

Norms and procedure for recruitment on Sports Quota in Indian Railways

• Recruitment

1. 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.

2. Sports Quota:

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

S. No.	Zonal Railway/ Production Unit	Name of Pay Band/ Scale	Pay Bands/ Scales	Corresponding Grade Pay	Quota Allotted for a Financial Year			Total Quota
					Open Advt.	Talent Scouting		
						ZR/PU Quota	ZR/PU Quota	
(In Rupees)					ZR/PU Quota	ZR/PU Quota	RSPB Quota	Total Quota
2.1.1	CR, ER, ECR, ECOR, NR, NCR, NER, NFR, NWR, SR, SCR, SER, SECR, SWR, WR, WCR	PB-2	9,300-34800	4 200	...	1	1	2
		PB-1	5,200-20,200	2 800	3	3	1	7
		PB-1	5,200-20,200	2 400				
		PB-1	5,200-20,200	2 000	9	8	4	21
		PB-1	5,200-20,200	1 900				
		Total Quota per Railway					12	12

S. No.	Zonal Railway/ Production Unit	Name of Pay Band/ Scale	Pay Bands/ Scales	Corresponding Grade Pay	Quota Allotted for a Financial Year			Total Quota
					Open Advt.	Talent Scouting		
						ZR/PU Quota	ZR/PU Quota	
(In Rupees)					ZR/PU Quota	ZR/PU Quota	RSPB Quota	Total Quota
2.1.2	CLW, DLW, DMW, ICF, RCF, RWF,	PB-2	9,300-34800	4 200	1	1	2
		PB-1	5,200-20,200	2 800	2	1	1	4
		PB-1	5,200-	2 400				

			20,200					
	RDSO, Metro Rly./Kolkata	PB-1	5,200- 20,200	2 000	4	4	1	9
		PB-1	5,200- 20,200	1 900				
		Total Quota per Unit			6	6	3	15
2.1.3	Head quarter 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 game as mentioned below or as recognized by RSPB for this purpose:-

S. o.	Game	S. o.	Game	S. o.	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	Power lifting
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 sportsperson 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 sportsperson, 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 must be on or before 31st March of financial year against the quota of which sportsperson is being appointed: and the appointment orders should be issued within one month from the date of issue of letter from Board's office in this regard.

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

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

3. Categorization of International Championships:

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

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

Category-C :	Commonwealth Championships (Junior/Senior Category) Asian Championships/Asia Cup (Junior/Senior Category) South Asian Federations (SAF) Games (Senior Category) USIC (World Railways) Championships (senior Category)
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4. Sports norms for recruitment of sportspersons in different Grade Pay & Pay Bands:

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

S. No.	Name of Pay Band/ Scale	Grade Pay	Pay Band	Minimum Sports Norms for Recruitment
		(In Rupees)		
(i)	PB-2	4 200	9,300-34,800	Upto 8th Position in Olympics
(ii)	PB-1	2,800 OR 2,400	5,200-20,200	Represented the Country in Olympic Games (Category-A) 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

Notes (Read with Para 4.1 above):

(a) In **Athletics**, medal winning performance in National Inter State Senior Athletics Championships, may also be considered for recruitment against the posts having Grade Pay ` 1,900 in Pay Band ` 5,200-20,200.

(b) In **Chess**: following sports achievements may also be considered for recruitment: in different Grade Pay and Pay Bands:-

Name of Pay Band/Scale	Grade Pay (In Rupees)	Pay Band	Minimum Sports forms 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	5,200-2,800	International Master title in Chess OR 2350 or more rating points, in last tow 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 forms 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	5,200-2,800	Seniors	Singles	Upto 12th Position
				Doubles	Upto 4th Position
			Youth Juniors	Singles	Upto 6th Position
				Singles	Upto 6th Position
PB-1	1 800	5,200-20,200	Seniors	Singles	Upto 16th Position
				Doubles	Upto 6th Position
			Youth Juniors	Singles	Upto 8th Position
				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 Overs One Day International Match or in a Twenty-20 Overs Match; shall also be considered for recruitment against the posts having Grade Pay ` 1,900

or 2,000 in Pay Band ` 5,200-20,200.

(e) However, if a cricket player represented Main Indian Seniors Team (Men/Women) at least in five Test Matches or in ten Limited Overs One Day International Matches: may be considered for recruitment against the posts having Grade Pay ` 4,200 in Pay Band ` 9,300-34,800.

(f) In **Cricket** at National level, following sports achievements in 4 Days/One Day Limited Overs/Twenty-20 Overs Men/Women Cricket Championships (except Vizzy Trophy); organized under the aegis of BCCI; may also be considered for recruitment against the posts having Grade Pay ` 1,800 or ` 1,900 in Pay Band ` 5,200-20,200:-

S. o.	Details of Championships	Category	Minimum Sports Achievement for Recruitment in Grade Pay	
			` 1,900/2,000	` 1,800
(i)	All India Inter State Elite & Plate Group Championships	Senior/Youth (U-22)/Junior (U-19)	Semi-finalists of Elite Group Championships	Participation in Elite or Plate Group Championships
(ii)	All India Inter State Championships	Senior//Junior (U-19)	Semi-finalists of All India Knock- out stage	Participation in any stage
(iii)	All India Inter Zonal Championships	Senior/Junior (U-19)	Finalist	Participation

(g) If **Golf**, (i) for recruitment against the posts having Grade Pay ` 1,900 or ` 2,000 in Pay Band ` 5,200-20,200; sportsperson having I.G.U ranking from 1-50; and (ii) for recruitment against the posts having Grade Pay ` 1,800 in Pay Band ` 5,200-20,200; sportsperson having I.G.U. ranking up to 100, subject to single handicap i.e. less than 10 (in order of Merit/Amateur Merit list) shall also be eligible for recruitment.

Only the current Annual All India Ranking shall be considered for these purposes.

(h) In **Hockey**, for recruitment against the posts having Grade Pay ` 1,900 or ` 2,000 in Pay Band ` 5,200- 20,200; at least 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 Railways Sports Promotion Board.

(l) For recruitment of sportspersons, on the basis of sports achievements in Junior National Championships, the age groups as mentioned in Annexure-I, shall only be considered.

4.2 Period of reckoning Sports Achievements:

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

For example, for applications received in 2010-11 (i.e. from 01.04.2010 to 31.03.2011) for

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

4.2.2 Activeness in sports shall be as per his/here 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 tall 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 Trail 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 sportsperson must have the minimum educational qualification required for recruitment in the Railways, as per the extant rules.

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

6.6 He/she shall also not be entitled for any promotion till acquiring the minimum educational qualification.

6.7 If the sportspersons recruited by granting relaxation in the minimum educational qualification in accordance with Para 6.3 above, is not able to acquire the minimum educational

qualification within four years from the date of his/her appointment he/she may be terminated from service, immediately after the completion of four years' period. However, in exceptional cases, where after joining Railways, sportsperson continues to excel in the National Championships and/or participates in the International Championships mentioned under Para-3 above, case may be referred to Board, after GM's personal recommendation for extension in the time limit for acquiring the minimum educational qualification, before the completion of four years' period, so that decision is communicated before completion of four years.

7. Proficiency in Typing Skill:

7.1 The sportspersons recruited as Clerk or Senior Clerk against sports quota, should pass the requisite type-writing test within a period of four years from the date of their appointment, as per instructions as contained in Railway Board's letter No. E(NG)-II/2004/RR-1/48 dt. 09.02.2005 (RBE No. 25/2005).

7.2 If a sports person 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. Appointment 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 six months 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 Trials 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 Trail Report

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

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

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

Description		Maximum Marks
(i)	For assessment of recognized Sports Achievements as per norms	50 Marks
(ii)	For game skill, physical fitness & Coach's observations during Trials	40 Marks
(iii)	Educational Qualification	5 Marks

(iv)	General Intelligence, personality trials & physiological make up	5 Marks
	Total Marks	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, shall be as follows:-

S. 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 candidates to decided the merit.

8.1.15 Trial Committee shall submit the Trail 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 Trial 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 Trial shall be for one month. Therefore, if 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 100 M in Athletics, Wicketkeeper in Cricket, Goalkeeper in Football etc.); age limit; minimum educational qualification; period of performance of sports achievements and minimum sports achievements as required as per Para 4.1 above.

8.2.4 Vacancies for different games shall be worked out by concerned Sports Association with the approval of General Secretary, for recruitment of sportspersons in different posts, Pay Bands and Grade Pay.

8.2.5 Sports Associations shall send their requests to Personnel Department in the beginning of the financial year to assess vacancies. After determination of vacancies, Personnel Department will take out Advertisement.

8.2.6 Advertisement in this regard must be issued by 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 an ASO/Sports Officer/Sports In-charge of the Railway.

8.2.8 List of eligible candidates to call for trials shall be prepared and letters, as per proforma at Annexure-III, will be issued to the applicants by Personnel Department, at least 20 days before the date of trials.

8.2.9 A Recruitment Committee shall be constituted to look after the recruitment process.

8.2.10 Recruitment Committee.

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

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

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

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

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

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

8.2.11 Trial Committee:

8.2.11.1 Trail 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 the 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	40 Marks
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during Trials	
(ii) FIT Candidate	Candidates 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
	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. o.	Name of Pay Band/Scale	Grade Pay	Pay Band	Minimum Qualifying Marks
		(In Rupees)		
(i)	PB-1	2 800	5,200-20,200	70 Marks
(ii)	PB-1	2 400	5,200-20,200	
(iii)	PB-1	2 000	5,200-20,200	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 sportsperson score the same marks, preference should be given to younger candidate to