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Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel and Training
ESTT.(Estt. D)

(Dated 18 November, 2022)

OFFICE MEMORANDUM

Instructions on Recruitment/Promotion for Sportspersons in Government of India

Note:-

(i) This document is a compilation of all relevant instructions on the subject of "Recruitment/Promotion for Sportspersons in Government of India" and therefore is intended to serve as the guide without the need, for anyone to refer to old OMs issued from time to time. The list of such OMs is given in Appendix to this document. In case any reference to the relevant OM is required, the same may be accessed from Archive Section of DOPT's Website.

(ii) While due care has been taken to compile this document, however, if any omissions or correction are noticed, the same may be brought to the notice of the Department of Personnel & Training.

1. Instructions for Recruitment/Promotion for Sportspersons in Government of India is applicable to all Central Government Civilian Employees and Central Services except Railways Services and services under the control of the Department of Atomic Energy, the erstwhile Department of Electronics, the Department of Space and the Scientific and Technical Services under the Department of Defence Research and Development.

(Para 2 of O.M. No. 14034/1/2012-Estt.(D) dated 26.07.2012)

The following paragraphs indicate the principles for Recruitment/Promotion for Sportspersons to services and posts under the Central Government:-

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 4thAugust, 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 4thAugust, 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 4thAugust, 1980)

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

Sl.No.	Name of Sport	Sl.No.	Name of Sport
1.	Archery	34.	Mallakhamb
2.	Athletics	35.	Motor Sports
3.	Atya – Patya	36.	Net Ball
4.	Badminton	37.	Para Sports (for sports discipline included in para Olympics and Para Asian Games)
5.	Ball-Badminton	38.	Pencak Silat
6.	Baseball	39.	Polo

7.	BasketBall	40.	Powerlifting
8.	Billiards & Snookers	41.	Shooting
9.	Body-Building	42.	Shooting Ball
10.	Boxing	43.	Roll Ball
11.	Bridge	44.	Roller Skating
12.	Carrom	45.	Rowing
13.	Chess	46.	Rugby
14.	Cricket	47.	Sepak Takraw
15.	Cycling	48.	Soft Ball
16.	Cycle Polo	49.	Soft Tennis
17.	Deaf Sports	50.	Squash
18.	Equestrian	51.	Swimming
19.	Fencing	52.	Table Tennis
20.	Football	53.	Taekwondo
21.	Golf	54.	Tenni-Koit
22.	Gymnastics	55.	Tennis
23.	Handball	56.	Tenpin Bowling
24.	Hockey	57.	Triathlon
25.	Ice-Hockey	58.	Tug-of-war
26.	Ice-Skating	59.	Volleyball
27.	Ice-Skiing	60.	Weightlifting
28.	Judo	61.	Wushu
29.	Kabaddi	62.	Wrestling
30.	Karate	63.	Yachting
31.	Kayaking & Canoeing	64.	Tennis Ball Cricket
32.	Kho – Kho	65.	Yogasana
33.	Kudo		

[\(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,](#)

[\(Para A IV of O.M. No. 14034/01/2013-Estt. \(D\) dated 3rd October, 2013, dated 01.09.2020, 29.01.2021, 17.06.2022\)](#)

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

S.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 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 & Social Welfare Government of India	5

Specimen 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\)](#)

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 Schedule Castes and Schedule 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. Scheme for Out Of Turn Promotion For Sportspersons

I Objective

To promote a sportsperson for excellence in sports events by upgradation of the post personal to the sportsperson till it is vacated by the sportsperson either by his/her subsequent promotion, resignation or on retirement.

II To whom applicable

The scheme is applicable to all Central Government Civilian Employees and Central Services except Railways Services and services under the control of the Department of Atomic Energy, the erstwhile Department of Electronics, the Department of Space and the Scientific and Technical Services under the Department of Defence Research and Development.

III Performance to be rewarded by out of turn promotion

The medal winning performance in sports events to be eligible for out of turn promotion will be restricted to regular disciplines of:

- i. Olympic Games,
- ii. Commonwealth Games,
- iii. Asian Games
- iv. World Championships and
- v. Record breaking medal winning performance in National Games conducted by Indian Olympic Association in the regular disciplines of Olympics, Commonwealth Games, Asian Games and World Championships
- vi. The Scheme will also cover differently-abled sportspersons for equivalent events/games organized for them.

IV. Number of out of turn promotion to be allowed

A maximum of three out of turn promotion in the entire service career, subject to following conditions can be allowed to sportspersons for excellence in International/National Sports events:

(a) Excellence in international sports events

- (i) A sportsperson winning Gold, Silver or Bronze or more than one medal in Olympic Games, Commonwealth Games, Asian Games and World Championships in a particular year will be eligible only for one out of turn promotion in that year.
- (ii) Only the medal winning performance in aforesaid sports events will be considered for out of turn promotion. If a sportsperson or more than one sportspersons while competing in a discipline in Olympic Games, Commonwealth Games, Asian Games and World Championships, does not win a medal but gives better performance than the previous national record in the discipline then no out of turn promotion will be allowed.
- (iii) In case of a team event, a sportsperson will qualify for out of turn promotion only if he 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.
- (iv) An out of turn promotion be considered for performance as a Coach if he/she has trained a sportsperson or a team which goes on to win a medal in any of the international Games/Championships mentioned in **para III** above. A Coach who is a Government employee will be considered for out of turn promotion even if the sportsperson(s) he/she has trained is not a Government Servant provided he has already intimated his/her office the name of sportsperson(s) or team which have been receiving training from him. In case more than one Coach has trained a sportsperson or a team which eventually wins a medal then only the main Coach, subject to other conditions will be considered for out of turn promotion.
- (v) The number of out of turn promotions allowed to a Coach will be capped at two with a gap of four years. However, the total number of out of turn promotions allowed to a Coach will not exceed three in the entire career including those given to him/her in the past for performance as a sportsperson.

(b) Excellence in national sports events

In case of National Games conducted by Indian Olympic Association record breaking medal winning performance in an individual discipline would be considered for one out of turn promotion during the entire service career. In case more than one sportsperson gives better performance than the existing national record in the discipline in the same National Games, then all sportspersons winning medals shall be considered for one out of turn promotion.

V. Vacancy

As out of turn promotion to sportsperson is to be allowed by upgradation of post personal to the sportsperson, no separate post will be created for grant of out of turn promotion to a Sportsperson/Coach. Such a post will continue to be upgraded in higher grade till it is vacated by the sportsperson either by his/her subsequent promotion, resignation or on retirement. No out of-turn promotion shall be granted during the probation period. The out of turn promotion will be granted only in the hierarchy of the post and no level jumping will be allowed.

VI. Procedure

Out of turn promotion would be allowed on regular basis only. The procedure for regular promotion including vigilance clearance should be followed while considering the cases for out of turn promotion. The composition of DPC for grant of out of turn promotion to the sportsperson will be same as that prescribed in the statutory recruitment rules applicable to the post to which promotion is being made.

VII. Relaxation in qualifying/eligibility service required for promotion

The appointing authority for the post prescribed in the relevant recruitment rules shall be competent authority for grant of relaxation from requirement of completing the qualifying service (residency period in the feeder grade), educational qualification, completion of pre- promotion training or any other condition that may be prescribed in the statutory recruitment rules applicable to the promotional post. This shall have prior approval of the Secretary concerned in case of the Ministry/Department and the Head of the organisation in the case of attached and subordinate offices.

VIII. Time limit for out of turn promotion

The entitlement of a sportsperson for out of turn promotion may be processed within a period of three months from the date of occurrence of event which entitles him/her for out of turn promotion. It will be responsibility of the concerned administrative Ministry/Department to consider a sportsperson for out of turn promotion within the prescribed time limit.

IX. Date from which promotion will be effective

The out of turn promotion will be effective from the date of conclusion of event.

X. Fixation of seniority

A sportsperson/Coach appointed to a post/Grade by grant of out of turn promotion in relaxation of 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.

XI. Pay fixation

The pay on out of turn promotion of sportsperson will be fixed as in the case of regular promotion.

XII. UTILISATION OF SERVICES OF SPORTSPERSON

As far as possible the services of the sportspersons, should be utilised for sports related activities after their active sports career is over, whether it is coaching or other technical areas.

XIII. POWER TO RELAX

Prior approval of DoP&T is required to be obtained to relax any of the provisions of this scheme.

(O.M. No. 14034/1/2012-Estt.(D) dated 26.07.2012)

C. Incentive to Sportspersons

Establishment (Pay), DOPT have issued separate updated instructions [as on 15.09.2022](#) regarding other Incentives to Sportspersons like Increments (Personal Pay), Special Casual Leave, Periods treated as on duty, TA/DA, Revised Rates of Special Increment (Personal Pay) etc. and have already been uploaded on DOPT's website.

Appendix

Reference Office Memorandum on recruitment/promotion of meritorious sportspersons

1. [O.M. No. 14015/1/76-Estt. \(D\) dated 04.08.1980](#)
2. [O.M. No. 14034/4/85-Estt. \(D\) dated 18th September, 1985](#)
3. [O.M. No. 15012/3/84-Estt.\(D\) dated 12.11.1987](#)
4. [O.M. No. 14034/1/91-Estt. \(D\) dated 21st March, 1991](#)
5. [O.M. No. 14034/1/95-Estt. \(D\) dated 04.05.1995](#)

6. [O.M. No. 14034/3/95-Estt. \(D\) dated 29.11. 1996](#)
7. [O.M. No. 14034/2/99-Estt. \(D\) dated 25.07.2000](#)
8. [O.M. No. 14034/1/2009-Estt. \(D\) dated 24th November, 2009](#)
9. [O.M. No. 14034/1/2012-Estt.\(D\) dated 26.07.2012](#)
10. [O.M. No. 14034/01/2013-Estt. \(D\) dated 03.10.2013](#)
11. [O.M. No. 14034/01/2013-Estt. \(D\) dated 01.09.2020](#)
12. [O.M. No. 14034/01/2013-Estt. \(D\) dated 29.01.2021](#)
13. [O.M. No. 14034/01/2013-Estt. \(D\) dated 17.06.2022](#)
