

No. 14015/1/76-Estt.D  
 Government of India/Bharat Sarkar  
 Ministry of Home Affairs/Grih Mantralaya  
 Department of Personnel & Administrative Reforms  
 (Karmik Aur Prashasanik Sudhar Vibhag)

\*\*\*\*\*

New Delhi, the 4<sup>th</sup> August 1980

**Office Memorandum**

Sub: Appointment of meritorious sportsmen to Group 'C' and 'D' posts in relaxation of the procedure.

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**General Scheme:**

Under this Department's O.M. No. 14/1/72-Estt.(D) dated 28.12.72 orders were issued that the Secretary of the Ministry/Department or the Head of Department under it may recruit a meritorious sportsmen to a Class III or Class IV service/post (now Group C&D) in the Ministry/Department/Establishment, as the case may be, direct recruitment to which is made otherwise than through a competitive examination held by the Union Public Service Commission, subject to the provisions contained in that O.M. with the coming into being on the Staff Selection Commission, recruitment to group 'C' posts have generally to be made through the Staff Selection Commission. The entire policy of recruitment of sportsmen in various Departments/Offices has since been examined and the following orders are issued for providing for relaxation of recruitment rules to the extent mentioned below:

**1. ELIGIBILITY:**

- a) Appointments under these orders can be made of a sportsmen 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 the list at Annexure (A).
  - ii) Sportsmen who have represented their University in the Inter-University Tournaments conducted by the Inter-University Sports Boards in any of the sports/game showing the list at Annexure 'A'.
  - iii) Sportsmen who have represented the State Schools Teams in the National Sports/games for schools conducted by the All India School Games Federation in any of the games/sports shown in the list of Annexure 'A'.
  - 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 in regard to age, educational or experience, qualification 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.

## 2. POSTS TO WHICH APPLICABLE:

- a) Appointment of meritorious sportsmen can be made to any post in Group 'C' or Group 'D' which under the Recruitment Rules applicable thereto, is required or permitted 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 sportsmen can be considered for appointment under sub para (a) above, notwithstanding the fact that he is already in the service of the Government.
- d) In making appointments to any post under the Government by promotion, no preference shall be given to meritorious sportsmen though that fact may be taken into account in assessing the overall merit.

## 3. EXTENT TO SUCH RECRUITMENT:

- a) Ministries/Departments 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 cases 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 back by appointing meritorious sportsmen subject to the overall limitations mentioned in sub-para (a) above.

## 4. SENIORITY:

Where sportsmen are recruited through the Employment Exchange or by direct advertisement and are considered alongwith other general category candidates, they may be assigned seniority in the order in which they are placed in the panel for selection.

Where recruitment to a post is through a selection made by the SSC, whether by a competitive examination or otherwise, the sportsmen recruited by the departments themselves should be placed enable junior to those who have

already been recommended by SSC. The Inter-se-seniority of sportsmen will be in the order of selection.

5. PROCEDURE:

- a) An application received by the appointing authority or a higher authority from a sportsmen belonging to any of the categories mentioned above, may be considered by the Ministries/Departments 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 paragraphs, 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 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/Departments or Head of the Department, as the case may be, is satisfied about the eligibility of the candidates 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, alongwith the necessary details, for obtaining his concurrence in the proposed appointment of the candidate.
- b) The orders contained in those O.M. 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.

6. These orders apply to all Ministries and Departments of Government of India including the Ministry of Railways and Communications (P&T) and any existing Scheme if any of the Ministries/Departments shall, from the date of issue of these orders, be subject to the conditions and restrictions herein specified, except to the extent of such modifications as may be accepted by Government in view of special circumstances prevailing therein.

7. A consolidated annual statement showing the number of sportsmen of the eligible categories appointed to Group 'C' and Group 'D' posts/service in a calendar year may be sent to the Welfare Division of the Department of Personnel by each Ministry/Department in the proforma given in Annexure 'C' by the 31<sup>st</sup> March, of the following year.

8. Provisions contained in this O.M. supersede all instructions issued from time to time in the past, on the subject.

Sd/-  
(J.K. SARMA)  
Director

To

1. All Ministries/Departments including U.P.S.C, C.V.C, Election Commission, Planning Commission etc. etc.
2. All Union Territories, Government/Administrators.
3. All attached/subordinate offices of the Ministry of Home Affairs and Department of Personnel and Administrative Reforms.
4. All Sections of the Ministry of Home Affairs and Department of Personnel and Administrative Reforms.
5. All Members of the Staff Side of the National Council.

Copy also forwarded for information:

1. The Secretary, Railway Board, Ministry of Railways.
2. D.G of Posts & Telegraphs, New Delhi.
3. C&AG, New Delhi with the request that they may consider the desirability of issuing similar instructions to offices under their control. It is also requested that information in the proforma in Annexure 'C' 8 may be furnished to this Department (Welfare Division) so that the total number of meritorious sportsmen recruited during a year may be worked out.
4. C.A.O Office, Ministry of Defence, CS.II Section, Department of Personnel and Administrative Reforms, They may consider the question of extending of these orders to posts in CSSS/CSCS and AFG Clerical Service and AFG Stenographers Service.

Sd/-  
(J.K. SARMA)  
Director

No. 14034/1/95-Estt.(D)  
Government of India  
Ministry of Personnel, P.G. & Pensions  
(Department of Personnel & Training)

....  
New Delhi, dated the 4-5-1995.

OFFICE MEMORANDUM

Subject: Appointment of meritorious sports persons-  
Order of preference.

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The undersigned is directed to say that the scheme for appointment of meritorious sports persons under Government is contained in this Department O.M.No. 14015/1/78-Estt.(D) dated the 4th August, 1980 as amended from time to time. A complete list of games/sports covered by the scheme was circulated with this Department O.M.No. 14034/1/91-Estt.(D) dated 21st March, 1991. (copy enclosed)

2. In order to facilitate proper selection of sports persons, it has been decided that sports persons who fulfil the eligibility conditions laid down in para 1 of this Department O.M. dated 4.8.80 referred to above shall be considered in the following 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 & Sports.
- (b) Next preference may be given to those who have represented a State/U.T. in the Senior or Junior level National Championships organised by the National Sports Federations recognised by Deptt. of Youth Affairs & Sports or National Games organised 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 School 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 Deptt. of Pers. & Trg. in consultation with Deptt. of Sports-Y.A.
3. All other conditions relating to eligibility, appointment, seniority etc. laid down in the O.M. dated 4.8.80, as amended from time to time, remain the same.
4. The above instructions may be brought to the notice of all concerned for information and necessary action.

  
(Y.G. PARANDE)  
Director(E)

To

1. All Ministries/Departments, etc. of the Govt. of India.
2. Deptt. of Youth Affairs & Sports, New Delhi.
3. All Union Territories Govt./Administrations.
4. All Attached Subordinate Offices Sections of the DP&T.
5. All Staff Side Members of the National Council.
6. 300 spare copies for Estt.(D).

Copy also forwarded for information:-

1. The Secretary, Railway Board, Ministry of Railways.
2. The Secretary, UPSC, New Delhi.
3. C&A, New Delhi.
4. C.A.O's Office, Ministry of Defence/CS.II Section, DP&T.

  
(Y.G. PARANDE)  
Director(E)

## APPENDIX – 1

### LIST OF GAMES / SPORTS WHICH QUALIFY MERITORIOUS SPORTSPERSONS FOR CONSIDERATION FOR APPOINTMENT TO GROUP 'C' / 'D' POSTS UNDER CENTRAL GOVERNMENT

G.I., Dept. of Per. & Trg., O.M. No. 14034/1/91-Estt. (D), dated the 21st March, 1991 and  
O.M. No. 14034/1/2009-Estt. (D), dated the 24th November, 2009

- |                                                 |                           |
|-------------------------------------------------|---------------------------|
| 1. Archery                                      | 21. Kabaddi               |
| 2. Athletics (including Track and Field events) | 22. Karate-DO             |
| 3. Atya-Patya                                   | 23. Kayaking and Canoeing |
| 4. Badminton                                    | 24. Kho-Kho               |
| 5. Ball-Badminton                               | 25. Polo                  |
| 6. Basketball                                   | 26. Powerlifting          |
| 7. Billiards and Snooker                        | 27. Rifle Shooting        |
| 8. Boxing                                       | 28. Roller Skating        |
| 9. Bridge                                       | 29. Rowing                |
| 10. Carrom                                      | 30. Softball              |
| 11. Chess                                       | 31. Squash                |
| 12. Cricket                                     | 32. Swimming              |
| 13. Cycling                                     | 33. Table Tennis          |
| 14. Equestrian Sports                           | 34. Taekwondo             |
| 15. Football                                    | 35. Tennikoit             |
| 16. Golf                                        | 36. Tennis                |
| 17. Gymnastics (including Body-Building)        | 37. Volleyball            |
| 18. Handball                                    | 38. Weight-lifting        |
| 19. Hockey                                      | 39. Wrestling             |
| 20. Judo                                        | 40. Yatching              |
|                                                 | 41. Ice-Skiing            |
|                                                 | 42. Ice-Hockey            |
|                                                 | 43. Ice-Skating           |

## APPENDIX – 2

### LIST OF AUTHORITIES AWARDING CERTIFICATES

G.I., Dept. of Per. & Trg., O.M. No. 14015/1/76-Estt.(D),  
dated the 4<sup>th</sup> August, 1980

| Sl. No. | Competition                           | Authority awarding Certificate                                                                                                                                      | Form in which certificate is to be awarded |
|---------|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 1       | 2                                     | 3                                                                                                                                                                   | 4                                          |
| 1.      | International Competition             | Secretary of the National Federation of the game concerned                                                                                                          | 1                                          |
| 2.      | National Competition                  | Secretary of National Federation or Secretary of the State Association of the Game concerned                                                                        | 2                                          |
| 3.      | Inter-University Tournaments          | Dean of Sports or other Officer 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 and Social Welfare, Govt. of India                                 | 5                                          |

## APPENDIX – 3

### SPECIMEN FORMS REFERRED TO IN APPENDIX-2

#### **FORM 1**

*[ For representing India in an International Competition  
in one of the recognized Games / Sports ]*

NATIONAL FEDERATION / NATIONAL ASSOCIATION  
OF \_\_\_\_\_

**Certificate to meritorious sportsman for employment to  
Groups 'C' and 'D' services under the Central Government**

Certified that Shri / Smt. / Kumari \_\_\_\_\_ Son/ Wife/  
Daughter of Shri \_\_\_\_\_, resident of \_\_\_\_\_ (complete  
address) represented the Country in the game / event of  
\_\_\_\_\_ in \_\_\_\_\_ Competition / Tournament  
held at \_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_

The position obtained by the individual / team in the above-said Competition  
/ Tournament was \_\_\_\_\_

The Certificate is being given on the basis of record available in the Office of  
National Federation / National Association of \_\_\_\_\_

Place :  
Date :

Signature:  
Name :  
Designation:  
Name of the Federation /  
National Association:  
Address:  
Seal

NOTE: This certificate will be valid only when signed personally by the Secretary,  
National Federation / National Association.

## FORM 2

[ For representing a State in India in National Competition  
in one of the recognized Games / Sports ]

STATE ASSOCIATION OF \_\_\_\_\_  
IN THE GAME OF \_\_\_\_\_

### **Certificate to meritorious sportsman for employment to Groups 'C' and 'D' services under the Central Government**

Certified that Shri / Smt. / Kumari \_\_\_\_\_ Son/ Wife/  
Daughter of Shri \_\_\_\_\_, resident of \_\_\_\_\_ (complete  
address) represented the State of \_\_\_\_\_ in the game / event of  
\_\_\_\_\_ the National Competition / Tournament held at  
\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.

The position obtained by the individual / team in the above-said Competition  
/ Tournament was \_\_\_\_\_.

The Certificate is being given on the basis of record available in the Office of  
State Association of \_\_\_\_\_.

Place :  
Date :

Signature:  
Name :  
Designation:  
Name of the State  
Association:  
Address:  
Seal

NOTE:– This certificate will be valid only when signed personally by the Secretary of  
the State Association.

### FORM 3

[ For representing a University in the Inter-University Competition  
in one of the recognized Games / Sports ]

UNIVERSITY OF \_\_\_\_\_

#### **Certificate to meritorious sportsman for employment to Groups 'C' and 'D' services under the Central Government**

Certified that Shri / Smt. / Kumari \_\_\_\_\_ Son/ Wife/  
Daughter of Shri \_\_\_\_\_, resident of \_\_\_\_\_ (complete  
address) represented the University of \_\_\_\_\_ in the game / event of  
\_\_\_\_\_ in Inter-University Competition / Tournament held at  
\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.

The position obtained by the individual / team in the above-said Competition  
/ Tournament was \_\_\_\_\_.

The certificate is being given on the basis of record available in the Office of  
Dean of Sports or Officer in overall charge of sports in the University of  
\_\_\_\_\_.

Place :  
Date :

Signature:  
Name :  
Designation:  
Name of the University:  
Address:  
Seal

NOTE:– This certificate will be valid only when signed personally by the Dean/  
Director or other Officer in overall charge of sports in the University.

## FORM 4

[ For representing a State School Team in the National Games for School  
in one of the recognized Games / Sports ]

DIRECTORATE OF PUBLIC INSTRUCTIONS / EDUCATION  
OF THE STATE OF \_\_\_\_\_

### **Certificate to meritorious sportsman for employment to Groups 'C' and 'D' services under the Central Government**

Certified that Shri / Kumari \_\_\_\_\_ Son/ Daughter of  
Shri \_\_\_\_\_, resident of \_\_\_\_\_ (complete address) student  
of \_\_\_\_\_ represented the \_\_\_\_\_ State School Team in the  
game / event of \_\_\_\_\_ in National Games for School held at  
\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.

The position obtained by the individual / team in the above-said Competition  
/ Tournament was \_\_\_\_\_.

The certificate is being given on the basis of record available in the Office of  
Directorate of Public Instruction / Education of \_\_\_\_\_.

Place :  
Date :

Signature :  
Name :  
Designation :  
Address :  
Seal :

NOTE:- This certificate will be valid only when signed personally by the Director or  
Additional /Joint or Deputy Director in overall charge of sports / games for schools  
in the Directorate of Public Instruction / Education of the State.

## FORM 5

[ For the awardess in Physical Efficiency performances conducted  
by the Ministry of Education and Social Welfare ]

### GOVERNMENT OF INDIA / MINISTRY OF EDUCATION AND SOCIAL WELFARE

#### **Certificate to meritorious sportsman for employment to Groups 'C' and 'D' services under the Central Government**

Certified that Shri / Smt. / Kumari \_\_\_\_\_ Son/ Wife/  
Daughter of Shri \_\_\_\_\_, resident of \_\_\_\_\_ (complete  
address) represented the School Team in the game / event of  
\_\_\_\_\_ in National Competition held at  
\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.

The certificate is being given on the basis of records available in the Ministry  
of Education and Social Welfare.

Place :  
Date :

Signature :  
Name :  
Designation :  
Address :  
Seal :

NOTE:– This certificate will be valid only when signed personally by the Secretary or  
other Officer in overall charges of Physical Efficiency in the Ministry of Educational  
and Social Welfare.