman Wrestling
11.	Ms. Ayonika Paul	Shooting
12.	Shri Sandeep Sejwal	Swimming
13.	Shri Sajan Prakash	Swimming
14.	Shri Satiesh Kumar	Weightlifting
15.	Ms. S. Chanu	Weightlifting
16.	Ms. Shakshi Malik	Wrestling

In addition to the above, 3 players in India's Men Hockey team and 16 in Indian Women Hockey team probables for Rio Olympic Games 2016, are from Indian Railways. It was also mentioned that this is the largest contingent ever of Railways players ANNEXURE-5.

128. The Committee appreciates the effort put in by Indian Railways for promotion of sports in India and the initiatives taken by it at various levels starting from Zonal level to National and International levels. The Committee suggests that since Indian Railways has a vast Network across the Country, it should consider setting up of Sports Centres in rural areas also, which will also improve their out reach as well as increase their pool of Sportspersons. The Committee also recommends that SAI should co-ordinate with Indian Railways in setting up these rural centres and also provide expertise.

POWERGRID CORPORATION OF INDIA LTD.

129. The representatives of Powergrid Corporation of India Ltd., informed that the company had, as per the comprehensive guidelines for promotion of sports, conducted Inter-regional Tournaments on annual basis for the employees or children of employees for the following sports/games:

- Athletics
- Badminton
- Carom and Bridge
- Chess
- Cricket
- Football
- Kabaddi
- Lawn Tennis
- Table Tennis
- Volley Ball

To ensure that the sports meets are conducted in organized manner and are spread over the entire year, Corporate Centre, in consultation with regional centres, finalizes the yearly schedule for different sports meet in the beginning of the year and circulates the same to all concerned for implementation. Each region is assigned one or two sports events for conducting Inter-Regional Meet by rotation. POWERGRID provides all sports infrastructural facilities and other assistance like fields/play grounds with relevant equipment for organizing the inter-regional sports meet. Sports kits are also provided to the players. The procedures for selection of employees for various tournaments and conditioning camp have also been defined in the guidelines.

130. POWERGRID has developed various sports facilities at Sub-stations, Regional Head Quarters and at Corporate Centre like:

Football ground at Jabalpur, Kanpur and Bhadrawati sub-stations

Cricket ground at Jabalpur, Kanpur, Dehgam sub-stations

Facilities for Table Tennis, Chess, Carom, Badminton courts (Indoor/Outdoor) and Gymnasium at all major Sub-stations of POWERGRID, at all nine Regional Head Quarter and Corporate Centre

Facilities of Skating Ground, Volley ball and Lawn Tennis courts are also available at Corporate Centre, Gurgaon

For encouraging Sports activities, there is provision in the Leave Rules of POWERGRID for granting Special Casual Leave to employees as below:

Special Casual Leave upto 30 days in a calendar year may be granted:

To employees selected to represent the Company in tournaments recognized by the State/National Association for the game concerned.

To employees selected to represent the District or the State or All India in a recognized tournament.

To employees selected to participate in training/coaching camps by State Associations.

To employees required to act as Umpires in tournaments of National/International importance.

To employees selected to participate in local tournament on behalf of POWERGRID.

To employees participating in mountaineering and trekking arranged by recognized clubs/associations.

Employees participating in inter-unit or inter-Departmental tournament can also be granted Special Casual Leave not exceeding 10 days at a time, which can also be permitted by competent authority to be combined with Earned Leave.

131. The representatives further added that POWERGRID participates in the Inter-CPSU sports tournament conducted by Power Sports Control Board (PSCB) or any other body. For such participation, POWERGRID teams are selected on the basis of inter-regional tournament. Playing kits, cost sharing on travelling, boarding and lodging and incentives to winners are well defined as mentioned below:-

Special incentive for Winners:

The Special incentive for wining in Inter-CPSU tournament are as under:

Team Event:

1st Position : ₹2000/- to all members.

2nd Position : ₹1000/- to all members.

Individual and Doubles Event:

1st Position : ₹5000/-(to both players in case of doubles)

2nd Position : ₹3000/-(to both players in case of doubles).

He further pointed out that POWERGRID Sports Promotion Council (PSPC), an advisory apex body has been constituted for taking various measures for building up sports, infrastructural facilities and development of sports culture.

The PSPC Objectives were:-

- (a) To inculcate sports consciousness and awareness amongst employees/family members
- (b) To suggest necessary sports infrastructural facilities to encourage participation on large scale.
- (c) To identify talented children of POWERGRID employees as well as others and to train and nurture them so as to help realize their full potential.
- (d) To advise POWERGRID on recruitment of Sports Persons of repute and engagement of coaches to ensure that proper training/coaching is imparted to all.
- (e) To suggest incentives in terms of leave/financial benefits.
- (f) To build and develop POWERGRID teams for various events and field them in National/State/Local events.

As regards recruitment of Sportspersons in Powergrid Corporation, it was submitted that most of the recruitments are done for Technical post/professionals in engineering and managements. Hence, recruitment for Group 'C' posts are negligible and after accounting for other reservations for SCs/Sts etc. hardly any percentage is left of sportsperson. Hence, no recruitment is presently done by them.

132. The representative further added that under CSR, POWERGRID has undertaken various activities primarily towards creating sports infrastructure in different parts of the Country including in the North-East and Tribal Regions. POWERGRID has not fixed any percentage of funds earmarked for CSR to be spent on any activity enlisted in Schedule VII of the Companies Act. Proposals which are conceived and initiated by various POWERGRID offices are placed before the CSR Committee for its consideration and recommendations for eventual sanction by the Board of Directors.

NTPC

133. The representative of NTPC submitted that it received a request for contribution to NSDF before Common Wealth Games 2010 and a contribution of ₹20 crores was made by way of sponsorship to the organizing Committee of the games. For promotion of sports, NTPC has constituted the National Sports Promotion Board in 1985. National Sports Promotion Board has structure of executive Committee at the apex level, regional sub-Committee and local councils. The objectives of the Scheme include promoting, developing and organizing sports events in NTPC and other establishments. Identifying sporting talents and nurturing sports talents and from amongst land oustees and local population and develop them. Various events are organized in around 13 sports disciplines like Football, Volleyball, Basket Ball, Badminton, TT, Hockey, Cricket, Tennis, Bridge, Chess, Swimming, and Billiards.

134. NTPC Sports Promotion Board is a member of All India Public Sector Sports Promotion Board (AIPSSPB) and member of Power Sports Control Board (PSCB). NTPC has been sponsoring employees regularly for Airtel Half Marathon at Delhi and Pinkthon Marathon for ladies at Delhi. Apart from the above, all projects Sports Councils are functioning and sports are regularly organized through Welfare Clubs and Competitions are held every year. Approximately about ₹60 lacs are spent annually on organizing sports for employees and their family members through sports councils, clubs and welfare bodies.

NTPC has also been sponsoring deserving candidates for sports in International competitions. In line with item no (vii) of Schedule VII of Companies Act, 2013, 'training to promote rural sports, Nationally recognized sports, Paralympics sports and Olympics sports', NTPC's CSR and Sustainability Policy provides for taking up activities like rural sports, competitions, coaching camps, distribution of sports kit, promotion of traditional/Nationally recognized sports, Paralympics sports and Olympics Sports and sports related infrastructure. NTPC Board has approved to allocate about 1-2% of CSR budget for sports related activities. In order to promote rural sports, NTPC Stations/Projects take up the following activities in neighbourhood villages on a regular basis:

- Rural sports competitions.
- Coaching camps, distribution of Sports Kit
- Sports related infrastructure.

135. The representative further added that NTPC spent about ₹113 lacs in 2014-15 and ₹141 lacs in 2015-16 for undertaking the above sports related activities with about 10,000 beneficiaries. NTPC has allocated an amount of ₹10 crore for "Sports Stadium" for promotion of sports, create and maintain infrastructure facilities of International standard and nurture sports talents in the Country, to be operationalized through Power Sports Control Board (PSCB). On a specific query on sports promotion of North-Eastern and Tribal Region, it was submitted that NTPC follows norms and guidelines for recruitment as per Government directives and there is no separate sports quota earmarked for it. Further, it was submitted that one project in Bongaigaon is located in Assam, in the North-East and many other projects like Korba in Chhattisgarh and Rihand in Sonebhadra (U.P) are in the tribal belt, where NTPC promotes sports for land oustees as well as people around the projects. NTPC also promotes deserving sporting activities pan India outside the organization. For the year 2013-14, the organization has sponsored a total amount of ₹47.50 lacs for events like Marathon, Tennis, Hockey, Badminton, Football, Snooker, Wrestling, Handball and Cricket. In the year 2014-15, NTPC had sponsored an amount of ₹82.50 lacs for events like Inter-state Athletic Events Meet, Tennis, Football, Polio, Forest Sports Meet, Hockey, Snooker. In the year 2015-16, NTPC had sponsored ₹2 crores for World Hockey League held at Raipur and ₹34 lacs for Mountaineering, Tennis, Badminton & TT. Various Sports tournaments are organized in two groups, namely Junior Group for students studying up VII & senior group for students studying in Class VIII-XII for boys and girls separately. All the Tournaments are organized through Sports Council. The cash prizes for TT, Tennis, Badminton are ₹5000/- for winner and ₹3000/- for Runner-up, while for Cricket ₹20,000/- for Winner Team and ₹15,000/- for Runner-up Team.

FCI

136. The representatives of Food Corporation of India (FCI) submitted that there is a Sports Control Board at present known as Sports Promotion Board, FCI. Under the control/guidelines of Sports Promotion Board (SPB), Sports Committees are functioning at Zonal/Regional level, called as Zonal/Regional Sports Promotion Committee. SPB encourages its sportspersons through participation in various prominent Tournaments as well as All India Public Sector Tournaments/ National Championships in almost all major disciplines of sports, FCI also encourages sportspersons by providing financial assistance for their participation in accredited International events abroad.

137. The Food Corporation of India Sports Promotion Board organizes All India Inter-Zonal Tournaments in Football, Cricket, Hockey, Badminton and Table Tennis every year. FCI Sports Promotion Board and its Zonal Sports Promotion Committees are affiliated with the under mentioned National and State level Federations/Associations:

1. Indian Football Association
2. Badminton Association of India
3. Table Tennis Federation of India
4. Hockey India
5. Indian Power-lifting Federation
6. Indian Weightlifting Federation
7. All India Public Sector Sports Promotion Board
8. Delhi and District Cricket Association
9. Delhi Hockey Association
10. Delhi Soccer Association
11. Delhi Table Tennis Association
12. Delhi Badminton Association

138. FCI has been encouraging young, talented and budding students/sports persons since 1986 through Stipend Scheme keeping with the objectives of National Sports Policy. The monthly stipend ranging from ₹8000 p.m (Elite Stipend) to ₹15000 p.m (Premier Stipend) are granted in the age groups of 15-18 years and 18-24 years. About 150 promising sportspersons showing potential for outstanding performances are granted stipend in the scheme. The sportspersons are given adequate exposure at State/National level, as part of the FCI team. FCI also gives various cash incentives for sportspersons at various levels starting from ₹5000/- at State level to ₹10 lakhs for Olympics medal winning performance and also National and Internationals award winners (Arjuna, Padma, Dronacharya etc.). Apart from this, other incentives like additional increments are given to sportspersons, coaches, referees and umpires.

139. The representatives also informed that recruitment of sportspersons is done from time to time in accordance to Government of India Policy guidelines and provisions FCI (staff)

Regulations. At present, there is a total of 276 sportspersons under its rolls. As regards contribution to NSDF, FCI representative submitted that the Corporation does not earn any profit as it manages food subsidy schemes of Government of India and hence it does not come under the Companies Act and rules relating to CSR. Hence, FCI does not make any contribution to NSDF but Sports Promotion Board of FCI has been working since last 3 decades. It also submitted that ₹430.77 lakhs (in 2013-14) and ₹374.84 lakhs (provisional for 2014-15), out of which, ₹69.26 lakhs and ₹61.61 lakhs were spent in the North Eastern Region.

140. The Committee notes that there is still some confusion among the PSUs regarding NSDF and CSR. The Committee observes that CSR comes under the Companies Act, while NSDF comes under Society Endowment Act. Hence, contribution under CSR cannot be equated to NSDF. The Committee, therefore, recommends that the Department of Sports, in coordination with Department of Public Enterprises and Department of Corporate Affairs, should immediately undertake with right earnest, to educate the PSUs/PSBs about the functioning of NSDF as well as the process of making contributions thereto.

STEEL AUTHORITY OF INDIA LTD.

141. SAIL has established several residential Sports Academics like:

- Football Academy at Burnpur (Senior Boys)
- Football Academy at Bokaro (Boys)
- Hockey Academy at Rourkela (Boys)
- Athletics Academy at Bhilai (Boys)
- Athletics Academy at Durgapur (Girls)
- Archery Academy at Kiriburu (Boys & Girls)

The Sports academics cover the peripheral areas of the steel plants as well as different regions of the Country and select suitable young talents for enrolment. The trainees are put through strict training by well-qualified coaches in each of the fields and groomed to higher levels of competence. Since then, the area of sports has expanded manifold in SAIL and encompasses National and International level sports events and association of eminent sports persons. The basic philosophy of SAIL for development of sports academy focuses on:

- Spotting young talent with the idea of 'Catching'em Young, and imparting training to them to raise them to National and International standards.
- Developing a few selected disciplines for better attention and results.
- Formation of academics in selected sports disciplines.
- Promoting promising talents by awarding scholarships

142. A Committee at the Corporate Level of the Company monitors all the sports Academy activities of SAIL, including policy formations and their implementation, budget, co-ordination with the steel plants and outside agencies etc. The Committee's work is aided by a sports cell in each

plant/unit, headed by a sports officer, which conducts year-long sports activities in different disciplines at the unit level.

NATIONAL BUILDINGS CONSTRUCTION CORPORATION (NBCC)

143. The National Buildings Construction Corporation (NBCC) Limited submitted that it has not contributed any amount to NSDF from CSR Funds for want of specific proposal nor has it sponsored any individual player nor adopted any SAI centre/events etc. from CSR Funds as no such proposal is available with NBCC. During the FY 2012-13, NBCC has sponsored the Future Kids Scheme of Bengal Tennis Association, Kolkata and has extended financial help of ₹500 lacs to Bengal Tennis Association. Under this Scheme, 12 boys and girls from clubs and Tennis Centres all over Kolkata and neighboring districts of West Bengal were adopted by Bengal Tennis Association through an intensive selection trail. Bengal Tennis Association has spent on clothing, tennis coaching, fitness, participation in tournaments and exchange programs with reputed tennis academics in Europe, Australia and America. Mission of the Scheme was to produce National and International level Tennis Players.

144. The Committee was informed that a draft sport policy for promotion of sports in the Company as well as in the Country and weightage for recruitment of sportspersons has been prepared and is under consideration. The representatives submitted that no guidelines from the Government/Ministry have been received by it. NBCC also does not have a Sports Promotion Board presently. **The Committee is happy to note the representative of NBCC committed for making a contribution of ₹10 lakhs for NSDF and encourage other PSUs to take similar steps to improve the status of sports in the Country and infrastructure facilities for games.**

POWER FINANCE CORPORATION

145. Power Finance Corporation (PFC) submitted that a PFC is a regular member of Power Sports Control Board (PSCB) has been paying annual membership on yearly basis to PSCB and at the membership fees at ₹2.5 lakh. PFC has been regularly nominating its employees to various sports tournaments organized by the power sector (PSUs) across the year. They also submitted that PFC has established Gym facilities to maintain the fitness of its employees and table tennis. They also submitted that PFC had not received any formal communication about establishment of National Sports Development Fund and contribution to be made by CPSE in this fund. PFC also submitted that no request had been received from Ministry of Sports requesting contribution in the NSDF.

HUDCO

146. Housing and Urban Development Corporation Limited (HUDCO) has contributed ₹75lacs to NSDF in the following events:

- (i) ₹25 lacs in 2000 for augmenting the resources for creation of infrastructure for sports.
- (ii) ₹25 lacs in 2003 for utilization for 8th National Youth Festival at Thiruvananthapuram
- (iii) ₹25 lacs in 2003 for Afro-Asian Games, Government of Andhra Pradesh.

It was informed that HUDCO has not sponsored any individual players through CSR, nor is there any bifurcation of funds available under CSR, for Sports activities. However, it was informed that a fresh proposal will be initiated for framing a sports policy. The representative of HUDCO informed the Committee that it has not received guidelines from Government or the Ministry of HUPA in this regard and hence there is currently no Sports Promotion Board in HUDCO. The following steps are being taken for promotion of sports:-

- Sponsoring of sports events organized by other organizations (Income Tax Sports Recreation Club)
- Annual Sports Day is being organized by HUDCO for its employees.

147. **The Committee visited the Athletic Track inside the main stadium of Jawaharlal Nehru Sports Complex to assess the available track and field facilities as well as interaction with coaches and budding athletes practicing there. Track and field facilities are usually designed as multi-purpose facilities, and generally used for daily training as well as staging National, regional or local competitions. The staging of competitions at higher levels, of course, entails more extensive requirements for sports facilities, particularly concerning the infrastructure and regular maintenance. The Committee was dismayed to find the worn-out status of track and field facilities. The upkeep seemed to be disastrous and grass field surrounded inside this oval running track was also in pitiable condition. The track had caved in at several places and was dangerous for anybody going for athletics practice. It was told that there was a tunnel underneath the track and was prone to collapse. There were several potholes which were several feet deep and were death traps for the athletes.**

148. **The Committee observes that the prevailing condition demanded fresh replacement and laying of eight lane international sized synthetic athletic track so as to tide over the disarray of track and field facilities. The grass field imposed inside the oval track also required immediate soil/sand filling accompanied with proper leveling and fresh laying of grass so as to give a world class look. This area is very vital since other sports events like throws and jumping events are organized here.**

149. **The Committee observes that the prevailing conditions have led to a sore point for players. It was felt that this football ground needs a thorough upliftment befitting the international standard since Jawaharlal Nehru Stadium sports complex is well known multi-purpose sports arena where several sports events like Asian Games in 1982, Asian Championship Athletics in 1989 and Commonwealth Games in 2010 were organized.**

150. **The Committee further visited the football ground beside the main stadium, where selected budding players come for the practice session for football. The Committee was anguished to find that the football ground is in unplayable condition as the maintenance was almost at the lowest ebb. It was also told that the field had not been maintained for the last one and half years. The CPWD Engineer present at the site told that they have not been given money for carrying out maintenance works. This ground was prepared at a cost of ₹2.50 crores and International pitch was laid. Since no maintenance was carried out for so long, it was dusty and full of potholes and looked like drought affected agricultural field.**

Members were very anguished to see the sad state of affairs. The Committee impressed upon the Ministry to setup a high level inquiry and fix responsibility for omission and commission and send the report to the Committee within one month from the presentation of this report to the House. The Committee also directs that upkeep, maintenance and administration must be handed over to responsible persons with professional experience.

III. VISIT OF THE COMMITTEE TO CHENNAI, VISHAKHAPATNAM, BHOPAL, UJJAIN AND INDORE

(D) Chennai

151. The representative of Neyveli Lignite Corporation (NLC) submitted that the NLC Sports Control Board was formed in the year 1985 for the promotion of Sports. Around 250 sports persons were recruited during the period from 1985 to 1990. However, further recruitment in sports quota could not be made due to over-manning, consequent to the closure of Fertilizer and B& C Factories and re-deployment to other units.

152. NLC has spent nearly about ₹5.50 crores for the construction of three indoor shuttle courts and three swimming pools, including an International standard 50 M Swimming pool in Neyveli. NLC also has a Golf course, which celebrated its silver jubilee year in the year 2015. NLC runs Sports School in partnership with the Sports Development Authority of Tamil Nadu and through which Athletics, Basketball and Football are promoted. Nearly 100 School students belonging to various places in Tamil Nadu are under the care of NLC. Senior Sports employees are used as coaches in NLC Schools.

153. NLC also organised the following sports events in their campus:-

State Junior Basket Ball Championship

State Junior Swimming Championship.

State Junior Chess Championship.

National Junior Football Championship.

Thruvalluar University women football tournament

Tamil Nadu school games federation of India-Cycling competition.

CHENNAI PETROLEUM CORPORATION LIMITED (CPCL)

154. The representative of Chennai Petroleum Corporation Limited (CPCL) submitted that it contributed an amount of ₹1,00,000/- to NSDF. Apart from this, CPCL has been contributing to Petroleum Sports Promotion Board (PSPB) on yearly basis. The details are given below:

Year	Amount Contributed (₹ in lakhs)
2012-13	5.80
2013-14	7.02
2014-15	6.00
2015-16	4.22

CPCL has made contributions for organizing the Chennai Open Tennis Tournament conducted by the Association of Tennis Professionals (ATP). CPCL contributed totally, an amount of ₹2.5 crore *i.e.*, ₹50 lacs every year from 2005 onwards for five years. In addition, CPCL had contributed ₹15 lacs for conducting the 7th Edition of the National Premier League Matches held by the All India Football Federation in the year 2002 and ₹10 lacs for conducting National Games in the 2003 to M/s. Indian Oil Corporation Ltd. being the nodal agency. Since CPCL has incurred losses (Before Tax) consecutively for the last four financial years till 2014-15 no further significant contribution could be made.

STATE BANK OF INDIA

155. The representative of Local Head Office of State Bank of India, Chennai informed that SBI undertakes various activities to promote Sports. SBI has been allocating funds to the tune of ₹3.00 crore on yearly basis out of the total Staff Welfare Fund specifically for holding Inter-circle Tournaments participated by own employees (among 14 Circles of the Bank) in the game Cricket, Football, Hockey, Basketball, Volleyball, Table Tennis. This apart, additional fund required if any, are also allocated to meet the Circle's requirements for promotion/conduct of various other sporting activities at the local level. Out of the present strength of 795 sportspersons in the Bank, 420 were recruited under sports quota. The category-wise details of jobs are as under:

Officers-214, Clerical-199, Sub-staff-7 Total - 420

The Selection criteria for sportspersons are as under:

- (1) **Eligibility Norms: Age** - for all category staff-Between 18 and 26 years, Relaxation in age will be permitted in the case of reserved categories as per guidelines issued by the Government from time to time.
- (2) **Educational Qualifications:**

Officers : Graduation in any discipline.

Clerical : SSC/SSLC/Matriculation or equivalent.

Sub-staff : 5th Standard pass with ability to read and write.
- (3) **Sports Qualifications:**

Officers : Should have represented the country or won an Arjun Award or represented the State with distinction for at least five years in continuation.

Clerical : Should have represented the State in National event, or the District in State level event or the University in an Inter-University event with distinction or if he was a member of the Combined Universities Team with distinction.

Sub-staff : Should have represented the District in a State Level event or should have participated in a All India School event with distinction.

Suitability and Selection: There is no examination, provided that sportspersons fulfil the eligibility criteria in respect of educational standards, age, etc.

Provided that the sportsperson being considered for appointment has applied for the vacancy sanctioned by Corporate Centre keeping in view the ceiling fixed by the GOI for such appointments in a year.

156. As per records available with the Bank it is not making any specific contributions to NSDF. However, during 2014-15, Bank has donated ₹15.00 lacs for promotion of sports under CSR. Apart from sponsoring sport's meets/ tournaments etc., Bank has donated a bus to Jude Felix Hockey Academy, Bangalore to facilitate the players to participate in various tournaments. During the Financial Year 2015-16 Bank has donated ₹2.21 crore for promotion of sports under CSR, out of which ₹2 crore has been donated to Mary Kom Regional Boxing Foundation, Manipur for construction of Boy's Hostel. Incidentally, the said charitable Foundation is engaged in developing/ grooming youth with potential from under-privileged background to become champions in the field of boxing. Those selected are provided with free training, lodging, boarding, sports kit and all other related expenses. Large number of sports meets, competitions for differently-abled, various State level and National Level Championships etc. have also been sponsored by the Bank. Few individuals like Kabyanil Talukdar, Gold Medallist, Rubik's Cube (Asia), Mr. Ralliantawana, for participation in World Badminton Championship have been supported by the Bank under CSR. Besides, promoting rural sports, nationally recognized sports, Para-Olympic Sports and Olympic Sports, the Bank through its 14 Local Head Offices spread across the country, render support to various sports events and encourage individual talent in various games/sports.

157. The Bank has also been sponsoring actively the Pro-Kabaddi tournament, which is organized every year at the National level. The Bank has been very positive in encouraging rural sports, honouring sportsperson/players on the Bank day and also at the local level for their performances. The Sports Control Board (SCB) has been instrumental in providing the impetus to the spread of sports culture primarily through recruitment of successful sports personalities in various disciplines and nurturing the upcoming talents. The Board has framed policies for recruitment of sportspersons in various games, namely, Cricket Football, Basketball, Volleyball, Hockey, Kabaddi and prescribed other facilities/benefits for promoting the cause of sportspersons (details given as under). The Board also takes a review of various facilities provided to the sportspersons keeping in view the need from time to time.

Benefits/Facilities available to Sportspersons

158. The Bank provides the facility of special leave to sportsperson employees for participating in the tournaments in the recognized games held at National/ International/ State, including Junior National levels and Veteran Sportsperson tournaments to the extent of 30 days at any one instance and maximum 180 days in a calendar year with additional leave for foreign tours and coaching camps. Requests for special leave to attend selection trials/ selection camps/ coaching camps/ physical training camps etc. held for selection of State/National teams are also considered. Leave of the above nature, beyond 30 days in one instance, is also sanctioned in deserving cases. Employees who officiate as Coaches, Managers, Selectors, Referees, Judges, Umpires etc. in the Junior National/National/International level tournaments are also entitled to special leave. Active sportspersons are also given a reasonable time-off for practice during the season the game is played and the extent of time-off is determined according to the nature of the game. In addition, various

facilities are extended to sportspersons, viz. weightage in promotion and consideration for one out-of-turn promotion, exemption from Rural and Semi-urban (RUSU) assignments, for promotion to officers' cadre up to certain grades, are in accordance with the guidelines issued by the GOI in 1992, financial assistance to handicapped Sportspersons etc.

CANARA BANK

159. The representative of Canara Bank submitted that Canara Bank, has been encouraging the sports fraternity. Canara Bank Sports Council at Head Office was setup in the year 1984 to monitor/encourage Sports in the Bank. The Sports Council at Head Office is responsible for growth of Sports and sportsperson in the Bank. The Bank is sponsoring Teams in 6 Disciplines viz., Athletics (Women), Ball Badminton, Cricket, Hockey, Shuttle Badminton and Table Tennis. Bank is promoting the National Sports by way of identifying talented sports persons throughout the Country in various disciplines and by following due procedure wherein sports persons are recruited in the Bank under sports category. Bank has so far recruited 77 sportspersons, out of which presently 40 are active players in 6 disciplines:

Athletes 4, Hockey 12, Cricket 16, Ball Badminton 3, Shuttle Badminton and Table Tennis 3.

160. The criteria for recruitment in various posts are as follows: -

- ✧ Sub-staff - Passed in 10th Standard but should not have passed 12th Standard.
- ✧ SWOA (Clerk) - Graduation from a recognized University and Compulsory Computer knowledge.
- ✧ Officer- Graduation from a recognized University and Compulsory Computer knowledge.

161. Some of Sportspersons from the Bank have participated in the National and International tournaments/events and represented State/Country and brought laurels to the State/Country. Few personalities' names are given here below:

- Ms. Shantha Rangaswamy (Rose to the level of General Manger)-Cricket (Ex-International and Arjuna Awardee)
- Shri B.K. Venkatesh Prasad, DGM - Cricket (Ex-International and Arjuna Awardee)-ICC World Cup - 1996 &1999
- Shri Sunil B.Joshi, Divisional Manager,-Cricket (Ex-International and Ekalavya Award).
- Shri Bharat Chetri, Manager-Hockey (Ex-International, Ex-Olympian, Asian Games-Silver Medal, Comonwealth Games-Silver Medal and Junior World Cup- Gold Medal).
- Smt. H.M. Jyothi, Manager - Athletics (International) (Asian Athletics-Bronze, 100Mts. and Commonwealth Games-Bronze 4x100 Mts. Relay)

162. Apart from the Teams at Head Office, the Bank also sponsors Teams at Circle level for the local/regional/ Inter-Bank/Institutional Tournaments. The performance is monitored by the

respective Sports Council, nominated at the respective Circles. The Bank has been sanctioning sports budget every year to the Six Sponsored Teams at Head Office and to the Sports Councils at Circles for propagating sports/sporting activities. Talented students in the age group between 15 to 21 years are taken under the scholarship scheme to represent the Bank's Team in various State/Inter-Bank Tournaments. Every year, approximately budget of ₹30 lacs is earmarked for sports activities. For the financial year 2015-16, an amount of ₹26,30,352/- has been utilized for sports activities out of the budget of ₹30 lacs.

The Bank submitted that for contribution to National Sports Development Fund (NSDF), it would be substantial and may require the specific guidelines/instructions from the Ministry of Finance. Moreover, since such contributions cannot be contributed under CSR activities, the Bank needs specific instructions from the Ministry of Finance to make such contributions.

Promotion of Sports Tournaments:

Bank was able to promote Sporting events at the State/National level:-

- ★ State Level Men and Women Ball Badminton Tournament at Huliya, Tumakuru District, Karnataka in the year 2011-12 where more than 200 players participated.
- ★ State Level Ball Badminton Tournament for Men was Co-sponsored by Bank during 2013 and 2015 in Mysuru, 2014 in Bellary.
- ★ Inter-State Zonal Ball Badminton Championship held at Chanarayapatna, Hassan District, was also Co-Sponsored by Bank during 2015.
- ★ All India Jawahar Lal Nehru Memorial Hockey Tournament held at New Delhi, was co-sponsored by the Bank during the year 2013-14 and 2015.
- ★ All India Beighton Cup Hockey Tournament held at Kolkata, which is one of the oldest sporting events in the World, was also co-sponsored by the Bank during the year 2014 and 2015.
- ★ Bank was the main Sponsor of the All India Senior Ranking Shuttle Badminton Tournament held at Bangalore during 2014.
- ★ Bank was the main Sponsor of the Karnataka State Junior and Senior State Athletic meet held at Bangalore during 2015.

163. Indian Banks Association formed BSB (Bank sports Board) to cater to the needs of sports persons working in Banks. Bank Sports Board framed policies with regard to facilities for sports persons. After the closure of Bank Sports Board in 2008, Banks had the discretion to frame their own policy. But, Bank is following and practicing the guidelines framed by the erstwhile Bank Sports Board. The details of the guidelines of the Bank Spots Board are as follows:-

- ✱ **Special Leave:** Whenever any sports person represents the Bank team in any tournament at the State/National level, they are provided with 75 days of special leave in a calendar year.
- ✱ **Duty Leave:** Whenever any sports person represents the State/Country in any

tournament at the National/International level, they are provided with duty leave without any ceiling limit, including pre-participation coaching camps.

- ✱ **Time-Off Facility:** Whenever any player of Bank teams is going to participate in any tournaments at State/National level, they are provided with additional time-off facility to have enough practice and prepare well for the tournaments scheduled.
- ✱ **Increments:** Sports persons who have achieved excellence in tournaments at National/International level will be eligible for increments for his/her performance. One increment for excelling at the National level and two increments for excelling at the International level in a year. The total number of increments to be awarded to an individual shall not exceed five in his/her entire career.
- ✱ **Special Leave Coaching:** Players/Employees of the Bank, who take up coaching for the District/State/Zone/Country in tournaments including pre-participating coaching camps, are provided with 45 days of special leave in a calendar year.
- ✱ **Injuries:** Whenever any player gets injured, he/she is permitted 100% medical reimbursement along with the treatment prescribed by the Doctor treating the injury. Depending upon the seriousness of the injury and medical certificate given by the Doctor necessary leave is also permitted.
- ✱ **Country/Premier Leagues:** Players are permitted to play in overseas professional league matches to get exposure to the conditions which in turn will help them in improving their game. The Bank provides them Extra Ordinary Leave on Loss of Pay for a period not more than 02 years in their entire service career.
- ✱ **Out-of-turn Promotion:** Players are eligible for out-of-turn promotion, if they participate in highly rated International events like Olympic Games, Asian Games, World Cup Tournaments, Commonwealth Games, SAARC Games, SAF Games, Champions Trophy Tournaments and Cricket Test Series. These are events which are held once in four years or biannually with the exception of Cricket. At National Level, the player should have represented the State for five years and should have two medal winning performances. So far, Bank has given 50 out-of-turn promotions to sportspersons who have been recruited under sports category.
- ✱ **TA/HA:** Bank provides TA/HA to the players who represented the Bank teams in the tournament at the State/National level. Even, when players are representing the State teams TA/HA is provided by the Bank, subject to the condition that the State Association is not providing any facilities.
- ✱ **Scholarship:** Talented young players between the ages of 18-21 years are enrolled in the scheme of scholarship formulated by Bank. As per the requirement of the teams, scholarship players are provided to the teams.
- ✱ **Recruitment:** As per the Recruitment policy approved by the Board of Director.
- ✱ **Out of Pocket Expenses:** Whenever players represents the Bank teams in tournaments at State level, they are provided with OPE (Out of Pocket Expenses) to cater to their dietary supplements during the competitions.

INDIAN OVERSEAS BANK

164. Indian Overseas Bank is actively engaged in promotion of Sports and Games and at present, there are 61 active sportsmen working in the Bank, who have been recruited, under Sports Quota, in various categories - Officer Cadre, Clerical and Sub Staff Cadre depending on their Age, Educational Qualification and Sports Qualification (Credentials). For facilitating Sports Activities, each year, a Sports Budget is placed before the Bank for its approval. The following are funds earmarked for the last three financial years: -

April, 2013 to March, 2014	April, 2014 to March, 2015	April, 2015 to March, 2016
₹1,37,00,000	₹1,50,00,000	₹65,00,000

Indian Overseas Bank has regular teams in the following disciplines-

1. Ball Badminton
2. Basketball
3. Cricket
4. Hockey
5. Volleyball

165. The meritorious Sportsmen are recruited only on complying with norms specified for recruitment under sports quota, with regard to their Age, Educational Qualification and Outstanding performance at the National/International Level as per the policy approved by the Bank's Board. These Sportspersons are given permission for regular practice and On Duty Leave for representing Bank Team/State Team/Indian Team at the National/International level. Sports activities of the Bank are monitored by the Sports Board of the Bank, which comprises of three General Managers (includes General Manager, Personnel, who is the Secretary of the Sports Board), One Assistant General Manager (PAD/HADD), One Representative each from the officers Association/Union. All Policy decisions with regard to expenditure, recruitment, promotions, incentives and other matters relating to sports are finalized in the Sports Board and recommended to ED/CMD for approval, wherever necessary. Recruitment of outstanding sportspersons is done from all over the Country, irrespective of the region, taking into consideration only the merits of the performance of the sports person at the National/International Level.

166. Besides considering sponsorship of sports persons/events selectively, the Bank also identify and promote junior talent in games like Cricket, Hockey and volleyball by utilizing them as Guest Players and also remunerating them, according to their achievements/performance in sports. The representative of the Bank, however, submitted that it has not made any contribution to the National Sports Development Fund (NSDF) during the last three years.

(E) VISHAKHAPATNAM**RASHTRIYA ISPAT NIGAM LIMITED**

167. The representatives of Rashtriya Ispat Nigam Limited (RINL) submitted that it has been contributing and sponsoring individual players/sports meets and events in various Sports and

Games. However, no specific contributions have been made to NSDF. RINL has been sponsoring Individual Players representing the Country in Sports and Games like Roller Skating, Shuttle, Badminton, Power Lifting etc. Further, RINL was operating a National Volleyball Academy from the year 1996 to 1999. Due to financial constraints during that period of time, the Academy could not continue. The projects for promotion of sports under CSR are taken up on need basis in line with the provisions of Schedule-VII of Companies Act, 2013. Other activities taken up for providing encouragement of Sportspersons are given below:

- Infrastructural support for conduct of AP Revenue Sports Meet 2015.
- Sports activities for Differently-abled children-2014.
- Sports Activities for Differently-abled children at Ukku stadium-2013.
- 4th Vizag Steel Cup Football Tournament-2013.
- 24th AP Inter-District roller Hockey Championship-2012.
- Dr. Ambedkar Memorial National Boxing Championship-2012.
- 4th Inter Zonal Women National Boxing Championship, Vizag 2012.
- Invitation Hockey Tournament, Vizag-2012.
- Inter Club Football Championship-Vizag Steel Cup-2011.
- State level Senior Men and Women Badminton Championship 2011.
- Invitation Hockey Tournament, Vizag-2011.
- Inter-Steel (SPSB) Football Championship at Ukkunagaram-2011.
- 7th National Hobby 16 Sailing Championship-2011.

168. The Committee was informed that projects for promotion of sports are taken up on need basis in line with the provisions of Schedule VII of Companies Act, 2013 and overall CSR budget. RINL has formulated a set of rules and procedures relating to the functioning of Sports Council of RINL which advises the Sports Department regarding the various activities relating to Sports in RINL-VSP.

169. With regard to the recruitment of Sportspersons, RINL is following Guidelines/ Instructions laid down by DoPT *vide* OM No. 14034/01/2013-Estt.(D) dated 3rd October, 2013 in Group C & D, such as providing age relaxation up to 5 years, over and above the relaxations applicable in respective categories. As on date, 22 Sportspersons have been recruited in RINL till date. Out of these 22 sportspersons recruited, 13 are on the rolls and their category-wise breakup is as given below:

(i)	Body Building	-	1
(ii)	Boxing	-	1
(iii)	Cricket	-	1
(iv)	Shuttle Badminton	-	2
(v)	Volleyball	-	8
	TOTAL	-	13

170. They further informed that induction of manpower in RINL is governed by the Company's Recruitment Policy, under which recruitment to posts in the non-executive cadre is done through Employment Exchange and Press Advertisement as and when there is need for induction of manpower. RINL is giving relaxation to Meritorious Sportspersons for Group 'C' and 'D' posts, as per DoPT guidelines. Candidates who fulfill the prescribed eligibility criteria are considered for selection, if they apply against any advertisement or their names are sponsored by Employment Exchange against any Employment Notification.

171. They further added that RINL is a member of the Steel Plants Sports Board (SPSB) in which all Public Sector and some of the Private Sector Steel Plants are the members. Each year RINL contributes a sum of ₹ 5 lakhs to the SPCB, which conducts Inter steel Championships in 12 disciplines, viz. Athletics, Boxing, Badminton, Basketball, Cricket, Chess, Football, Kabaddi, Hockey, Volleyball, Roller Skating, Throw Ball and Weight Lifting. RINL is having a full-fledged Sports Department to monitor Sports Activities. The Sports Department is headed by an Assistant General Manager with adequate support staff. RINL is also having a Sports Committee, a bipartite forum which is an advisory body for sports related activities. With regard to the recruitment of Sportspersons from Tribal Regions for Group C & D Posts, RINL-VSP is seeking list of sponsor eligible candidates from ITDA, Paderu, which is a tribal area near Vishakhapatnam, including Meritorious Sports Persons (MSPs), though RINL has not recruited specifically from North East Region.

HINDUSTAN SHIPYARD LIMITED (HSL)

172. Hindustan Shipyard Limited (HSL) has been incurring losses for the last several years. As such, due to financial constraints it is not in a position to allocate any funds to NSDF (National Sports Development Fund). HSL is facing severe financial crunch and hence not adopted any SAI centre/events etc and none of the employees of HSL have represented in International events nor HSL has sponsored any individual players. HSL is incurring losses and have a negative net worth of ₹ 1,0023.29 crores as on 31st March 2015 and hence not mandated to allocate any funds towards CSR activities. However, a meagre amount is spent towards CSR activities like medical camps, blood donation, Swachh Bharat activities.

173. HSL has not framed any definite Sports policy. However, as per HSL's Recruitment Rules, under the heading sources of Recruitment, the candidates under the category of meritorious sports persons of State/National/International/Inter-University level, need not come through employment exchange subject to satisfying the qualification, experience and other requirements of the posts and are found suitable. In addition to the above, for games, sports, NCC, extra-curricular activities, due weightage is given to these categories of candidates. At present all the vacancies in the HSL are not being filled up but only those vacancies, which are absolutely necessary to meet the requirements of on-going projects are being filled up. Whenever recruitment action is taken, the concession provided as above for sports persons are being extended. HSL has not set up any Sports Promotion Board. However, certain concessions like granting of special casual leave to the employees participating in sports events are being extended to encourage employees to participate in various sports events.

STATE BANK OF HYDERABAD

174. The representatives of State Bank of Hyderabad (SBH) informed that their Bank is one of the first Public Sector Banks to recruit sportsmen mainly in cricket and football over the years on an ongoing basis. The present strength of cricket team is 18 and that of football team is 15. The Bank was recruiting outstanding sportspersons as and when vacancy arises for their Cricket and Football teams and eight Football players in the month of June, 2014 were recruited. International players like Sri Abid Ali, Sri Ambati Rayudu and Sri Pragyant Ojha were also recruited in Bank's Cricket team and 6 of the Bank's Cricket players Sri T. Suman, Sri B Sumanth, Sri Akash Bhandari, Sri Anirudh Singh (Deccan Charger), Sri A T Rayudu (Mumbai Indians), Sri Syed Ahmed Quadri Gazi (Rajasthan Royals) have represented in IPL matches. Smt. Mulini Reddy, International Volleyball player and 1st woman Arjun Awardee of the State and Sri Anil Mishra, State Table Tennis Player, were also recruited by the Bank under sports quota. The expenditure incurred by Sportsperson for participating in the tournaments are borne by the Bank. The Bank has incurred an amount of ₹15,16,918/- towards participation of Bank's Cricket and Football teams in various tournaments during the year 2015-16 and an amount of ₹5,38,212/- during the year 2016-17 so far. The cost of sports material (kits etc.) for Cricket and Football teams is also borne by the Bank. The Bank has incurred an amount of ₹4,21,534/- for providing sports material to Bank's Cricket Team in 2015 and an amount of ₹1,96,737/- for football team in 2016.

175. The representatives further added that Bank has contributed an amount of ₹20,00,000/- for conducting Badminton Asia Team Championship-2016. The Bank had sponsored an amount of ₹3,00,000/- to "Deaf Enabled Foundation", Hyderabad for organizing 20th National Games for the Deaf. It has contributed an amount of ₹1,00,000/- to Telangana Football Association, Hyderabad for conducting a Football tournament. Financial assistance of ₹1,00,000/- was provided for organizing an Inter-School sports competitions for the blind students on the eve of Children's Day. State Bank of Hyderabad has donated ₹1,00,000/- to "Secure Giving" an independent non-profit charitable trust. An amount of ₹15,000/- was given to Badminton Association of Telangana for organizing Badminton tournaments.

176. Regarding the recruitment of Sportsperson in the Bank and their promotions, the representative of State Bank of Hyderabad submitted that the Bank has recruited 115 Sportspersons in the Bank's Cricket (51 players) and Football (64 players) teams so far. Further, the Bank has already framed their Policy and guidelines for recruitment and promotion of Sportspersons in the Bank. The following criteria have been fixed for selection at various posts in the Bank:-

Sub-Ordinate posts:

Sportspersons who are in the age group of 18-26 years and having educational qualification of 5th standard and above but non-Matriculate and who have represented District at State level competitions or participated in All India School events are eligible for applying for Sub-ordinate posts in the Bank.

Clerical Posts:

Sportspersons who are in the age group of 18-26 years and having education qualification of pass in SSC/SSLC/Matriculate or equivalent and who have represented State

at National Level competitions or participated at 'Inter-University level' are eligible for applying for clerical posts in the Bank.

Officer Posts:

Sportspersons who are in the age group of 18-26 years and having education qualification of graduation in any discipline and who have represented Country at International level are eligible for applying for Officer posts in the Bank.

177. Guidelines for recruitment and promotion of sportspersons

- (i) Sports proficiency in Cricket and Football games are considered for recruitment in the Bank. There is no examination, provided the sportsmen fulfill the eligibility criteria in respect of educational standards, age etc. The candidates will be interviewed and selected, subject to their completing the other formalities such as satisfactory reports from Coaches and Recruitment Committee, Medical Examination and verification of antecedents etc. Sportspersons employees, who are recruited under sports quota, are given the following relaxations, wherever such promotion involves written examination and/or interview. Sportspersons are given a relaxation of 5% in qualifying marks for the written test while they appear for promotions. An additional 10% marks are given to them in the interview for promotions.
- (ii) Sportspersons representing the Country at International level or representing the State continuously for a minimum period of 5 years after joining the Bank at the National level in any recognized sport are being considered for out-of-turn promotion. Such promotions are given once in the entire service of the sportspersons employee. The Bank has promoted 18 players of Bank's cricket and football teams on the basis of their sports achievements under out-of-turn promotion policy. 17 players were promoted from Clerical to Officer Cadres and 1 player from Subordinate to Clerical cadre. Employees recruited under sports quota are not required to fulfill the obligation of completing rural or semi-urban service wherever necessary as long as they are active National/International players and/or playing for the Bank. However, these stipulations are to be fulfilled once they cease to be active players.

178. The representative of SBH, however, submitted that the Bank has not contributed to the NSDF as they have been sponsoring and promoting Sports and Sportspersons on their own. Further, on a specific query, it was informed that SBH has no presence in the North East Region and Tribal Regions of the Country. However, the Bank's Sports Recruitment is on all India basis.

ANDHRA BANK

179. The Andhra Bank recruited sports persons with good track record. It has a cricket team of 16 players recruited under sports category, a Kabaddi team of 11 players recruited under sports category. It has recruited 5 chess players under sports quota and it has also recruited one sports man representing sailing sports. The expenditure for the year 2013-14 is ₹ 3,42,423/-, 2014-15 is 3,48,296/- and 2015-16 is 7,62,314/-. The Bank has also given donations/sponsorship amounting to ₹ 11,22,000/- for various Sporting Events, Sports Kits etc. The sportspersons are permitted time

off for practice and special leave for tournaments. Match allowance, travelling expenses and boarding expenses are also reimbursed by the Bank as per eligibility in the respective scale/cadre to all these players when they represent the Bank. As per Banks Sports Board guidelines, Bank is providing Sports kit-Clothing, sports equipment to players once in 2 years. The representative of Andhra Bank informed that it has neither contributed to NSDF nor adopted any Sports Centre as it has not received any request from the SAI or the Department of Sports in this regard.

INDIAN BANK

180. Indian Bank has recruited more than 200 sports persons. There are 50 International players of the Bank, who have represented the Country in junior and senior International sports events. The Bank has teams in the following disciplines *viz.*, Athletics, Basket Ball, Cricket, Football, Hockey and Volleyball, which participates in various State and National level tournaments. The expenditure incurred by the Bank for development of sports in the last three years are as follows:-

(₹ in lakh)

Year	Amount
2014-15	48
2015-16	44.17
2016-17	60

The criteria for recruitment of Sportspersons in the Bank are as follows:

For Officer cadre:

Besides fulfilling minimum educational qualification for the post, he/she should have represented the Country or won Arjuna Award or represented the State with distinction for at least 5 years in continuation.

For Clerical Cadre:

Besides fulfilling minimum educational qualification for the post, he/she should have represented the State in National events or District in the State level events with distinction, or in an Inter-University event with distinction or member of combined Universities team.

The Bank is having regular teams in Athletics, Basketball, Cricket, Football, Hockey and Volley ball. The Bank has a Central Sports Committee headed by a General Manager and represented by Executive from Human Resource Management Department and Sportspersons of the Bank. The Committee is monitoring sports activities and recommends for any improvements to the top management.

The Indian Bank submitted that it was facing the following constraints in development of sports in NE-region.

- (a) Limited presence in the Region; and
- (b) Limited number of employees from NE-region.

The representative of the Bank further added National Sports Policy has two main objectives *viz.*, promotion of excellence in sports and broad basing of sports. In tune with

the same, Bank is promoting sports activities by encouraging its own employees, who have been hired under sports category and by training the upcoming sports-persons by engaging them in Bank's team by engaging stipend/guest players from schools and colleges. However, it was submitted that no contributions has been made to the NSDF.

SYNDICATE BANK

181. The representatives of the Syndicate Bank submitted that promotion and recruitments of Sportspersons are done as per Government/BSB of IBA policy duly approved. The following are the details of the amount spent on development Sports in the last three years:

(₹ in lakh)

Period	Amount
2013-14	21.75
2014-15	17.85
2015-16	34.77

As regards the recruitment of Sportspersons in the Bank, the following are the category-wise/cadre-wise sportspersons appointed in the Bank :

Grade	Number
Officers/Executive	85
Workmen	97

The Bank is directly contributing to the development of various sports events through their Regional Centres located across the Country by sponsoring various events on a case-to-case basis. Over the past three years, the amount spent by the bank is over ₹ 50 lakhs. The representative, however, added that the Bank has not recruited any sportspersons during the recent years and hence there are no sports teams of the Bank at present. It was further added that the Bank was strictly following the instructions continued in the Office Memorandum. F. No. 14034/01/2013-Estt.(D) dated 03.10.2013 issued by Government of India, Ministry of Personnel, Public Grievances and Pensions.

The Bank further added that an employee recruited on sports quota, or representing the Bank in sports, will be considered for out-of-turn promotion, if he represents the State at a National Events for 5 years and has a medal winning performances either as a winner or a runners-up in a team or individual event having played at the National level for 5 years not necessarily in successive Nationals.

182. **The Committee is disheartened to note that PSUs/PSBs are not taking the issue seriously as negligible improvement is seen in the performance of NSDF and other pro-Sports initiatives espoused by the Committee. The Committee, therefore, urges to various Departments of the Government of India like Department of Defence Production, under whom many of the major PSUs of the Country operate, to consider supporting Sports either in the form of contribution to NSDF or adopting some SAI Centre as well as recruitment**

of sportspersons in such organizations, which would go a long way in sending the right message to the Corporate world.

183. The Committee also recommends that Banks should step out and provide the last mile connection to the raw talents in the rural and Tribal areas as they have the local presence through their branches. Thus, Banks can, in co-ordination with SAI, identify such young talents and they could be nurtured further as this is where the real Indian Sports reside.

(F) Bhopal

CENTRAL BANK OF INDIA

184. The Committee interacted with PSUs and PSBs in Bhopal. The representative of the **Central Bank of India** submitted that the Bank is proactive in promoting sports activity and as a part of this endeavor an apex level Bank Recreation Club has been set up at their Corporate Office with one of the executive in the rank of General Manager as Chairman, one Deputy General Manager as Vice-President of Recreation Club. This apart, the Bank has extended various facilities like Duty concession/Time Off, Duty/Special Leave, permission to participate in various tournaments/matches/events etc. to members of staff for sports including Tracking/Mountaineering etc., through well-defined guidelines. Further, there are provisions in the Promotion Policy for officers and staff for out-of-turn promotion if their sports performance meets with certain criteria as laid down therein and even for 2nd out-of-turn promotion, in case of exemplary sports performance in recognized Sports activities. These guidelines also have provision for Out-of-turn increments for deserving sportspersons. The Bank further added that the sports activities promote competitive spirit among the staff. Bank has been earmarking sufficient funds on year-to-year basis for expending on sports and cultural activities as a part of staff welfare and year-wise breakup is

2011-12	₹25.00 lacs
2012-13	₹15.00 lacs
2013-14	₹20.00 lacs

185. The Bank further added that no sportspersons have been recruited from outside in the recent part. They further added that till date Bank had not contributed to NSDF so far as the Bank had been promoting sports in big way through its own team in the discipline of cricket, football, Hockey, Kabaddi, and Volleyball. Further, the Bank regularly allocates budget to its zones for sponsoring Rural Sports/competitions in various parts of the Country. On the promotion of sports in rural areas, Central Bank of India (CBI) submitted that in Jabalpur, they were organizing sports programme for disabled children. They also organized a Kite flying competition in Ujjain and boat sailing competition at Mandsoor Dam. The Bank also sponsored the Junior Tennis Tournament organized by International Tennis Federation and distributed awards to winners. They further added the Bank has regular teams in Football, Hockey, Kabbadi, Cricket and Volleyball with in-service talents.

186. The Bank further added that it had supported and encouraged young sporting talents to excel in their sporting career in North Eastern Region by sponsoring various sporting activities like

Athletics, Kabbadi, Badminton, Cricket, Football, Volleyball, Table Tennis, Polo etc. However, they had not recruited any sportspersons from North Eastern Region.

BANK OF INDIA

187. The representative of **Bank of India** submitted that BOI has recruited more than 100 sportspersons in the past, who have represented in State/National or International level tournaments in various sports activities *viz.* Cricket, Football, Kabbadi, Carrom, Kho-Kho, Athletics, Badminton etc. For promoting sports activities, the Bank has been conducting various tournaments on All India basis in different streams every year in these Sports. Besides the Bank grants Duty Leave to the sportspersons for participating in various sports events at State, National and International level. In addition, sportspersons are being extended relaxed working hours and Duty Leave for pre-tournament practice also. Further, reimbursement of travelling expenses and payment of Diem allowances is made to them whenever they are participating in sports tournaments. The Bank also provides Sportspersons with kits related to the sports, wherever required.

188. The Bank has established Zonal Sports Committees at each Zone, which takes care of sports activity in the Zones. In addition to that, Bank has established Sports Control Board at apex level. Bank also engages sportspersons in the age group of 18 to 21 years on monthly scholarship basis. Presently, the Bank has engaged 20 sportspersons on scholarship basis. They are being paid monthly stipend of ₹ 6000/- p.m. and they have also been insured for ₹ 2.00 lakhs against accidental injury.

189. The Bank has been recruiting sportspersons, who have represented in State/National or International level tournaments in various sports activities *viz.* Cricket, Football, Kabbadi, Carrom, Kho-Kho, Athletics, Badminton etc. The Bank has various regular teams in different streams in which sportspersons of repute are selected. They are very instrumental to promote the Bank's reputation at National/International level.

190. The Bank of India submitted they were following the guidelines of Banks' Sports Control Board of IBA for promotion of sports. At Bank level, Sports Control Board is at apex level which is presided by a General Manager and two persons each from Officers' Association and Staff Union to represent in the said Board. In the year 2016-17, ₹ 40.00 lakhs were allotted for conduct of sports activities at various zones of the Bank. The Bank has recently held Cricket tournament at Indore. Besides this, funds are allocated to individual Zones for conduct of sports activities at Zonal level. As recommended by the Bank's Sports Control Board, the Bank recruits sportspersons in the Bank after seeking Board approval. Besides, the Bank also granted out-of-turn increments to around 115 sportspersons for participation in National events and out-of-turn promotion was given to the sportspersons for representing India in International events.

PUNJAB NATIONAL BANK (PNB)

191. The representative of the Local Head Office of Punjab National Bank, Bhopal submitted that PNB has established PNB Hockey Academy in September, 2002 to promote National sport of Hockey. PNB Hockey Academy has two teams-Junior team of 25 players, in the age group of 14-18 and senior team of 25 players, above 18 years of age as employees.

Junior Team: Bank is providing boarding and lodging, training through professional coach, playing kits, dietician, doctor, transportation, insurance facilities and monthly stipend to junior players.

Senior Team: Senior team players are all permanent employees of the Bank. Recruited in clerical cadre, players have opportunity to take further promotions. Presently, the Bank has 5 players in the officers' grade.

192. Bank has a Board approved policy for recruitment of sportspersons since 2002. In terms of the said policy, Bank has so far recruited 39 sports persons as Hockey Players (Male) in clerical cadre. Out of these 39 sportsperson, 23 are still playing for Sr. Hockey Team of the Bank and 5 of them have since been promoted to Officers' Cadre and present strength of sportspersons in clerical cadre is 18. Recruitment of another 8 players in the year 2016-17 is in process. Bank has started Hockey Academy in the year 2002, for promotion of National sport of Hockey. Bank has allocated separate budget for the Hockey Academy. For the financial year 2016-17, a total budget of ₹ 2.20 crore has been allocated for Hockey Academy. Out of this, a budget of ₹ 1.27 crore has been allocated for senior hockey team and a budget of ₹ 0.93 crore has been allocated for junior hockey team. During last year *i.e.* 2015-16, against a budget of ₹ 0.96 crore, an amount of ₹0.68 crore has been spent for Senior Hockey Team and against a budget of ₹ 0.73 crore, ₹ 0.46 crore has been spent on Junior Team up to March, 2016. Major components of senior hockey team budget are playing kit and equipment for players, travelling allowance, diet money and conveyance expenses, ground rent charges, medical expenses, insurance of players, incentives etc. Major components of junior hockey team budget are mess charges, playing kit, stipend to players, medical expenses, transportation, insurance etc. Besides these, Senior players are provided specialized training facility through trained coaches and they are also given daily diet allowance, playing kits, dietician, doctor, physiotherapist, travelling allowance (on tour), insurance coverage etc.

193. PNB selects players in junior and senior hockey teams through national advertisements and the best available talents are selected through trials, judged by professionals of Sports Authority of India, International coaches etc. Players selected under sports quota remains as sportsperson till their active sporting years and are absorbed in mainstream of service upon his leaving the sport. Bank releases notification through National dailies besides uploading the same on the Bank's website. For wider circulation, window advertisement is also released in all India papers and in local dailies published from States like North East, Odisha and Madhya Pradesh etc. so as to include representation from all regions including of North East Region and Tribal regions. Bank has recruited 5 players from tribal areas, presently there are 3 such players in the senior Hockey team. However, it was informed that PNB has not been contributing to the NSDF as it is already spending much on its own Sports activities.

ALLAHABAD BANK

194. The **Allahabad Bank** representative submitted that the Bank has not earmarked any specific percentage of funds for development of sports and no contributions were made by it to the NSDF. However, the Bank has incurred expenses for conducting Inter-Office Football, Cricket and Basketball tournaments during the last few years as under:

- (1) 2013-14, Expenditure on sports ₹ 11.43 lakhs;

2. 2012-13, Expenditure on sports ₹10.39 lakhs; and
3. 2011-12, Expenditure on sports ₹4.08 lakhs.

195. The Bank has recruited 16 sportspersons based on their outstanding performance at National Level. In terms of Chapter VII, para-5 of their Recruitment Policy, recruitment of meritorious and outstanding sports persons will be made from time to time in terms of Government guidelines subject to the vacancies available as per manpower plan approved by the Board of Directors of the Bank. Out of the 16 sportspersons recruited by the Bank, 3 were recruited in Officers' cadre, 12 in Clerical cadre and 1 recruited in Sub-staff cadre. Subsequently, 5 more sportspersons were promoted to Officers' cadre.

196. The Committee was informed that the Bank used to have regular teams comprising eminent sportspersons, but at present the Bank does not have any regular teams in sports. However, for promoting sports in Bank, the following facilities are provided to the existing staff/officers employed as sportspersons:

1. Time-Off facilities for two hours: (both in the morning and evening) to sports persons (employees) of Bank to attend the practice session for participation in the Inter-Office Football and Cricket tournaments.
2. Outstation Officer/Employees are treated on duty for the Match Day to participate the Inter-Office tournaments.
3. Applicable TA/DA also given as per their entitlement.
4. Special Casual Leave for a period not exceeding 30 days in a calendar year is allowed to the outstanding sportsmen *i.e.*, National Level Players and State Level Players for participating/coaching/attending training camps.
5. Special Casual Leave not exceeding 10 days in a calendar year is also allowed for participating Inter-Zonal/Bank tournaments. Employees who are selected for participating in sports event of National/International importance, the period of actual days on which they participate in the events as also the time spent in travelling to and fro of such tournaments is being treated as on duty.

197. The representative of the Bank informed that after winding-up of Banks Sports Board (BSB) in May, 2008, IBA *vide* their letter HR&IR/PM/ALL/748/6016 dated 14.6.2012 has advised the Banks to take decision on sports matters in accordance with the Government guidelines and policy approved by the Bank's Board. Presently, there is a sports cell in Bank looking after promotion of sports. In the year 2014, sports employee Shri Biswajeet Bhattacharya on invitation from Assam Football Association was nominated as Chief Coach for the selection-cum-coaching camp of the senior National Football Championship for Santosh Trophy, 2013-14 held at Morigaon, Assam. Bank is also promoting Inter-Zonal Football and Cricket tournaments at regular intervals of time but it has no interface activity with Sports University in the North East Region. It was submitted that the Bank's sports policy is guided by the Government of India National Sports Policy, 2001.

198. The State Bank of India, Local Head Office, Bhopal submitted that it has been allocating funds to the tune of ₹ 3.00 crore on yearly basis out of the total Staff Welfare Fund specifically

for holding Inter-Circle Tournaments participated by own employees (among 14 Circles of the Bank) in the game of Cricket, Football, Hockey, Basketball, Volleyball, Table Tennis. This apart, additional fund required if any, are also allocated to meet the Circle's requirements for promotion/conduct of various other sporting activities at the local level. The National Sports Development Fund (NSDF) was established by the Ministry of Youth Affairs and Sports in 1998 with the objective of mobilizing resources from non-Government resources, including private/public sector and non-resident Indians for the promotion of sports and games in the country. The fund available under NSDF are mainly used towards supplementing Government assistance to the elite sportspersons who are medal prospects at major international events, for meeting their specific coaching/training requirements by way of provision of scientific support and training within the country and abroad, purchase of equipment, participation in international competitions, etc.

199. The Bank does not have any separate policy for places where it is the lead Bank. However, the Bank has been very positive in encouraging rural sports, honouring sportspersons/players on the Bank day and also at the local level for their performance. The Bank's regular teams in the various games, viz. Cricket, Football, Hockey etc. are represented by its own players, either recruited under sports consideration/quota or otherwise. The various facilities extended to the sportspersons, viz. special leave for participation in various tournaments at the State/National/International level, weightage in promotion and consideration for one out-of-turn promotion, exemption from Rural and Semi-urban (RUSU) assignments for promotion to officer's cadre up to certain grades are in accordance with the guidelines issued by the Government of India. The sports policy of the Bank for promotion of sports across the country has been formulated in accordance with the guidelines issued by the GOI in 1992. The Sports Control Board (SCB) is the apex sports body/authority of the Bank and it came into existence in the year 1963 with the objective to encourage, promote, develop, maintain and regulate sports and games in SBI. The SCB has been instrumental in providing the impetus to the spread of sports culture primarily through recruitment of successful sports personalities in various disciplines and nurturing the upcoming talents. The Board in its meeting decides the particular type of Inter-circle sports and games to be organized, the time schedule to be followed, the venue for the meets and allocate such amounts as may be needed for the purpose. The Board has framed policies for recruitment of sportspersons in various games, namely, Cricket, Football, Basketball, Volleyball, Hockey, Kabaddi and prescribed other facilities/benefits for promoting the cause of sportspersons (details given as under). The Board also takes a review of various facilities provided to the sportspersons keeping in view the need from time to time. Inter-circle tournaments relating to sportsperson employees of the Bank were successfully conducted by the Sports Control Board during 2013-14 in six games. This was followed up by similar conduct of tournaments at the Circles in six games during 2014-15 and in five games during 2015-16.

200. The Bank provides the facility of special leave to sportsperson employees for participating in the tournaments in the recognized games held at National/International/State, including Junior National level and Veteran Sportsperson tournaments to the extent of 30 days at any one instance and maximum 180 days in a calendar year with additional leave for foreign tours and coaching camps. Requests for special leave to attend selection trials/selection camps/coaching camps/physical training camps etc. held for selection of State/National teams are also considered. Leave of the above nature beyond 30 days in one instance is also sanctioned in deserving cases. Employees who

officiate as Coaches, Managers, Selectors, Referees, Judges, Umpires etc. in the Junior National/ National/International level tournaments are also entitled to special leave. Active sportspersons are also given a reasonable time off for practice during the season the game is played and the extent of time off is determined according to the nature of the game. Sportspersons who are selected to participate in recognized games (as players only) in National and/or International event of handicapped persons are also eligible for grant of special leave and financial assistance. Such financial assistance is restricted to TWO occasions.

201. Sportspersons recruited/appointed on sports consideration/quota are normally posted at the headquarters of the LHO and/or are transferred to other centres, in case of need, provided practice /training facilities are available thereat. Sportspersons recruited/appointed on sports consideration/ quota are exempted from completion of RUSU assignment which is otherwise mandatory for promotion in Officer's cadre upto certain grade provided they continue to be active sportspersons and have otherwise not been promoted to SMGS IV or above. Relaxations in promotion upto Scale III level (*i.e.*, 5% in written examination and 10% in the interview) are available to all categories of sportspersons either recruited on sports quota or otherwise. Similarly, except veteran sportspersons, other categories of sportspersons are considered for one out-of-turn promotion in the entire career in disciplines recognized by the Bank, subject to found suitable in interview and medically fit.

UBI

202. The representative of Union Bank of India submitted that the Bank has recruited outstanding sportspersons based on the norms/procedure prescribed by the Bank's Sports Board (BSB) established by the Indian Banks' Association (IBA), which were in turn based on the guidelines laid down by the Ministry of Finance, Banking Division's letter F. No.4/3/2/91-IR dated 16.11.1992 and dated 13.10.1993. Bank's Promotion Policy for Officers provides for one out-of-turn promotion to an officer employee in the entire service period for winning a medal for the country in an individual/team sports event like Olympics, Asiad or any other International event, or is awarded a National Award in any sports by the Government of India. On promotion, every officer is transferred and posted outside the parent State. However, the sportspersons who regularly take active part in sports events at State/National/International levels are retained in the parent State, on promotion.

203. In respect of Clerical and Sub-staff employees, the Bank maintains a Request Transfer Diary station-wise and the applications for request transfers are entertained in terms of the order contained in the diary. However, employees appointed as sportspersons have preference over the transfer diary. Further, the Bank allows 2 hours relaxation everyday to all the active sportspersons to attend to regular practice session. Bank also reimburses the travelling expenses in connection with sports events held at outstations for all the participating employees as per rates and allowances as applicable to Officers in JMGS-I. In respect of local events, Daily allowance is paid to the participants. Bank provides Sports Kits required by the teams on yearly basis. To enable the Bank's teams (Football and Hockey) to practice regularly, the Bank pays the Ground Rent on annual basis of ₹ 60000/- to the Karnataka Sporting Association-Mumbai where the football team practices between 7.00 a.m. to 9.00 a.m. daily. Further, the Bank's Hockey team practices at the Bombay

Hockey Association (BHA) stadium for which the annual affiliation fee of ₹ 18000/- is paid by the Bank.

204. For Staff Welfare measure, Bank has established Sport and Cultural Clubs in all the administrative offices in order to assist the employees in bringing out their talents and hold competitions in games and activities by involving the staff and their family members. For the FY 2013-14 an amount of ₹ 60.20 lacs and for the FY 2014-15 an amount of ₹ 71.84 lacs was approved for the purpose. The Bank also engages talented players on need basis in the age group of 16 to 21 years who are bonafide students of colleges from year to year for various Sports like Cricket, Football, Hockey, Kabaddi, etc. on a monthly stipend of ₹ 5000/-. They represent the Bank's team for various State/National level sports events. Many National/International level players of the Bank have brought laurels to the Country, like Shri Pravin Thipsay, Shri Prakash Padukone, Shri Satish Rai, Shri Neville Garoga, Shri Raghunandan Gokhle, Shri Kiran Kaushik, Ms. Indu Puri, Shri Praveen Sundaram, Shri Hemant Heble, Shri Jentry Francis, Shri Sudhakar Kamath, Shri Balachandra, etc.

205. As welfare measure, the Bank has formulated a Scheme known as "Honorarium to Union Youth", the objective of which is to nurture the intrinsic talents of the wards of staff members by way of providing financial support to them for excellence in sports. The quantum of Honorarium per annum is as under:-

- (a) ₹5000/- for obtaining 1st rank in State Level Sports Competitions.
- (b) ₹10000/- for obtaining 1st, 2nd and 3rd rank in National Level Sports Competitions.
- (c) ₹20000/- for obtaining 1st, 2nd and 3rd rank in International Level Sports Competitions.

206. The representative of the Bank also submitted that it has recruited about 200 sportspersons through sports quota in Clerical and a few in Sub-staff cadre. Bank has also taken 44 players during 2014-15 and 42 during 2013-14 as Stipendiary players. The selection is based on the criteria such as Age, Educational and Sports Qualifications and discipline as detailed in the reply for point no. 7 (B) below, Further, the Committee was informed that the Bank's Board has sanctioned 29 vacancies to be filled in the Clerical cadre during FY 2015-16, the process for which is going on. The Bank has written to the IBPS for conducting Common Recruitment Process for sportspersons as well as taken up the matter with the IBA for formulating a common Sports Recruitment Policy for PSBs. The representative of the Bank informed that it has not been a contributory to the NSDF in the past. However, Bank has been making contribution to sports by way of providing Sponsorships to various organizations for organizing sports events. The sponsorships during the last 4 years are as depicted below:

Financial Year	Amount (in ₹)
2012-13	22,57,300
2013-14	66,68,787
2014-15	86,06,000
2015-16	101,10,353
TOTAL	2,76,42,440

207. As a Staff Welfare measure, Bank provides subsidy each year for encouraging sports and cultural activities to the Regional Offices including those having lead bank responsibilities. For the FY 2013-14, an amount of ₹ 8.70 lacs was approved for the purpose for the regions having Lead District responsibilities, of which, an amount of ₹ 8.13 lacs was utilized. For the FY 2014-15 an amount of ₹ 10.10 lacs were approved for the purpose. Besides, Bank has been providing Sponsorships to various organizations across the country for organizing sports events. The Bank has regular teams in sports like Cricket, Hockey, Football, Kabaddi, etc. having sportspersons who participate in various National as also International events. Bank has been engaging talented players on need basis in the age group of 16 to 21 years, who are bonafide students of colleges from year to year for various games like Cricket, Football, Hockey, Kabaddi, etc. on a monthly stipend of ₹ 5000/-. The Bank follows the guideline prescribed by the Banks' Sports Board of the IBA. Further, Bank is taking active interest in the development of Sports by way of recruiting sportspersons, providing them various facilities, providing them out-of-turn promotions, providing honorarium to wards of employees, providing sponsorships to organizations for organizing sports events, etc.

BHARAT HEAVY ELECTRICAL LIMITED (BHEL)

208. The representative of Bharat Heavy Electrical Limited (BHEL) submitted that BHEL has been sponsoring different sports events such as Cricket, Polo, Golf, Football, Hockey, Kabbaddi, Marathon, Archery etc. In the last 5 years, financial support of nearly ₹ 8 crore was provided to a range of National and District level events, the prominent being Nagpur Premier League Football Tournament, Yonex Sunrise Open Badminton, Women International Cricket Tournament between England and India, Nagpur Marathon etc. and towards renovation of sports stadium facilities at Silchar, Assam during second half of the past decade. The Company has been promoting various sports viz. Hockey, Volleyball, Tennis, Kho-Kho, Polo, Basketball, Chess etc. through funding support under the domain of CSR. Towards this, an amount of nearly ₹ 97 lakhs has been provided under CSR, including sports infrastructure development (eg. Wooden playing surface at Trichy Anna Stadium, and part construction of Kambala Stadium in Udupi District, Karnataka) and organizing of sports events by different agencies.

209. The Company is having around 105 facility centres at different Units in respect of Volleyball, Basketball, Table Tennis, Cricket, Badminton, Chess, Carrom, Taekwondo, Wrestling, Judo, Baseball, Snooker, Lawn Tennis, Shooting Ball, Swimming, Weightlifting etc. The Company contributed by way of sponsorship to over 80 different sporting events during last 5 years across the Country, reflecting its commitment to promotion of sports. The Company also organized several sports events in townships/schools sports to inculcate sports spirit in children. Similarly, the Company organizes Inter-Units Sports Meet every year in 16 major sports. The employees are provided sports kits, TA/DA and outstanding sportspersons are provided further opportunities to participate in events at the National/State Level.

210. BHEL has been providing requisite facilitation by way of sponsorships to sports events (at National, State and District levels) and has been supporting sports by creation/maintaining of infrastructure facilities its different Units besides sponsoring its employees to various sporting events. In addition, the Company is one of the active members of All India Public Sector Sports Promotion Board (AIPSSPB) since the year 2009. The Committee was informed that BHEL incurred

an expenditure of over ₹8 crore during the last 5 years towards such sports promotion under the ambit of various initiatives viz. Corporate Social Responsibility (CSR), other welfare measures, sponsorships and creation/ maintenance of sporting infrastructure. Currently, the company is having 46 sportspersons on its rolls, who had represented/ represent BHEL at National/ level in their respective sports.

211. In BHEL, in recruitment to Group 'C' posts, all other criteria being equal, preference for sportspersons is provided though there are no specific guidelines for recruitment of sportspersons. In this regard, the guidelines of erstwhile Bureau of Public Enterprises (BPE) issued *vide* BPE OM No. 15/27/84-BPE(GM) dated 05.12.1984 regarding "Appointment of Meritorious Sportsmen to Group C and D posts" in CPSEs was cancelled *vide* DPE OM No. 20(5)/95-DPE(GM) dated 10.12.1997, and there are no currently applicable DPE guidelines on the matter. Need based funds are provided by BHEL for promotion of sports under its "Healthy India" focus area of CSR Policy.

212. Shri U. Bharathi, an employee at Bangalore based Unit won Silver Medal in 37th National Masters Athletic Championship (2016). Shri Mohd. Yusuf, an employee at Bhopal Unit, won Silver Medal in Bangkok Asian Games (1978). Shri G. Nelson won Bronze Medal in Masters National Power Lifting Championship (2015). In the year 2015, company's employee won Two Gold and Three Silver Medals in Athletics events at State level tournaments in Telangana State. Company's major manufacturing units at Bhopal, Hyderabad, Trichy and Haridwar have sports complex to cater to the Sporting needs of BHEL employees. At these places, the Company is having around 105 sports facility centres in respect of Volleyball, Basketball, Table Tennis, Cricket, Badminton, Chess, Carrom, Taekwondo, Wrestling, Judo, Basketball, Snooker, Lawn Tennis, Shooting Ball, Swimming, Weight lifting etc. BHEL is having its teams in various sports events organized under the patronage of the All India Public Sector Sports Promotion Board, wherein teams have been regularly participating. This year in June 2016 BHEL, Bhopal hosted All India Public Sector Shuttle Badminton Tournament wherein nine PSUs with National/International reputed players participated.

213. The Company has recently organized All India Public Sector Shuttle Badminton Tournament at Bhopal (2016) and another event in Carrom at Delhi (2015). BHEL has been promoting sports in the tribal populace and has contributed towards organising of Chhota Nagpur Hockey Tournaments, and Tribal Women Hockey Tournament.

214. As stated above, BHEL has been providing its sports infrastructure to several organizations including sports associations etc. for organizing tournaments /sports events. On an average 18 different sporting events are conducted every year at different Units of BHEL. In BHEL Townships, summer coaching camps for budding sports persons/children are also organized. The Company has sponsored sports events and developed sports infrastructure in North East and Tribal Areas to promote sports in these regions. The representative of BHEL submitted that as the contribution of BHEL towards promotion of sports are felt to be adequate, separate contribution to NSDF was not undertaken by it.

SAI UDHAV DAS MEHTA (BHAI JI) CENTRAL CENTRE, BHOPAL

215. The SAI Central Centre was established at Delhi in April, 1988. Subsequently, the Centre was shifted to Gram Gora, Bishen Kheri, Bhopal in 2001 and renamed as Udhav Das Mehta (Bhai ji)

Central Centre. The Centre is responsible for implementing and monitoring SAI Sports Promotional Schemes in the States of Madhya Pradesh and Chhattisgarh.

I. **Infrastructure/Playing Facilities**

The Centre is spread over 97 acres of land provided by the Government of Madhya Pradesh, and has the following facilities:

(a) **Outdoor**

Sl.No.	Sports Infrastructure	Type	Nos.
(1)	Hockey Fields	Grassy	
		Astroturf	01
		Astroturf with flood light	01
(2)	Football Ground	Grassy	01
(3)	Basketball Courts	Cemented	03
(4)	Volleyball Courts with fencing	Clay	03
(5)	Athletic Track (400 mtrs)	Cinder	01
(6)	Jogging track (2.1 km)		01
(7)	9 th Lane Athletic Track and grassy football field inside	Synthetic	01
(8)	Boxing Ring	Sand	01
(9)	Cricket Pavilion	Turf	03
		Cemented	01

(b) **Indoor**

Sl.No.	Sports Infrastructure	Type	Nos.
(1)	Multipurpose Halls	Small	02
		Big	02
(2)	Standard Modern Fitness Centre (State of Art of Conditioning Hall-cum-Recovery Unit)		01

(c) **Hostels and other facilities**

Sl.No.	Details	Nos.
(1)	144 bedded Hostel	01
(2)	52 bedded (men & women) Hostel with air conditioned facilities	02
(3)	48 Bedded Hostel (Hostel No. 4) with AC facilities	01
(4)	Changing Rooms	

Sl.No.	Details	Nos.
(5)	Yoga Centre & fitness Center	01
(6)	Administrative Block	01
(7)	Sports Science Centre and Medical Centre	01
(8)	Staff quarters	32
(9)	Convenience Shopping Centre	01
(10)	Filtration plant for treatment of raw water	01
(11)	Approach road & parking for Athletics Track	01
(12)	Billiards Room, Table Tennis Hall, Badminton Court, and 02 Nos. of Golf Green (under Community Connect Programme)	

216. **The Committee is disappointed to note that senior-most Officer of the Regional Centre was not present before the Committee during its interaction, which deprived the Committee from seeking clarifications on the spot. The Committee, accordingly, advised the Department of Sports and SAI that they should take note of this and they should ensure that, in future, the senior-most Officer is present in such interactions.**

(G) Ujjain

217. The Committee visited the Achyutananda Guru Akhara in Ujjain. The Committee found that the Akhara was in a dilapidated condition and the wrestlers just existed with very bare minimum facilities and non-existent support from any quarters. Though the traditional form of Indian wrestling was well preserved in the Akhara, like the wrestlers sand pit, Malkhamb etc., the facilities were not up to the mark. The representatives of Akhara submitted that due to fund crunch the infrastructure was not maintained. The representative also submitted that the stipend given to the trainees was also very low.

218. **The Committee after its visit, strongly recommends that SAI should involve any PSU/SPB/Corporate to adopt the centre and provide sponsorship to the sportspersons. The wrestling was done in sandpit and SAI should take steps to modernize the Akhara and use new equipments and latest facilities, if the Centre is to rise to a higher level.**

(H) Indore

219. The Representative of Narmada Hydro Development Corporation Limited (NHDC) submitted that no contribution has been made by it towards NSDF. However for promotion Sports, it has sponsored State level Table Tennis Tournaments and Akhil Bhartiya 20-20 Tournament held at Khandwa twice in the last five years.

220. In order to promote Sports in NHDC, the organization has been organizing Inter-Project Sports Tournament for its employees every year. The Sports include Cricket, Table Tennis, Badminton, Carrom, Chess and Athletics. The expenses incurred for organizing the event for the last three years are as under:-

2013-14	:	₹14,64,633/-
2014-15	:	₹16,25,397/-
2015-16	:	₹17,30,803/-

221. It was submitted that promotion of Sports is a part of NHDC Corporate Social Responsibility and Sustainable Development Policy. The Corporation has provided Sports material to different Schools and assisted in organizing District/State Level Table Tennis and Football tournaments. Further, the Committee was informed that no fixed percentage of CSR fund has been earmarked for promotion of Sports. However, the directives of Central Government received through Department of Public Enterprises from time to time as well as the policy of NHPC are followed in NHDC. Further, it was submitted that NHDC was formed on 1st August, 2000 and it is a lean and thin/small organization consisting of only 467 NHDC cadre employees and another 76 employees are on transfer from NHPC and 54 employees are on deputation from Government of Madhya Pradesh. However, the Committee was assured that recruitment of sports persons shall be considered as per extant guidelines of the Ministry/DPE whenever any recruitment in Group 'C' and 'D' post takes place.

222. The representative submitted that NHPC Limited is the holding company of NHDC. It is a member of the Power Sports Control Board, which is responsible for promotion of Sports among Power Sector PSUs/organizations, operating under the Aegis of Ministry of Power and contributes towards expenditure incurred by this Board.

223. NHDC Limited provides incentive to its employees, who are Sports persons. Special Casual Leave up to 30 days in a calendar year is given to employees for participation in National/International Sports/Games. Cash award amounting ₹50,000/- is also given to employees towards Excellence in Sports at National Level. NHDC has also created infrastructure for promotion of Sports among employees at its various Projects. Assistance has also been provided to District Table Tennis Association, Khandwa as well as District Football Association, Khandwa.

224. The Committee held discussion with private/corporate organizations on contribution to NSDF and sports policies. CIPLA Limited submitted that they had not made any contribution to NSDF. They submitted that they were majorly working towards health care and up-liftment of health status. They were supporting sports coaches at Institute for the blind at Chandigarh. More than 25 visually impaired children are trained in various sports, which helps them develop their personalities. Few of the children had won accolades in various Paralympics events both Nationally and Internationally. They submitted that their focus was on health care and funds are earmarked in the same head and other heads like education. They also submitted that ₹65 lacs were given under CSR. The representatives of IPCA, Tata International, Bridgestone, Symbiotec and Sun Pharma submitted that they were not contributing to NSDF but were contributing to CSR. Tata International added that it will adopt a stadium in Ujjain. The representatives of IPCA, Tata International, Bridgestone, Symbiotec and Sun Pharma submitted that they would be contributing to NSDF in the future. The representatives of Symbiotec submitted that they had appointed permanent sports teacher in 3 villages and ₹30 lacs was given under CSR.

225. The Committee notes that many of the Banks/PSUs have their in-house Sports activities, which are well appreciated. However, the purpose of the NSDF is not met by such

activities and they should work towards ensuring that contributions are made by them for such a noble cause, which would propel the youth of the Country towards pinnacle of the sporting world, which is lacking at present. The Committee also observes that most of the Banks/PSUs are either not aware of the NSDF or contributions thereto has been stopped for some time and some a linking NSDF with CSR. Hence, the Committee recommends that Sports Authority of India (SAI) should make serious concerted efforts to make all PSUs/Banks including the private Banks aware of the fund so that more funds can be mobilized for the promotion and development of Sports in the Country. The Committee also directs all the Banks and the PSUs to contribute towards NSDF liberally every year and should also make efforts to adopt one of the SAI centres and budding players who may be able to compete/participate in International events. The contribution towards NSDF is not linked with CSR activities. The contribution to NSDF should be made by the banks over and above their CSR activities.

226. The Committee also notes with happiness the assurance of SAI that more publicity will be given to the Corporates/Banks, who contribute to SAI Centres, or sponsor/adopt talented/promising young sportspersons. It would be accomplished by Banners in Tournaments/logo on Players T-shirts etc. so that their efforts are also given due recognition.

227. The Committee further notes that many of the Banks are willing to sponsor the talented young sportspersons but there is a hiatus in the communication between SAI and the Banks. The Committee, therefore, recommends that SAI needs to give specific proposals to the concerned Banks and not a general routine communication in this regard, as the importance of the objective gets vitiated. The Committee also recommends the SAI to have a regular platform with the representatives PSUs/PSBs as well as Department of P.E. and DFS to give effect to this fund so that Indian Sports /Sportspersons do not suffer due to the lack of funds/support and by, 2020 Olympics, we will be in a better position to be among the top ten Sporting Nations in the world.

228. The Committee recommends that SAI must give a status note of the recruitment of sportspersons in Banks and the contributions made by Banks to the NSDF in the last 10 years, so as to have a realistic assessment of the support that is at present available to the sportspersons of the Country.

229. The Committee notes that some of the Banks are not seriously promoting Sports as they have no specific Sports policy nor they are recruiting/promoting sportspersons. They are simply financing occasional sports events/tournament, or providing some in-house Sports activities, which is not the need of the hour. The Committee feels that Banks are the financial nerves of the Nation and Indian sports cannot go the extra mile without their assistance. The Committee, therefore, recommends that Banks/Financial Institutes should make Sports policy an integral part of the overall Banking policy and SAI should play a major role in making these a success.

230. The Committee recommends that SAI should take pro-active steps to improve infrastructures/coaching facilities in the rural areas, where there is no dearth of talents.

The Committee, therefore, recommends that SAI should involve Banks in talent hunt at the grass-root level like at District Level throughout the Country.

231. The Committee appreciates the steps taken by the Railways and other PSB/PSUs for recruitment of sportspersons in their organizations. The Committee however, points out the PSBs/PSUs have recruited iconic players. The Committee recommends that there should be a definite percentage and horizontal recruitment should be done.

232. The Committee recommends that there should be uniform guidelines for Recruitment and Promotion of Sportspersons in PSBs/PSUs. The Committee, therefore, recommends that SAI, in-coordination with DoPT, should take up this issue with Department of Financial Services and Department of Public Enterprises, Ministry of Corporate Affairs as well as administrative Ministries/Departments of the concerned PSUs for issuing guidelines to the respective PSBs/PSUs coming under their jurisdiction, in respect with Recruitment and Promotion of Sportspersons in their organizations.

233. The Committee finds that the majority of the appointment has been done in the non-officer category. The Committee recommends that player who has played at the National level, should be inducted at the Officer Cadre (Group A). The Committee further recommends that sportspersons who played at the State and District level, should be recruited in Group B or C.

234. The Committee recommends that, NSDF has to be supported by Government/ Public Enterprises/ PSUs/ PSBs/ Corporates/ Private Bodies as well, and transparency has to be maintained not only for channeling money to short-term programs such as training and competitions, but also for investing in long-term development projects such as building stadiums and training facilities and purchasing equipments. Besides, the Committee strongly advocates the Council of NSDF, which manages this Fund, should have a big say from members drawn from a variety of different backgrounds, including, of course, sportspersons, administrators and the business world as well, so that the experiences and good practices from all quarters can be gainfully utilized, so that India rise to the level of the major Sporting Countries in the world.

235. The sports-related authorities must rationally utilize the resources, which are already not adequate. Archery, Shooting, Wrestling, Boxing, Track & field sports and Badminton are good sports areas since there are more medals at stake in these disciplines, and India is proud of having a promising pool of talents. The Committee, therefore, endorses the view of the Department of Sports/SAI for according top priority to these Sporting disciplines.

RECOMMENDATIONS/OBSERVATIONS — AT A GLANCE

(I) VISIT TO THIRUVANANTHAPURAM, MUMBAI AND UDAIPUR

(B) Mumbai

During interaction with the Committee, it was informed that the Bank is willing to support/sponsor talented/promising sportspersons. However, no proposal was received by them from SAI. In response, SAI Officials informed that the Ministry of Youth Affairs & Sports has already written to Department of Financial Services. The Committee, therefore, directed SAI to give specific proposal to the Bank and not just a general routine communication, which would lose its importance. (Para 46)

(C) Udaipur

The Committee directs that an updated accounts of the expenditure made from this fund should be provided to the Committee along with the performance and achievement of the beneficiaries to whom this expenditure was incurred. The Committee also strongly suggests that the Department of Sports should keep a record of the contributions made to the NSDF and also pursue with other PSBs/PSUs on keeping a database of their contributions. (Para 75)

The Committee lauded the effort of IIFCL, Bank of Baroda and Oriental Bank of Commerce for their contributions extended for promotion of sports and these Organizations will set a towering example for the benefit of the Sports in the Country as a whole. The Committee urges the other organizations to start looking into this aspect and go for contributing to this noble cause, which will ultimately contribute to making India a strong and confident Sporting Nation. The Committee also endorses the idea of sponsoring of deserving Sportspersons by Banks and PSUs or the adoption of a Sporting Centre, preferably in a rural or backward region of the Country, from where the unpolished raw talents would definitely arise. (Para 104)

The Committee, however, also noted the negligible contribution to Sports by some of the PSUs/PSBs, be it contribution to NSDF, recruitment of Sportspersons or even the existence of Sports policy in their organization. Many of the organizations have simply cited their internal sports activities or support given to their own employees for some sporting events. Recruitment of Sportspersons is negligible compared to the overall strength of their employees. The Committee hopes that with organizations such as IIFCL, Bank of Baroda, Oriental Insurance Co. Ltd. etc. coming forward and setting good examples, others would follow suit and make this venture a grand success and the goals of the Indian Sports achievable in the next few years. (Para 105)

II. LOCAL VISIT TO JAWAHAR LAL NEHRU STADIUM

The Committee appreciates the effort put in by Indian Railways for promotion of sports in India and the initiatives taken by it at various levels starting from Zonal level to National and International levels. The Committee suggests that since Indian Railways has a vast Network across the Country, it should consider setting up of Sports Centres in rural areas also, which will also improve their out reach as well as increase their pool of Sportspersons. The Committee also recommends that SAI should co-ordinate with Indian Railways in setting up these rural centres and also provide expertise. (Para 128)

The Committee notes that there is still some confusion among the PSUs regarding NSDF and CSR. The Committee observes that CSR comes under the Companies Act, while NSDF comes under Society Endowment Act. Hence, contribution under CSR cannot be equated to NSDF. The Committee, therefore, recommends that the Department of Sports, in coordination with Department of Public Enterprises and Department of Corporate Affairs, should immediately undertake with right earnest, to educate the PSUs/PSBs about the functioning of NSDF as well as the process of making contributions thereto. (Para 140)

The Committee was informed that a draft sport policy for promotion of sports in the Company as well as in the Country and weightage for recruitment of sportspersons has been prepared and is under consideration. The representatives submitted that no guidelines from the Government/Ministry have been received by it. NBCC also does not have a Sports Promotion Board presently. The Committee is happy to note the representative of NBCC committed for making a contribution of ₹10 lakhs for NSDF and encourage other PSUs to take similar steps to improve the status of sports in the Country and infrastructure facilities for games. (Para 144)

The Committee visited the Athletic Track inside the main stadium of Jawaharlal Nehru Sports Complex to assess the available track and field facilities as well as interaction with coaches and budding athletes practicing there. Track and field facilities are usually designed as multi-purpose facilities, and generally used for daily training as well as staging National, regional or local competitions. The staging of competitions at higher levels, of course, entails more extensive requirements for sports facilities, particularly concerning the infrastructure and regular maintenance. The Committee was dismayed to find the worn-out status of track and field facilities. The upkeep seemed to be disastrous and grass field surround inside this oval running track was also in pitiable condition. The track had caved in at several places and was dangerous for anybody as it was covered at several places. It was told that there was a tunnel underneath the track and was prone to collapse. There were several potholes which were several feet deep and were death traps for the athletes. (Para 147)

The Committee observes that the prevailing condition demanded fresh replacement and laying of eight lane international sized synthetic athletic track so as to tide over the disarray of track and field facilities. The grass field imposed inside the oval track also required immediate soil/sand filling accompanied with proper leveling and fresh laying of

grass so as to give a world class look. This area is very vital since other sports events like throws and jumping events are organized here. (Para 148)

The Committee observes that the prevailing conditions have led to a sore point for players. It was felt that this football ground needs a thorough upliftment befitting the international standard since Jawaharlal Nehru Stadium sports complex is well known multi-purpose sports arena where several sports events like Asian Games in 1982, Asian Championship Athletics in 1989 and Commonwealth Games in 2010 were organized. (Para 149)

The Committee further visited the football ground beside the main stadium, where selected budding players come for the practice session for football. The Committee was anguished to find that the football ground is in unplayable condition as the maintenance was almost at the lowest ebb. It was also told that the field had not been maintained for the last one and half years. The CPWD Engineer present at the site told that they have not been given money for carrying out maintenance works. This ground was prepared at a cost of ₹2.50 crores and International pitch was laid. Since no maintenance was carried out for so long, it was dusty and full of potholes and looked like drought affected agricultural field.

Members were very anguished to see the sad state of affairs. The Committee impressed upon the Ministry to setup a high level inquiry and fix responsibility for omission and commission and send the report to the Committee within one month from the presentation of this report to the House. The Committee also directs that upkeep, maintenance and administration must be handed over to responsible persons with professional experience. (Para 150)

III. VISIT OF THE COMMITTEE TO CHENNAI, VISHAKHAPATNAM, BHOPAL, UJJAIN AND INDORE

(D) Chennai

(E) Vishakhapatnam

The Committee is disheartened to note that PSUs/PSBs are not taking the issue seriously as negligible improvement is seen in the performance of NSDF and other pro-Sports initiatives espoused by the Committee. The Committee, therefore, urges to various Departments of the Government of India like Department of Defence Production, under whom many of the major PSUs of the Country operate, to consider supporting Sports either in the form of contribution to NSDF or adopting some SAI Centre as well as recruitment of Sportspersons in such organizations, which would go a long way in sending the right message to the Corporate world. (Para 182)

The Committee also recommends that Banks should step out and provide the last mile connection to the raw talents in the rural and Tribal areas as they have the local presence through their Branches. Thus, Banks can, in co-ordination with SAI, identify such young talents and they could be nurtured further as this is where the real Indian Sports reside. (Para 183)

(F) Bhopal

The Committee is disappointed to note that senior-most Officer of the Regional Centre was not present before the Committee during its interaction, which deprived the Committee from seeking clarifications on the spot. The Committee, accordingly, advised the Department of Sports and SAI that they should take note of this and they should ensure that, in future, the senior-most Officer is present in such interactions. (Para 216)

(G) Ujjain

The Committee after its visit, strongly recommends that SAI should involve any PSU/PSB/Corporate to adopt the centre and provide sponsorship to the sportspersons. The wrestling was done in sandpit and SAI should take steps to modernize the Akhara and use new equipments and latest facilities, if the Centre is to rise to a higher level. (Para 218)

(H) Indore

The Committee notes that many of the Banks/PSUs have their in-house Sports activities, which are well appreciated. However, the purpose of the NSDF is not met by such activities and they should work towards ensuring that contributions are made by them for such a noble cause, which would propel the youth of the Country towards pinnacle of the sporting world, which is lacking at present. The Committee also observes that most of the Banks/PSUs are either not aware of the NSDF or contributions thereto has been stopped for some time and some a linking NSDF with CSR. Hence, the Committee recommends that Sports Authority of India (SAI) should make serious concerted efforts to make all PSUs/Banks including the private Banks aware of the fund so that more funds can be mobilized for the promotion and development of Sports in the Country. The Committee also directs all the Banks and the PSUs to contribute towards NSDF liberally every year and should also make efforts to adopt one of the SAI centres and budding players who may be able to compete/participate in International events. The contribution towards NSDF is not linked with CSR activities. The contribution to NSDF should be made by the banks over and above their CSR activities. (Para 225)

The Committee also notes with happiness the assurance of SAI that more publicity will be given to the Corporates/Banks, who contribute to SAI Centres, or sponsor/adopt talented/promising young sportspersons. It would be accomplished by Banners in Tournaments/logo on Players T-shirts etc. so that their efforts are also given due recognition. (Para 226)

The Committee further notes that many of the Banks are willing to sponsor the talented young sportspersons but there is a hiatus in the communication between SAI and the Banks. The Committee, therefore, recommends that SAI needs to give specific proposals to the concerned Banks and not a general routine communication in this regard, as the importance of the objective gets vitiated. The Committee also recommends the SAI to have a regular platform with the representatives PSUs/PSBs as well as Department of P.E. and DFS to give effect to this fund so that Indian Sports /Sportspersons do not suffer due to the lack of funds/support and by, 2020 Olympics, we will be in a better position to be among the top ten Sporting Nations in the world. (Para 227)

The Committee recommends that SAI must give a status note of the recruitment of sportspersons in Banks and the contributions made by Banks to the NSDF in the last 10 years, so as to have a realistic assessment of the support that is at present available to the sportspersons of the Country. (Para 228)

The Committee notes that some of the Banks are not seriously promoting Sports as they have no specific Sports policy nor they are recruiting/promoting sportspersons. They are simply financing occasional sports events/tournament, or providing some in-house Sports activities, which is not the need of the hour. The Committee feels that Banks are the financial nerves of the Nation and Indian sports cannot go the extra mile without their assistance. The Committee, therefore, recommends that Banks/Financial Institutes should make Sports policy an integral part of the overall Banking policy and SAI should play a major role in making these a success. (Para 229)

The Committee recommends that SAI should take pro-active steps to improve infrastructures/coaching facilities in the rural areas, where there is no dearth of talents. The Committee, therefore, recommends that SAI should involve Banks in talent hunt at the grass-root level like at District Level throughout the Country. (Para 230)

The Committee appreciates the steps taken by the Railways and other PSB/PSUs for recruitment of sportspersons in their organizations. The Committee however, points out the PSBs/PSUs have recruited iconic players. The Committee recommends that there should be a definite percentage and horizontal recruitment should be done. (Para 231)

The Committee recommends that there should be uniform guidelines for Recruitment and Promotion of Sportspersons in PSBs/PSUs. The Committee, therefore, recommends that SAI, in-coordination with DoPT, should take up this issue with Department of Financial Services and Department of Public Enterprises, Ministry of Corporate Affairs as well as administrative Ministries/Departments of the concerned PSUs for issuing guidelines to the respective PSBs/PSUs coming under their jurisdiction, in respect with Recruitment and Promotion of Sportspersons in their organizations. (Para 232)

The Committee finds that the majority of the appointment has been done in the non-officer category. The Committee recommends that player who has played at the National level, should be inducted at the Officer Cadre (Group A). The Committee further recommends that sportspersons who played at the State and District level, should be recruited in Group B or C. (Para 233)

The Committee recommends that, NSDF has to be supported by Government/ Public Enterprises/ PSUs/ PSBs/ Corporates/ Private Bodies as well, and transparency has to be maintained not only for channeling money to short-term programs such as training and competitions, but also for investing in long-term development projects such as building stadiums and training facilities and purchasing equipments. Besides, the Committee strongly advocates the Council of NSDF, which manages this Fund, should have a big say from members drawn from a variety of different backgrounds, including, of course, sportspersons, administrators and the business world as well, so that the experiences and good practices from all quarters can be gainfully utilized, so that India rise to the level of the major Sporting Countries in the world. (Para 234)

The sports-related authorities must rationally utilize the resources, which are already not adequate. Archery, Shooting, Wrestling, Boxing, Track & field sports and Badminton are good sports areas since there are more medals at stake in these disciplines, and India is proud of having a promising pool of talents. The Committee, therefore, endorses the view of the Department of Sports/SAI for according top priority to these Sporting disciplines.

(Para 235)

MINUTES

XVII
SEVENTEENTH MEETING

The Committee on Human Resource Development met at 10.00 A.M. on Wednesday, the 3rd August, 2016 in Committee Room No. 67, First Floor, Parliament House, New Delhi.

MEMBERS PRESENT

1. Dr. Satyanarayan Jatiya — *Chairman*

RAJYA SABHA

2. Shri Pratap Singh Bajwa
3. Shri Vishambhar Prasad Nishad
4. Shri Basawaraj Patil

LOK SABHA

5. Shrimati Santosh Ahlawat
6. Shri Bijoy Chandra Barman
7. Shrimati Kothapalli Geetha
8. Shri Bhairon Prasad Mishra
9. Shri N.K. Premachandran
10. Shri Sumedhanand Saraswati
11. Dr. Prabhas Kumar Singh
12. Shri P.R. Sundaram

SECRETARIAT

Shri Mahesh Tiwari, *Director*
Shri Vinay Shankar Singh, *Joint Director*
Shri R.K. Mecolt Singh, *Assistant Director*

2. At the outset, the Chairman welcomed the Members to the meeting of the Committee convened to consider and adopt the draft 281st Report on Performance on National Sports Development Fund and Recruitment and Promotion of Sportspersons (Part-III).

3. The Committee considered the draft 281st Report and adopted the same after some discussion.

4. The Committee, then, decided to present/lay the above mentioned Reports in both the Houses of Parliament on 9th August, 2016. The Committee authorized the Chairman and in his absence, Shri Pratap Singh Bajwa, M.P., Rajya Sabha, to present the Reports in the Rajya Sabha, and Shri Bhairon Prasad Mishra, M.P., Lok Sabha and in her absence, Shri Bijoy Chandra Barman, M.P., Lok Sabha, to lay the Reports in the Lok Sabha.

5. The Committee then adjourned at 10.30 A.M.

ANNEXURES

Future Requirement

This centre has every potential and scope to become one of the model centre in the country, subject to improvisation of some of the existing facilities and creation of additional international standard facilities at this centre, which will be immensely helpful to provide the best possible environment and standard playing facilities to the promising sports persons from Maharashtra.

For the up-gradation of the existing SAI Training Centre at Kandivali, development plan has been designed whereby infrastructure of additional playing facilities to be created and suitably improved. An outline of development plan was principally accepted in the finance committee meeting to create new infrastructures at this centre as under.

Sl.No.	Proposal for Infrastructure	Justification	Estimated cost
1.	Hostel for boys (100 bedded)	There are only 110 seats available in the boy's hostel. But hostel is very old and in bad condition. The adjacent bathrooms are in very bad shape. Elite level of athletes cannot stay in this hostel. More over this hostel is very much open and there is no boundary around the hostel. There is no security, National level camps are also organized at this center and there is acute demand for accommodation in the state.	100 Crore
2.	Hostel for girls (75 bedded) It is also proposed that the Girls hostel may be made with the provision of 150 to 200 bedded hostels for future prospect.	There are only 24 seats in girl's hostel and there is lot of demand throughout Maharashtra to accommodate talented female athlete and DG has also directed to increase the female Athlete.	75 Crore
3.	Football ground	As such there is no football ground at this center. Though sometime the center portion of the athletic ground is use as football ground. There is lot of demand for football ground in Mumbai. The physical structure of	1 Crore

Sl.No.	Proposal for Infrastructure	Justification	Estimated cost
		general public absolutely suits to the football discipline.	
4.	Swimming pool/ learners pool (Indoor)	Swimming is very much required for a regional center. Along with swimming, swimming pool serves other purposes like rehabilitation, relaxation and specialized training for other disciplines. A small size of 25 m x 12 Mts. May be constructed.	10.30 Crore
5.	Medical and Sports Science Centre	In every regional center there is a medical center and at present there is no medical center at this center. Therefore one medical center is required at this centre to cater services to the players, campers and staff.	10 Crore
6.	Multipurpose multi- storied hall	Mumbai is a place where people are very much interested for sports. Though good no of playfields available at this center, but proper indoor multipurpose hall is not available. Rainy session remains nearly for four months and it is difficult to undergo training during rainy season in the open area. So the multipurpose hall is badly required. Moreover at this center lots of encroachments have already been taken place and to avoid further encroachments, area should be utilized.	10 Crore
7.	Spectators sitting arrangement around athletic track	Athletic track is situated at the lower level in the campus and it is surrounded by raised muddy land. As a result during rainy session the athletic track becomes muddy and the track is spoiling badly. So it is proposed that the inclined area can be cut into steps and provided with coba stones.	10 Crore
8.	Office	STC Kandivali became independent centre as Region. A good number of manpower will be appointed /engaged as per norms for regional office. At present there is no infrastructure available where proper office can be run. Therefore it is proposed to construct an office.	1 Crore

Sl.No.	Proposal for Infrastructure	Justification	Estimated cost
9.	Water harvesting	Mumbai receive heavy rain water for 4 months. But the whole water goes waste. At the end of the year center faces water crises. So it is proposed that 3 water harvesting wall may be prepared.	20 Lac
10.	Sewage System	At present there is no proper sewage system. The bio degradable waste can be used for production of Bio Gas	2.5 Crore
11.	Recovery Centre	Indispensible for trainees	16 Crore along with all modem equipment
TOTAL Fund Required			335 Crore

**Contributions to
National Sports Development Fund
(As of 30.06.2015)**

Year	Name of the source through which the funds have been raised (Name of Donor)	Amount donated (in ₹)	Matching contribution of Government of India (in ₹)
1	2	3	4
1998-99	-	-	2,00,00,000 (Seed Money)
1999-00	Rural Electrification Power Corporation Ltd.	5,00,000	11,60,000
	Oriental Bank of Commerce	5,00,000	-
	M/S Balmer Lawrie & Co. Ltd.	1,00,000	
	Punjab National Bank	50,000	
	National Mineral Development Corporation	10,000	
	TOTAL (1999-00)	11,60,000	
2000-01	Naptha Jhakri Power Corporation Ltd.	2,00,000	1,25,00,000
	Power Finance Corporation	2,00,000	
	Contribution by Shri Kapil Dev few years ago but lying unutilized in the National Welfare Fund for sportspersons with interest transferred to NSDF with the consent of Shri Kapil Dev.	1,21,00,000	
	TOTAL (2000-01)	1,25,00,000	
2001-02	Housing and Urban Development Corporation (HUDCO)	25,00,000	25,00,000
	TOTAL (2001-02)	25,00,000	
2002-03	-	-	
	TOTAL (2002-03)	-	

1	2	3	4
2003-04	Punjab National Bank	5,00,000	19,46,050
	Export Import Bank of India	5,00,000	
	Bank of India	50,000	
	Chennai Petroleum Corporation Ltd.	1,00,000	
	North Eastern Electric Power Corporation of India	20,000	
	State Bank of Mysore	25,000	
	National Mineral Development Corporation	25,000	
	Union Bank of India	1,00,000	
	State Bank of India	5,00,000	
	Central Bank of India	1,25,000	
	Shri K.S. Rana	300	
	Shri K.P. Kanhaiya	250	
	Shri S.K. Gupta	500	
	TOTAL (2003-04)	19,46,050	
2004-05	Power Grid Corporation of India Ltd.	5,00,000	19,83,599
	Videocon International Ltd.	1,20,000	
	State Bank of Bikaner & Jaipur	20,000	
	Oriental Bank of Commerce	3,00,000	
	Puzzolan Machinery Fabricators	4,00,000	
	Funds collected through Flag Distribution on National Sports Day	6,43,649	
	TOTAL (2004-05)	19,83,649	
2005-06	Jindal Steel and Power Ltd.	25,00,000	28,79,027
	Funds collected through flag distribution on National Sports Day	3,78,352	
	TOTAL (2005-06)	28,78,352	
2006-07	Funds collected through flag distribution on National Sports Day	84,219	
	TOTAL (2006-07)	84,219	

1	2	3	4
2007-08	Steel Authority of India Limited (SAIL)	1,00,00,000	5,00,00,000
	Board of Control for Cricket in India (BCCI)	15,00,00,000	
	TOTAL (2007-08)	16,00,00,000	
2008-09	Board of Control for Cricket in India (BCCI)	35,00,00,000	10,25,00,000
	TOTAL (2008-09)	35,00,00,000	
2009-10	RAI Foundation	10,00,000	8,12,00,000
	State Government of Madhya Pradesh	1,00,00,000	
	State Government of Haryana	1,00,00,000	
	TOTAL (2009-10)	2,10,00,000	
2010-11		-	20,00,00,000
	TOTAL (2010-11)	-	
2011-12	State Government of Maharashtra	1,00,00,000	
	Jaypee Sports International Limited	10,00,00,000	
	TOTAL (2011-12)		11,00,00,000
2012-13	Jaypee Sports International Limited	10,00,00,000	5,00,00,000
	TOTAL (2012-13)		10,00,00,000
2013-14	Jaypee Sports International Limited	10,00,00,000	5,00,00,000
	Other Source	20	
	TOTAL (2013-14)		10,00,00,020
2014-15	Government Contribution		3,75,00,000
	India Infrastructure Finance Company Limited (IIFCL)	10,00,00,000	
	TOTAL (2014-15)	10,00,00,000	
2015-16	The Oriental Insurance Co Ltd	5,82,654.00	
	TOTAL	96,46,34,944	61,41,68,676

Note: (1) Government Contribution includes ₹ 2.00 crore seed money also.

(2) The IIFCL contribution of ₹ 10.00 crore, under Corporate Social Responsibilities (CSR), to the Target Olympic Podium (TOP) Scheme through the NSDF is with focus on the discipline 'Badminton'.

(3) 'The Oriental Insurance Co. Ltd' has made the contribution under CSR, as Insurance Partner, to the TOP Scheme.

Funds required to upgrade maintain SAI centers it as per International standards

Sl.N.	Location of SAI Center	Present Disciplines	Approx. Expenditure required for up-gradation to International Standards (15% extra per year on the estimate below for AMC, and Maintenance)	Main items for which the Expenditure is required
1	2	3	4	5
Northern Region				
1.	Shilaru in Himachal Pradesh	High Altitude centre of training of sports persons of various disciplines	₹ 20 Crores	Hostel, Gym, Sports Science and Sports Medicine facilities, Sports Equipment.
2.	Rohtak in Haryana	Boxing	₹ 50 Crores 10 Crores for Rohtak with 8 Regional academies @ ₹ 5 Crores each for Boxing	Boxing Equipment, Gym, Sports Science and Sports Medicine facilities
3.	Patiala in Punjab	Athletics, Hockey, Boxing, Weightlifting, Judo, Table Tennis	₹ 50 Crores	Renovation of Palace building, sports Equipment, upgradation of Sports Science and Sports. Medicine. and Academics department

1	2	3	4	5
4.	Dr. Shyama Prasad Mukherjee Swimming Complex, at New Delhi	Swimming	₹ 20 crores	Set up Swimming academy, Sports Equipment, Gym, Sports Science and Sports Medicine facilities
5.	Dr. Karni Singh Shooting Range at New Delhi	Shooting	₹ 10 crores	Sports Equipment, Gym, Sports Science and Sports Medicine facilities
6.	Indira Gandhi Stadium New Delhi	Cycling, Gymnastics, Boxing, Wrestling	₹ 15 crores	Upgradation of Cycling and Gymnastics Academy, Sports Equipment, Sports Science, and Sports Medicine facilities
7.	Sonepat in Haryana	Wrestling	₹ 10 crores	Sports Equipment, Gym, Sports Science and Sports Medicine facilities
8.	Jawaharlal Nehru Stadium, New Delhi	Football, Archery, Athletics	₹ 5 crores	Sports Science and Sports Medicine facilities
9.	Lucknow in Uttar Pradesh	Wrestling, Hockey, Athletics	₹ 21 crores	Hockey turf, Athletic Track, Sports Equipment, Sports Science and Sports Medicine facilities
10.	Varanasi in Uttar Pradesh	Wrestling, Volley ball, Hockey	₹ 15 crores	Set up new SAI Training Centre along with Sports Science and Sports Medicine facilities
	Eastern Region			
11.	Kolkata	TT, Archery	₹ 30 crores	Setting up of TT and Archery Academy, Sports Equipment, Gym, Sports Science and Sports Medicine facilities

1	2	3	4	5
12.	Ranchi	Hockey, Archery	₹ 25 crores	Hostel, Sports Equipment, Gym, Sports Science and Sports Medicine facilities
13.	Jagatpur in Odisha	Rowing, Kayaking & Canoeing	₹ 20 crores	Hostel, Sports Equipment, Gym, Sports Science and Sports Medicine facilities
14.	Mayurbhanj in Odisha	Football	₹ 10 crores	Sports Equipment, Gym, Sports Science and Sports Medicine facilities
15.	Sundergarh in Odisha	Hockey, Archery	₹ 15 crores	Hostel, Sports Equipment, Gym, Sports Science and Sports Medicine facilities
16.	Imphal in Manipur	Football	₹ 10 crores	Sports Equipment, Gym, Sports Science and Sports Medicine facilities
17.	Loktak in Manipur	Rowing	₹ 20 crores	Hostel, Sports Equipment, Gym, Sports Medicine facilities
18.	Guwahati in Assam	Football	₹ 20 crores	Hostel, Sports Equipment, Gym, Sports Science and Sports Medicine facilities
19.	Kokrajhar in Assam	Boxing, Archery, Football	₹ 30 crores	Hostel, Sports Equipment, Gym, Sports Science and Sports Medicine facilities
20.	Tinsukhia in Assam	Boxing, Archery, Football	₹ 30 crores	Hostel, Sports Equipment, Gym, Sports Science and Sports Medicine facilities
Western Region				
21.	Aurangabad in Maharashtra	Boxing, Hockey, Archery, Judo, Athletics	₹ 30 crores	Swimming Pool, Cycling Track; Mat for indoor hall, Sports Equipment,

1	2	3	4	5
				Sports Science and Sports Medicine facilities
22.	Bhopal in Madhya Pradesh	Athletits	₹ 10 crores	Athletics track, Sports Science and Sports Medicine facilities
23.	Kandivilli in Mumbai Maharashtra	Hockey, Athletics, Wrestling Kabaddi, Boxing	₹ 15 crores	Sports Equipment, Sports Science and Sports Medicine facilities
	Southern Region			
24.	Bengaluru	Athletics, Archery, Hockey	₹ 35 crores	Swimming Pool, Archery set up, Semi covered athletics track of 100 Mtr., Indoor Hall, Hostel repair, Sports Equipment, Sports Science and Sports Medicine facilities
25.	Trivandrums in Kerala	Athletics (Jumps and Throws), Academlcs	₹ 40 crores	Hostel Upgrade, Academics, Ayurveda center, Sports Equipment, Sports Science and Sports Medicine facilities
26.	Alleppey in Kerala	Rowing, Kayaking & Canoeing	₹ 30 crores	Elite Hostel, Sports Equipment, Gym, Sports Science and Sports Medicine facilities

F.No. 14034/01/2013-Estt.(D)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

North Block,
New Delhi
Dated the 3rd October, 2013

OFFICE MEMORANDUM

Subject : Consolidated instructions on incentives for sportspersons- regarding.

The undersigned is directed to refer to the subject mentioned above and to say that various instructions have been issued by the Government from time to time to provide incentives for recruitment, promotion, increment etc. of meritorious sportsmen. All the instructions issued till date have been consolidated under easily comprehensible headings for the facility of reference and guidance of all concerned. These consolidated instructions have been uploaded on this Department's website <http://www.persmin.nic.in> in the dynamic form (OM & Orders → Establishment → (B) Personnel → (i) Service Matters → (m) Sportsperson/Sports Quota). This may be brought to the notice of all concerned for information, guidance and necessary action.

2. Hindi version will follow.

Sd/-

(Arunoday Goswami)
Under Secretary to the Government of India
Tel.: 23040339

To

All Ministries/Departments of Government of India.

Copy to:

1. President's Secretariat, New Delhi
2. Vice-President's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi
4. Cabinet Secretariat, New Delhi
5. Rajya Sabha Secretariat/Lok Sabha Secretariat, New Delhi

6. The Registrar General, the Supreme Court of India, New, Delhi
7. The Registrar, Central Administrative Tribunal; Principal Bench, New Delhi
8. The Comptroller and Auditor General of India, New Delhi
9. The Secretary, Union Public Service Commission, New Delhi
10. The Secretary, Staff Selection Commission, New Delhi
11. All attached offices under the Ministry of Personnel, Public Grievances and Pensions
12. National Commission for Scheduled Castes, New Delhi
13. National Commission for Scheduled Tribes, New Delhi
14. National Commission for OBCs, New Delhi
15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi
16. Establishment Officer & A.S.
17. All Officers and Sections in the Department of Personnel and Training.
18. Facilitation Center, DOP&T (20 copies)
19. NIC (DOP&T) for placing this Office Memorandum on the Website of DOP&T
20. Establishment Section (100 copies).

Sd/-

(Arunoday Goswami)

Under Secretary to the Government of India

Tel.: 23040339

**Consolidated Instructions on Incentives for
Sportspersons in Government of India**

A. RECRUITMENT

I. Eligibility

- (a) Appointments under these orders can be made of sportspersons considered meritorious with reference to the following criteria:
- i) Sportsmen who have represented a State or the country in the National or International competition in any of the games/sports mentioned in these instructions.
 - ii) Sportsmen who have represented their University in the Inter-University Tournaments conducted by the Inter-University Sports Boards in any of the sports/games specified in these instructions, as amended from time to time.
 - iii) Sportsmen who have represented the State School Teams in the National Sports/games for schools conducted by the All India School Games Federation in any of the games/sports mentioned in these instructions.
 - iv) Sportsmen who have been awarded National Awards in Physical Efficiency under the National Physical Efficiency Drive.
- (b) No such appointments can be made unless the candidate is, in all respects, eligible for appointment to the post applied for, and in particular, with regard to age, educational or experience qualifications prescribed under the Recruitment Rules applicable to the post, except to the extent to which relaxations thereof have been permitted in respect of class/category of persons to which the applicant belongs.

(Para 1 of O.M. No. 14015/1/76-Estt. (D) dated 4th August, 1980)

II. Posts to which applicable

- (a) Appointment of meritorious sportspersons can be made to any post in Group 'C' or erstwhile Group 'D', which under the Recruitment Rules applicable thereto, is required to be filled by direct recruitment, otherwise than through the Union Public Service Commission;
- (b) No such appointment shall be made to any post in Group 'A' or Group 'B', by direct recruitment;
- (c) A meritorious sportsperson can be considered for appointment under sub para (a) above, notwithstanding the fact that he is already in service of the Government;
- (d) In making appointments to any post under the Government by promotion, no preference shall be given to meritorious sportspersons though that fact may be taken into consideration in assessing the overall merit.

(Para 2 of O.M. No. 14015/1/76-Estt. (D) dated 4th August, 1980)

III. Extent of such recruitment

- (a) Ministries/Department of Government of India can recruit meritorious sportsmen in any year in relaxation of the recruitment procedure, to the extent that these including all other reservations under existing orders do not exceed 50% of the total number of vacancies proposed to be filled by direct recruitment.
- (b) For the purpose of making appointment of meritorious sportsmen, the appointing authorities may at their discretion notify to the Staff Selection Commission, in all case where the recruitment to the posts have been entrusted to that Commission, vacancies reduced by upto 5% thereof and may fill such vacancies so held by appointing meritorious sportsmen subject to the overall limitations mentioned in sub-para (a) above.

(Para 3 of O.M. No. 14015/1/76-Estt (D) dated 4th August, 1980)

IV. List of sports which qualify for appointment of meritorious sportspersons

Sl.No.	Name of the Sport	Sl.No.	Name of Sport
1.	Archery	2.	Athletics (including Track and Field events)
3.	Atya-Patya	4.	Badminton
5.	Ball-Badminton	6.	Basketball
7.	Billiards and Snooker	8.	Boxing
9.	Bridge	10.	Carrom
11.	Chess	12.	Cricket
13.	Cycling	14.	Equestrian Sports
15.	Football	16.	Golf
17.	Gymnastics (including Body Building)	18.	Handball
19.	Hockey	20.	Ice-Skiing
21.	Ice-Hockey	22.	Ice-Skating
23.	Judo	24.	Kabaddi
25.	Karate-DO	26.	Kayaking and Canoeing
27.	Kho-Kho	28.	Polo
29.	Powerlifting	30.	Rifle Shooting
31.	Roller Skating	32.	Rowing
33.	Soft Ball	34.	Squash
35.	Swimming	36.	Table Tennis

Sl.No.	Name of the Sport	Sl.No.	Name of Sport
37.	Taekwondo	38.	Tenni-Koit.
39.	Tennis	40.	Volleyball
41.	Weightlifting	42.	Wrestling.
43.	Yatching		

(Annexure 'A' of O.M. No. 14015/1/76-Estt. (D) dated 4th August, 1980, para 1 of O.M. No. 14034/4/85-Estt. (D) dated 18th September, 1985, Appendix to O.M. No: 14034/1/91-Estt. (D) dated 21st March, 1991 & Para 3 of O.M. No. 14034/1/2009-Estt. (D) dated 24th November, 2009).

V. List of authorities competent to award certificates on eligibility for recruitment of sportspersons

Sl.No.	Competition	Authority awarding Certificate	Form in which certificate is to be awarded
1.	International Competition	Secretary of the National Federation of the Game concerned	1
2.	National Competition	Secretary of the National Federation or Secretary of the State Association of the Game concerned	2
3.	Inter-University Tournaments	Dean of Sports or other office in overall charge of sports of the University concerned	3
4.	National/Sports/Games for Schools	Director or Additional/Joint or Deputy Director in overall charge of sports/games for Schools in the Directorate of Public Instructions/Education of the State	4
5.	Physical Efficiency Drive	Secretary or other Officer in overall charge of Physical Efficiency in the Ministry of Education & Social Welfare Government of India	5

Note : Specimens of the forms 1,2,3,4 and 5 referred to above are given in Annexure 'A'

*(Annexure 'B' of O.M. No. 14015/1/78-Estt. (D) dated 4th August, 1980)
Specimen of the Forms 1,2,3,4 and 5 referred to above are given in Annexure 'A'*

VI. Order of preference

- (a) First preference to those candidates who have represented the country in an International Competition with the clearance of the Department of Youth Affairs and Sports.

- (b) Next preference may be given to those who have represented a State/U.T. in the Senior or Junior level national Championships organized by the National Sports Federations recognized by Department of Youth Affairs & Sports or National Games organized by Indian Olympics Association and have won medals or positions upto 3rd place. Between the candidates participating in Senior and Junior National Championships/games, the candidates having participated and won medal in Senior National Championship should be given preference.
- (c) Next preference may be given to those, who have represented a University in an Inter-University competition conducted by Association of Indian Universities/Inter University Sports Board and have won medals or positions upto 3rd place in finals.
- (d) Next preference may be given to those who have represented the State Schools in the National sports/games for Schools conducted by the All-India School Games Federation and have won medals or positions upto 3rd place.
- (e) Next preference may be given to those, who have been awarded National Award in physical efficiency under National Physical Efficiency Drive.
- (f) Next preference may be given to those who represented a State/Union Territory/University/State Schools Teams at the level mentioned in categories (b) to (d) but could not win a medal or position, in the same order of preference.

Note 1: In the event of tie those who have secured a higher position or won more than one medal may be given the preference.

Note 2: Participation in individual and team event/item may be given the same preference.

Note 3: No preference may be given for winning more than one medal/position.

Note 4: In case of any doubt about the status of a tournament, the matter will be decided by the Department of Personnel & Training in consultation with Department of Sports and Youth Affairs

(Para 2 of O.M. No. [14034/1/95] Estt, (D) dated 04.05.1995)

VII. Relaxation in age limit for recruitment

- (a) The categories of sportsperson specified in para A.I.(a) of these instructions may be allowed relaxation in upper age limit upto a maximum of 5 years(10 years in case of those belonging to Scheduled Castes and Scheduled Tribes) for the purpose of appointment to posts specified earlier in these instructions.

(O.M. No. 15012/3/84-Estt.(D) dated 12.11.1987)

- (b) This concession will be available only to those sportspersons who satisfy all other eligibility conditions relating to educational qualifications etc. and furnish a certificate in the form and from an authority prescribed in these instructions.

VIII. Procedure

- (a) All the recruitment of sports persons may be made only by advertisement of vacancies in Employment News and not by considering applications received otherwise.

(Para 1 of O.M. No. 14034/2/99-Estt. (D) dated 25th July, 2000)

- (b) An application received by the appointing authority or a higher authority from a sportsman belonging to any of the categories mentioned in A.I.(a), may be considered by the Ministries/ Department or the Head of the Department; as the case may be, in light of the evidence which the applicant may furnish of his having represented in any of the competitions mentioned in the previous paragraph, and subject also to the applicant fulfilling the requisite qualifications relating to education, age etc., as may be laid down in the rules for the post/ service for which he is a candidate. Normally certificates awarded by the authorities mentioned in para (A) (V) should alone be taken into account while considering the eligibility of an applicant in terms of above paragraphs. Appointments may be made of such a candidate after the ministries/Department or Head of the Department, as the case may be, is satisfied about the eligibility of the candidate under these orders as well as his suitability for the post in all respects. Where the appointing authority is subordinate to a Head of Department, such authority may make a recommendation in this regard to the Head of the Department, along with the necessary details, for obtaining his concurrence in the proposed appointment of the candidate.
- (c) These instructions will not affect the orders relating to reservation for SC/ST and Ex-servicemen which may be in force from time to time. In other words, the vacancies filled in accordance with these orders in a year shall be taken into account in calculating the total number of vacancies in the service/post during that year for purpose of applying the reservation orders.

(Para 5 of O.M. No. 14015/1/76-Estt. (D) dated 4th August, 1980)

IX. Adjustment of persons appointed under sports quota in reservation roster

A person appointed under sports-quota should be adjusted in the recruitment/reservation roster against the category *viz.* SC/ST/OBC/General to which he/she belongs, *e.g.*, a sportsperson from SC category will be counted against the SC reservation point; if he belongs to ST/OBC he will be counted against ST/OBC point, and if he belongs to General category he will be shown against the General category vacancy point in the reservation roster.

(Para 2 (iii) of O.M. No. 14034/3/95-Estt.(D) dated 29th November, 1996)

B. INCREMENTS (PERSONAL PAY)

I. Number of increments

(i) Sportspersons

- (a) The number of increments to be awarded for achieving excellence in National events should be laid down at a scale lower than for excellence in International events say one increment for National event and two increments for International events.
- (b) The total number of increments to be awarded to an individual should not exceed five in his/her entire career.
- (c) The increment so granted, equal to the amount of the next increment due at the time of grant of the concession, would continue to be drawn at the same

rate till retirement in the form of personal pay and would count for the purpose of retirement benefits but not for pay fixation on promotion on the analogy of incentive for promoting small family norms.

(Para (iv) of O.M. No. 6/1/1985-Estt. (Pay-I) Dated 16th July, 1985)

- (d) The rate of personal pay prior to 1.1.86/1.1.96 will be revised to an amount equivalent to the lowest rate of increment in the revised scale pursuant to Fourth/Fifth Central Pay Commission Recommendations, corresponding to the pay scale of the post against which the individual had earned the personal pay in the pre-revised scales of pay and they will be allowed the same number of increments in the revised scale as had been allowed in the pre-revised scale.

(O.M. No. 6/1/1985-Estt. (Pay-I) dated 07.11.1988 and O.M. No. 6/1/97-Estt.(Pay-I) dated 8.8.01)

- (e) The increments so granted would continue to be drawn at the same rates till retirement but this will not count for any service matter like pay fixation on promotion, retirement benefits or DA/CCA, etc.

(Para 3 (vi) of O.M. No. 6/1/1985-Estt. (Pay-I) dated 07.11.1988)

- (d) The increment(s) is to be considered for all events of sports (both Indoor and Outdoor) at National/International events.

(Para (d) of O.M. No. 6/2/65-Estt. (Pay-I) dated 30.01.1989)

- (e) Consequent to the implementation of Sixth, Central pay Commission Recommendations the revised personal pay would be double the existing amount of the personal pay, subject to a minimum of ₹ 210/- per month as Indicated in Column 7 of Annexure 'B'.
- (f) The personal pay will be related to the Grade Pay corresponding to the post against which the employee concerned had initially earned or will earn personal pay.
- (g) The revised rate shall be applicable prospectively from 1st September, 2013.

(O.M. No. 6/1/2013-Estt(Pay-I) dated 19th September, 2013)

R.B.E. No. 189(B) 2010

Government of India (Bharat Sarkar)
Ministry of Railways (Rail Mantralaya)
(Railway Board)

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

New Delhi, 31st December 2010

The General Managers (P);

All Zonal Railways including

CLW, DLW, ICF, RCF, RWF, Metro Railway/Kolkata,

The CAO(R), DMW / Patiala,

The DC, RDSO/Lucknow,

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:-

Sl. No.	Zonal Railway/ Production Unit	Name of pay Band/ Scale	Pay Bands/ Scales (In Rupees)	Corresponding Grade Pay	Quota Allotted for a Financial Year			Total Quota
					Open Advt.	Talent Scouting	RSPB	
1	2	3	4	5	ZR/PU Quota	ZR/PU Quota	RSPB Quota	9
2.1.1	CR, ER, ECR,	PB-2	9,300-34,800	4,200	-	1	1	2
	FCOR, NR,	PB-1	5,200-20,200	2,800	3	3	1	7
	NCR, NER,	PB-1	5,200-20,200	2,400				

1	2	3	4	5	6	7	8	9
	NFR, NWR,	PB-1	5,200-20,200	2,000				
	SR, SCR, SER	PB-1	5,200-20,200	1,900	9	8	4	21
	FECR, SWR, WR, WCR,	Total Quota per Railway			12	12	6	30
2.1.2	CLW, DLW,	PB-2	9,300-34,800	4,200	–	1	1	2
	DMW, ICF	PB-1	5,200-20,200	2,800				
	RCF, RWF,	PB-1	5,200-20,200	2,400	2	1	1	4
	RDSO,	PB-1	5,200-20,200	2,000	4	4	1	9
	Metro Rly./ Kolkata	PB-1	5,200-20,200	1,900				
		Total Quota per Unit			6	6	3	15
2.1.3	Headquarter of each Zonal Railway	PB-1	5,200-20,200	1,800	4	4	2	10
2.1.4	Each Division of Zonal Railway	PB-1	5,200-20,200	1,800	2	2	1	5
2.1.5	DLW, ICF, RCF, CLW	PB-1	5,200-20,200	1,800	6	6	3	15
2.1.6	DMW, RWF, Metro Railway 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 (having the staff strength of 4000 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 31st 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:-

Sl.No.	Game	Sl.No.	Game	Sl.No.	Game
1	Aquatics (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 (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 15th February.

- 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 31st 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 (SAP) Games (Senior Category)
USIC (World Railway's) 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.

Sl. No.	Name of Pay Band/ Scale	Grade Pay	Pay Band (In Rupees)	Minimum Sports Norms for Recruitment
(i)	PB-2	4,200	9,300-34,800	Upto 8th Position in Olympics
(ii)	PB-1	2,800 OR	5,200-20,200	Represented the Country in Olympics Games (Category-A)

		2,400		OR At least 3rd Position in any of the Category-B Championships/events
(iii)	PB-1	2,000 OR 1,900	5,200-20,200	Represented the Country in any of the Category-B Championships/events OR At least 3rd Position in any of the Category-C Championships/events OR At least 3rd Position in Senior/Youth/Junior National Championships OR At least 3rd Position in National Games organized under aegis of Indian Olympic Association OR At least 3rd Position in All India Inter University Championship organized under the aegis of Association of Indian Universities OR 1st 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 OR At least 3rd Position in Federation Cup Championships (Senior Category) OR Represented a State of equivalent Unit, except in Marathon and Cross Country, in Senior/Youth/Junior National Championships OR At least 3rd Position in Senior State Championships for all Units and Districts of the State

Note (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 posts having Grade Pay ₹ 1,900 in Pay Band ₹ 6,200-20,200.
- (b) ***In Chess:*** following sports achievements may also be considered for recruitment; in different Grade Pay and Pay Bands:-
-

Name of Pay Band/ Scale	Grade Pay (In Rupees)	Pay Band	Minium Sports Norms for Recruitment
PB-1	2,800 OR 2,400	5,200-20,200	Grand Master title in Chess
PB-1	2,000 OR 1,900	5,200-20,200	International Master title in Chess OR 2350 or more rating points, in last two consecutive FIDE Rating Lists
PB-1	1,800	5,200-20,200	2300 or more rating points in last two 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 (In Rupees)	Pay Band	Minimum Sports Norms for Recruitment		
			Age Category	Event	Current Annual All India Ranking
PB-1	2,800 OR 2,400	5,200-20,200	Seniors	Singles	Upto 4th Position
PB-1	2,000 OR 1,900	5,200-20,200	Seniors	Singles	Upto 12th Position
			Youth	Doubles	Upto 4th Position
			Juniors	Singles	Upto 6th Position
PB-1	1,800	5,200-20,200	Seniors	Singles	Upto 6th Position
				Doubles	Upto 16th Position
			Youth	Singles	Upto 6th Position
			Juniors	Singles	Upto 8th 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 Over 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:-

Sl. No.	Details of Championships	Category	Minimum Sports Achievement for Recruitment in Grade Pay ₹1,800 ₹1,900/₹2,000	
(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 Metalsrit/ 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 2nd 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 achievement 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 into 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.

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 1st July for the posts for which notifications are issued between January to June of that year and 1st 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 sports person 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 CM'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 (RoE 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 & : 40 Marks
coach's observations during Trials
- (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

	Description	Maximum 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	100 Marks

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:-

Sl. No.	Name of Pay Band/Scale	Grade Pay (In Rupees)	Pay Band	Minimum Qualifying Marks
(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 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 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 30th June and recruitment process should be completed latest by 31st 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 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
<hr/>			
	TOTAL Marks	:	100 Marks

- 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 (In Rupees)	Pay Band	Minimum Qualiying Marks
(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	65 Marks
(iv)	PB-1	1,900	5,200-20,200	
(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 sports person 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 /Hon. 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 Sports person 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 Sports persons:**

For excellence at International and National levels, following number of additional increments may be granted to sports persons 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 Championship :

- (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.

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-trun 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 and 9.2.2 above, shall only be granted against the Non-Gazetted posts of Pay Band 1 and 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 and 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-1, 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 and 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 or 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.

Sd/-

(JHANJA TRIPATHY)

Executive Director, Estt. (Sports)

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

New Delhi, 31st December, 2010

Copy to:

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

Sd/-

(JHANJA TRIPATHY)

Executive Director, Estt. (Sports)

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

New Delhi, 31st 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.

Sd/-

(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.

(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**

Sl. No.	Discipline	Category	Details of Age Group	Recognised Junior National Championship 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 and Snooker Championship
			Under-21	Junior National 8 Ball and 9 Ball Pool Championship

Sl. No.	Discipline	Category	Details of Age Group	Recognised Junior National Championship Name of Championship
		Women	Under-21	Junior National Billiards and Snooker Championship
			Under-21	Junior National 8 Ball and 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	Cooach 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
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)

Sl. No.	Discipline	Category	Details of Age Group	Recognised Junior National Championship Name of Championship
		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.C. Roy Trophy
		Women	Under-19	Junior National (Girls) Football Championship
16.	Golf	Men	Under-18	Junior and Sub-Junior National Golf Championship
		Women	Under-18	Junior and 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)

Sl. No.	Discipline	Category	Details of Age Group	Recognised Junior National Championship Name of Championship
		Women	Under-21	National Shooting Championships Competition (for all age groups)
26.	Table Tennis	Men	Under-17	Junior and Youth National Table Tennis Championship
		Women	Under-17	Junior and Youth National Table Tennis Championship
27.	Tennis	Men	Under-18	DSCL National Tennis Championship (for all age groups)
		Women	Under-18	Adidas Junior National Tennis Championship (for U-18 and below age groups)
		Men	Under-18	DSCL National Tennis Championship (for all age groups)
		Women	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	Men	Under-20	Junior National Wrestling Championship
	(Free Style and Greco Roman only)	Women	Under-20	Junior National Wrestling Championship

**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 :
- (vii) Educational Qualification :Years Months Days
- (viii) Details of recognized Sports Achievements, as per norms:

Sl. 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 :
- (ii) Year of Sports Quota :
- (iii) Name of Post :
- (iv) Scale of Pay :
- (v) 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:-

Sl. 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)

**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.

**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 witnesses 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 Railway 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 if 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.....

**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.

Sd/-

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-11001; and
 - (iii) All other concerned Officers/Offices of the Railway.

Government of India (Bharat Sarkar)
Ministry of Railways (Rail Mantralaya) (Railway Board)

No. 2012/E(Sports)/4(1)/1/Policy Clarifications

New Delhi, 18th April 2012

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.- Recruitment of sportspersons on Zonal Railways/Production Units against sports quota.

Ref.- Board's letter No. 2010/E(Sports)4(1)/1(Policy) dt. 31.12.2010 (RBE No. 189B(2010) and Clarifications/Corrigendum issued thereto.

Board (MS), had formed a three Member Committee to examine and give suggestions for improvement to the existing procedure being followed on Zonal Railways/Production Units, for recruitment of sportspersons against sports quota, through the channel of Talent Scouting.

The recommendations of the Committee have been accepted by Board (MS) for implementation over all Zonal Railways and Production Units from the year 2012-13, i.e. 01.04.2012 onwards. Accordingly, the following paras of Board's letter dt. 31.12.2010 referred above, shall stand amended and replaced by Amended Para/New Para:-

Para No.	Existing Para	Amended/New Para
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.-	Recruitment of Sportspersons shall be done through Talent Scouting and Open Advertisement. 30% of the total sports quota, including the share of Railway Sports Promotion Board (RSPB), shall be through Talent Scouting and balance 70% shall be filled up by through Open Advertisement. All future recruitment (from 2012-13 onwards) against sports quota in Grade Pay ₹ 1800 in scale ₹ 5,200-20,200(PB-1), shall be only through the process of Open Advertisement. Accordingly, the revised distribution of sports quota for a financial year, amongst Railways, Units, RSPB

Para No.	Existing Para	Amended/New Para
2.14 New Para)		<p>and workshops having staff strength of ₹ 4000 or more, shall be as per Annexure-A.</p> <p>The General-Manager of Zonal Railway/Production Unit is competent to transfer the Talent Scouting Quota allotted to their Railway/Unit for recruitment of sportspersons in Grade Pay ₹ 1900 to ₹ 4200 to open advertisement, in case suitable sportspersons are not found through the process of Talent Scouting.</p> <p>However, open advertisement quota shall not be transferred to Talent Scouting.</p>
2.15 New Para)		<p>Game-wise distribution of sporn quota:</p> <p>2.15.1 Zonal Railways/Production Units must finalize game-wise distribution of sports quota allotted for a financial year, in the attached proforma (Annexure-B), latest by 30th June of that financial year, with the approval of the President of concerned Zonal Railway/Unit Sports Association, for recruitment of sportspersons both through Talent Scouting and Open Advertisement. No recruitment against sports quota shall be done without game-wise distribution of quota in attached proforma.</p> <p>A copy of game-wise distribution of sports quota in prescribed proforma, must be sent to RSPB, immediately after the approval of the Competent Authority.</p> <p>2.15.2 The sports quota distribution should be done through a proper justification and should invariably contain the following information, on file, while obtaining approval of the Competent Authority:-</p> <p>(i) Name of sports discipline: (e.g. Athletics/Hockey/Boxing/Cricket, etc.)</p> <p>(ii) Event: (e.g. like 100m/Goalkeeper/54Kg./Wicketkeeper, etc.)</p>

Para No.	Existing Para	Amended/New Para
		2.15.3 Any deviation from declared sports quota distribution is permissible only after the approval of the President of Sports Association of concerned Railway/Unit.
4.1(m)- Notes (New Para)	...	In team sports, only sportspersons who have actually played the sport in field, shall only be eligible. Therefore, a sportsperson who represents as member of a team in any recognized sports event/championship but has actually not played in the field, shall not be considered for recruitment against sports quota.
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 into account. For example, for applications received in 2010-11 (<i>i.e.</i> 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>i.e.</i> 2009-10 and 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.	For recruitment against sports quota, recognized sports achievements should be in the current and/or immediate previous one financial year in the case of Talent Scouting and in the current and/or immediate previous two financial years. in the case of open advertisement; and sports persons should be an active player. For this purpose, the period shall be counted from the date of receipt of application in the case of Talent Scouting and from the date of notification in the case of open advertisement. For example, in the case of recruitment through Talent Scouting, applications received during 2012-13 (<i>i.e.</i> from 01.04.2012 to 31.03.2013); the sports achievements in recognized championships/events on or after 01.04.2011 shall only be considered for appointment, in the extant case. In the case of recruitment through open advertisement, notification issued during 2012-13 (<i>i.e.</i> from 01.04.2012 to 31.03.2013), the sports achievements in recognized championships/events on or after 01.04.2010 shall only be considered for appointment, in the extant case. In both cases, for validity of sports achievement, concluding day of the championship/event, shall be taken into account.

Para No.	Existing Para	Amended/New Para
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.	<p>For recruitment through Talent Scouting, all the eligible candidates of declared games and events, must be given opportunity for trials. Any eligible candidate of declared game and event, approaching the Railway for recruitment through Talent Scouting should immediately be registered and given a date for trial in due course.</p> <p>Trials of the candidates shall be conducted and completed within one month from the date of receipt of the application from the candidate or receipt of case from Railway Board/RSPB and all other formalities including issue of offer of appointment must be completed within three months from the date of receipt of application/case.</p> <p>In the case of receipt of application/case before the game-wise distribution of sports quota, the one month period for trials and three months period for completing all formalities, shall be counted from the date of approval of Competent Authority for game-wise distribution of sports quota.</p>

Sd/-

(S. BANERJEE)

Dy. Director, Estt.(Sports)

New Delhi, 18th, April 2012

No. 2012/E(Sports)/4(1)/1/Policy Clarifications

Copy to:

1. The FA&CAO, All Zonal Railways and Production Units.
2. The Hon'y. General Secretaries, Sports Associations of all Zonal Railways/Production Units.
3. The General Secretary, AIRF, 4, State Entry Road, New Delhi.
4. The General Secretary, NFIR, 3, Chelmsford Road, New Delhi.
5. The General Secretary, All india SC/ST Railway Employee Association, 7-GF, Ground Floor, Rail Bhavan, New Delhi.

Sd/-

(S. BANERJEE)

Dy. 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);)D/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.

(Annexure to Board's letter No. 2012/E(Sports)/4(1)/1/Policy Clarifications dt. 18.04.2012)

**Sports Quota Allotted to a Zonal Railway/Production Unit
for Recruitment of Sportspersons in a Financial Year**

Para No.	Zonal Railway/ Production Unit	Name of Pay Band/ Scale	Pay Bands/ Scales (In Rupees)	Corres- ponding Grade Pay	Quota Allotted for a Financial Year			Total Quota
					Open Advt. ZR/PU Quota	Talent Scouting ZR/PU Quota	RSPB Quota	
2.1.1	CR, ER, ECR, ECOR, NR, NCR, NER, NFR, NWR, SR, SCR, SER, SECR, SWR, WR, WCR	PB-2 PB-1 PB-1 PB-1 PB-1	9,300-34,800 5,200-20,200 5,200-20,200 5,200-20,200 5,200-20,200	4,200 2,800 2,400 2,000 2,000	... 5 16	... 1 4	1 1 2	1 7 22
		Total Quota Per Railway			21	5	4	30
2.1.2	CLW, DLW, DMW/ICF, RCF, RWF, RDSO, Metro Rly./Kolkata	PB-2 PB-1 PB-1 PB-1 PB-1	9,300-34,800 5,200-20,200 5,200-20,200 5,200-20,200 5,200-20,200	4,200 2,800 2,400 2,000 1,900	... 2 8	... 1 2	1 ... 1	1 3 11
		Total Quota Per Unit			10	3	2	15
2.1.3	Headquarter of each Zonal Railway	PB-1	5,200-20,200	1,800	10	...	...	10
2.1.4	Each Division of Zonal Railway	PB-1	5,200-20,200	1,800	5	...	...	5
2.1.5	DLW, ICF, RCF, CLW	PB-1	5,200-20,200	1,800	15	...	...	15
2.1.6	DMW, RWF, Metro Railway Kolkata	PB-1	5,200-20,200	1,800	5	...	...	5
2.1.7	RDSO	PB-1	5,200-20,200	1,800	3	...	...	3
2.1.8	Workshops (having the staff strength of 4000 or more)	PB-1	5,200-20,200	1,800	3	...	...	3

ANNEXURE-B

(Annexure to Board's letter No. 2012/E(Sports)/4(1)/1/Policy Clarifications dt. 18.04.2012)

_____ Railway

Game-wise distribution of sport quota for Financial Year _____

for recruitment of sportspersons through Talent Scouting & Open Advertisement

S. No.	Game	Category (Men Women)	No. of Sportspersons proposed to be recruited during the year							
			Grade Pay Rs.4200		GP Rs.2400/2800		GP Rs.1900/2000		GP Rs.1800		Total Game-wise Total
			Talent Satg.	Open Adv.	Talent Satg.	Open Adv.	Talent Satg.	Open Adv.	Talent Satg.	
1	Aquatics	Men Women								
2	Archery	Men Women								
3	Athletics	Men Women								
4	Badminton	Men Women								
5	Ball Badminton	Men Women								
6	Basketball	Men Women								
7	Billiards, Snooker 8 Ball & 9 Ball Pool	Men Women								
8	Body Building	Men Women								
9	Boxing	Men Women								
10	Bridge	Men Women								
11	Chess	Men Women								
12	Cricket	Men Women								

13	Cross	Men
	Country	Women
14	Cycling	Men
		Women
15	Football	Men
		Women
16	Golf	Men
		Women
17	Gymnastics	Men
		Women
18	Handball	Men
		Women
19	Hockey	Men
		Women
20	Kabaddi	Men
		Women
21	Kho-Kho	Men
		Women
22	Powerlifting	Men
		Women
23	Shooting	Men
		Women
24	Table Tennis	Men
		Women
25	Tennis	Men
		Women
26	Volleyball	Men
		Women
27	Weightlifting	Men
		Women
28	Wrestling	Men
		Women

GRAND TOTAL

Total sports quotas allotted to
Railway/Unit for a Financial Year
(excluding RSPB's Talent Scouting
Quota)

Sd/-

(Signature of President of concerned Zonal Railway/Unit Sports Association)

Copy to : Secretary/RSPB, 452 Rail Bhavan, New Delhi-110001.

Government of India (Bharat Sarkar)
Ministry of Railways (Rail Mantralaya) (Railway Board)

No. 2012/E(Sports)/4(1)/3/OTP/DOPT

New Delhi, 23rd May 2013

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.:- Out-of-Turn promotions to sportspersons/coaches for excellence in the field of sports — changes/addition/deletion in the existing policy.

Ref. :- Railway Board's policy letter No. 2010/E(Sports)/4(1)/1(Policy) dated 31.12.2010 (RBE No.189B/2010) and clarifications/corrigendum issued thereto.

The Ministry of Railway (Railway Board) has decided the following changes/additions/deletions in the existing sports policy letter, referred to above:-

Sl.No. Railway Board's policy letter	Changes/additions/deletions
No. 2010/E(Sports)/4(1)/1(Policy) dated 31.12.2010 (RBE No.189B/2010) and clarification/corrigendum issued thereto	in existing policy

MODIFICATIONS TO EXISTING PARAS

(i) Existing Para	Modified Para
Para 9.2.1.1 (i) & 9.2.2.1 (i) : Represented the country with Medal winning performance in the International Championships as defined in Category-A&B, under Para 3 above.	Para 9.2.1.1 (i) & 9.2.2.1 (i) : shall be read as under: Represented the country in Olympic Games (Category-A International Championship as defined in Para 3) OR Represented the country with medal winning performance in any International Championship as defined in Category - B, under Para 3
(ii) Existing Para	Modified Para
Para 9.2.2.1 Second and subsequent out-of-	9.2.2.1 (i) : shall be read as under: Second and subsequent out-of-turn promotion

<p>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.</p>	<p>to next higher post in his/her cadre to the outstanding sportspersons, shall be granted by the Railway Administration after the approval of the General Manager/Head of the Organization, subject to acquiring, following sports achievements, after first/previous out-of-turn promotion:</p> <p>Clarification : Powers for granting out-of-turn Promotion with relaxation in minimum educational qualification and relaxation in three years' service condition in existing post and Grade Pay, as per Para 9.2.8(a) and 9.2.8(b) respectively, shall continue to vest with Railway Board, as per existing practice and policy.</p>
<hr/> <p>NEW PARAS</p> <hr/>	
<p>(iii) Subject Out-of-turn Promotion, to Coaches for excellence in the field of sports</p>	<p>Para 9.2A: Out-of-turn promotion to coaches: 9.2A(i) : Railway Administration, after the approval of the General Manager/Head of the the Organization, may grant out-of-turn promotion to next higher post in his/her cadre in Non-Gazetted post of Pay Band 1 & 2, to a Coach who has trained a sportsperson or a team winning a medal in any International Championship (as defined in Category-A & B, under Para 3).</p> <p>Para 9.2A(ii) : Not more than two out-of-turn promotions shall be granted to a coach in the entire service career, with a gap of minimum four year's between the two promotions.</p> <p>Para 9.2A(iii) : For reckoning for out-of-turn promotion the individual should have been named as a coach for Indian team by the Ministry of Youth Affairs & Sports in the case of events being organized abroad and his/her participation should be with full cost to the government; and with the approval of Indian Olympic Association in the case or events being organized within India.</p>
<p>(iv) Subject Target Date for processing the case of out-of-turn Promotion</p>	<p>Para 9.2.6(A) : The cases of out-of-turn promotion to sportsperson fulfilling the sports norms and other conditions as per extant policy</p>

	<p>instructions, will be processed by the concerned Sports Association within a period of three months from the date of conclusion of the event which entitles sportsperson for out-of-turn Promotion,</p> <p>After obtaining necessary documents from the eligible sportsperson, concerned Sports Assodation will put up the proposal to Personnel Department for the approval of the competent authority through Secretary & President of their Sports Association, within the prescribed time limit.</p>
(v) Subject Date from which OTP will be effected.	<p>Para 9.2.6(B) : (B) : out-of-turn promotion will be effective from the date of conclusion of event which entitles a sportsperson/coach for out-of-turn promotion.</p>
(vi) Subject Out-of-turn promotion for sports achievement in team events.	<p>Para 9.2.6(C): In the case of a team event, a sportsperson will qualify for out-of-turn promotion only if he/she has played at least 50% of the matches in the same event. Reserve player, if any, shall not be entitled for any out-of-turn promotion unless-he/she has played at least 50% of the matches in the same event.</p>
(vii) Subject Fixation of seniority on out-of-turn promotion.	<p>Para 9.2.6 (D) : A sportsperson/coach appointed to a post/Grade by grant of out-of-turn promotion in relaxation or provisions of statutory recruitment rules applicable to the post/Grade, will be assigned seniority below all the regular personnel appointed (recruited/promoted) in that particular year.</p>
(viii) Subject Concurrence of FA&CAO for grant of out-of-turn promotion	<p>Para 9.2.6(E) : All cases of grant of out-of-turn promotions to sportspersons/coaches, should have the concurrence of the FA&CAO before the final approval of the General Manager/Head ofthe Department is obtained.</p>
(ix) Subject Creation of special supernumerary post	<p>Para 9.2.6(F) : 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</p>

post with matching surrender, for accommodating such promotion.

(Para 9.2.1.3 has been renumbered as Para 9.2.6(F) and will be applicable in all cases of out-of-turn promotions)

PARAS DELETED

- (x) Para No. 9.2.1.2:
Not more than one out-of-turn promotion to a sportsperson shan be given by the General Manager at Railway's level. Para stands deleted.
- (xi) Para No. 9.2.1.3:
As far as possible/the out-of-turn promotion shan 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. Para 9.2.1.3 has been renumbered as Para 9.2.6(F) and will be applicable in all cases of out-of-turn promotions.
- (xii) Para No. 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. Para stands deleted.
- (xiii) Para.9.2.3:
For considering the cut-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. Para stands deleted.
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(xiv) Para 9.2.8(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 for 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.

Para stands deleted.

(xv) Clarification/Corrigendum No.5, Letter No.

2011/E(Sports/4/(1)/1/Policy
Clarifications dated 23.02.2011
(RBE No. 26/2011) :

If any sportsperson applies for out-of-turn promotion on sports account, after getting promotion on his/her own seniority; for considering such cases as per Board's policy letter referred above; the concluding day of last recognized sports achievement should not be more than one year old, from the date of his/her promotion on seniority.

Letter should be treated as cancelled.

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2. Instructions contained in this letter shall be effective from the date of issue.
 3. These instructions issue with the concurrence of the Finance Ministry of Railways (Railway Board).

Sd/-

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

No. 2013/E(Sports)/4(1)/1/Policy Clarifications(OTP)

New Delhi, 23rd May 2013

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.
3. The General Secretaries, AIRF, 4, State Entry Road, New Delhi.
4. The General Secretaries, NFIR, 3, Chelmsford Road, New Delhi.
5. The General Secretaries, All India SC/ST Railway Employee Association, 7-GF, Ground Floor, Rail Bhavan, New Delhi.
6. The General Secretaries, All India OBC Railway Employee Association, Room No.48, Rail Bhavan, New Delhi.

Sd/-

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

Copy in Board's Office to :

PPSs/PSs to CRE; MS; AM(S); Adv. (IR); ED/E(N); ED(E); ED/E(Res.); ED/F(E); D/E(N); JD/D(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.

List of Athletes who have qualified for Rio 2016/won quota place for India for Rio 2016 as on 10.6.16

Sl.N. *Athletics (23 Athletes)*

1. Vikas Gowda - Men's Discus Throw
 2. Inderjeet Singh - Men's Shot Put
 3. K. T. Irfan - 20km Racewalking
 4. Tintu Luka - 4x400m Women Relay
 5. Manish Rawat - 20km Racewalking .
 6. Sandeen Kumar - 20km Racewalking
 7. Devender Singh - 20km Racewalking
 8. Gurmeet Singh - 20km Racewalking
 9. Baljinder Singh- Racewalking
 10. Chandan Singh-Racewalkinz
 11. Ms Sapna-Racewalking
 12. Ms Manpreet Kaur-Throws-Shotput
 13. Nitendra Rawat-Marathon
 14. OP Jaisha-Marathon
 15. Ms Sudha Singh-Marathon
 16. Ms Lalita Babar-3000m-steeplechase
 17. Ms Kavita Raut-Marathon
 18. Khushbir Kaur - 20km Racewalking
 19. K. Ganapathy - 20km Racewalking
 20. Neeraj Rathi 20 Km Walk
 21. Gopi T (Marathon)
 22. Kheta Ram (Marathon)
 23. Seema Antil-Women's Discus Throw
-

TOTAL (Athletics for 2016)

Archery (4 Athletes)

24. Mangal Singh Champia - Men Archery
25. Deepika Kumari - Women Archery
26. O Bombnyla Devi- Women Archery
27. Laxmi Rani Majhi - Women Archery

TOTAL (Archery for 2016)

Boxing (1 Athlete)

28. Shiva Thapa - Men's 56 kg

Shooting (12 Athletes)

29. 1. Abhinav Bindra - Men's 10m Air Rifle
30. 2. Gagan Narang - Men's 50m Rifle Prone
31. 3. Ayonika Paul - Women's 10m Air Rifle
32. 4. Apurvi Chandela - Women's 10m Air Rifle
33. 5. Heena Sidhu - Women's 10m Air Pistol
34. 6. Jitu Rai - Mens 10m Air Pistol, 50m Free Pistol
35. 7. P.N. Prakash - Men's 10m Air Pistol
36. 8. Manavjit Sandhu - Men's Trap
37. 9. Chain Singh - Men's Rifle
38. 10.Gurpreet Singh -10m Air Pistol
39. 11.Mirai Ahmad Khan
40. 12.Kynan Chenai - Men's Trap

TOTAL (Shooting for 2016)

Wrestling (8 Athletes)

41. Yogeshwar Dutt - Men's 66kg
42. Narsingh Yadav - Men's 74kg
43. Hardeep Singh Men's 90 KG Greeco Roman
44. Sandeep tomar
45. Vinesh Phogat - Women's 48kg
46. Sakshi Malick
47. Babita Kumari - Women's 53kg
48. Ravinder Khatri

TOTAL (Wrestling for 2016)

	<i>Gymnastics (1 Athlete)</i>
49.	Dipa Kamakar - Vault
	Table Tennis (4 Athletes)
50.	Sarath Kamal
51.	Soumyajit Gosh
52.	Ms. Manika Batra
53.	Ms. Mouma Das
	Rowing (1 athlete)
54.	Dattu Baban Bhokanal
	<i>Badminton (7 Athletes)</i>
55.	1. Saina Nehwal- Women's singles
56.	2. P.V. Sindhu - Women's singles
57.	3. K. Srikanth - Men's singles
58.	4. Ashwini Ponnappa - Women's Doubles
59.	5. Jwala Gutta - Women's Doubles
60.	6. Manu Attri - Men's Doubles
61.	7. B. Sumeeth Reddy - Men's Doubles
	<i>Judo</i>
62.	Avtar Singh 90 Kg
	Lawn Tennis
63.	Ms Sania Mirza
64.	Rohan Bopanna
	Weightlifting 2 athletes will participate from India, names yet to be decided by Federation.
	16 Players - Men Hockey Team
	16 Players - Women Hockey Team
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	TOTAL 98 players as on 10.6.16
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