

No.A-12032/1/2019-P&AR(GSW)
GOVERNMENT OF MIZORAM
DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS
(GENERAL SERVICE WING)

O F F I C E M E M O R A N D U M

Mizoram Secretariat, MINECO
Aizawl, the 14th November, 2019

SUBJECT: Comprehensive instructions on the subject matter of recruitment and promotion of meritorious sportspersons and issues connected thereto

The Government has been considering for quite some time the issue of framing comprehensive instructions to be followed on the subject matter of recruitment of meritorious sportspersons under the Government of Mizoram and grant of out of turn promotion to meritorious sportspersons with the objective of promoting excellence in sports in the State. Taking into consideration the consolidated instructions on the subject matter issued by the Department of Personnel & Training, Government of India vide OM F.No.14034/01/2013-Estt.(D) dt. 03.10.2013, the following instructions are hereby issued for compliance by all Departments under the Government of Mizoram which will come into force with immediate effect.

2. Definition of meritorious sportspersons and coach:

- 1) “Meritorious sportspersons” means sportspersons considered meritorious with reference to the following criteria on production of relevant Certificate from the Competent Authority:
 - a) Sportsperson domiciled in the State of Mizoram who have represented the country in International competitions in any of the games/sports mentioned in these instructions; or
 - b) Sportsperson domiciled in the State of Mizoram who have represented the State of Mizoram in any national level competition recognized by the Ministry of Youth Affairs and Sports, Government of India and organized by the Ministry itself or National Level Sports Federations recognized by the Ministry or by any other body entrusted by the said Ministry such as the Khelo India Youth Games; or
 - c) Sportsperson domiciled in the State of Mizoram 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; or

- d) Sportsperson domiciled in the State of Mizoram 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; or
 - e) Sportsperson domiciled in the State of Mizoram who have represented their respective District and have won gold medal at the State Level Games of the Mizoram State Games Programme; or
- 2) “Coach” for the purpose of consideration of “out of turn promotion” under these instructions means Government employee domiciled in the State of Mizoram holding a designated post of Coach on a regular basis under the Government of Mizoram

3. Reservation of vacancies for meritorious sportspersons:

- 1) Five per cent of the vacancies in Group ‘B’, Group ‘C’ and Group ‘D’ posts falling within the direct recruitment quota as per the recruitment rules can be reserved for being filled by meritorious sportspersons.
- 2) For the purpose of calculation of the quota that can be reserved for meritorious sportspersons under sub-para (1) above, it is clarified that the reserved quota shall be calculated from the total available vacancies within the direct recruitment quota for that particular category of post/grade as per the relevant recruitment rules in a Department.
- 3) Reservation of vacancies for meritorious sportspersons is not to be construed as legally mandatory in nature but the same may be considered to the extent as prescribed in sub-para (1) by the respective appointing authorities. Reservation of vacancies for persons with benchmarked disabilities is legally mandatory in terms of the provisions in section 34 of the Rights of Persons with Disability Act, 2016 (No. 49 of 2016) while there are no such legal backing in the case of reservation of vacancies for meritorious sportspersons. However, reservation as prescribed at sub-para (1) above should be given due preference by the appointing authorities when there are eligible candidates fulfilling the eligibility conditions as prescribed in this instructions and the relevant recruitment rules.

4. Eligibility for direct recruitment to vacancies reserved for meritorious sportspersons:

- 1) A candidate to be considered for recruitment within the quota that can be reserved for meritorious sportspersons shall fulfill all the eligibility conditions as prescribed by the relevant recruitment rules such as educational and other qualifications and any other qualifications.

- 2) Relaxations, if any, applicable to the different categories of persons shall continue to be applicable for recruitment of meritorious sportspersons.

5. Relaxation in age limit for recruitment

- 1) The categories of meritorious sportspersons specified in para 2 of these instructions shall be allowed relaxation in upper age limit up to a maximum of 5 years (10 years in case of those belonging to Schedule Castes and Schedule Tribes) for the purpose of appointment to the reserved posts in line with the instructions on relaxation of upper age limit for different class of persons notified vide No.A-12011/1/2019-P&AR(GSW) dt. 03.06.2019 and published in the Mizoram Gazette Extra ordinary issue No. 375 dated 10.06.2019
- 2) This age relaxation 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.

6. Applicability of direct recruitment to vacancies reserved for meritorious sportspersons:

- 1) Appointment of meritorious sportspersons can be made to any post in Group 'B' or Group 'C' or Group 'D', which under the recruitment rules applicable thereto, is required to be filled by direct recruitment.
- 2) No such appointment shall be made to any post in Group 'A', by direct recruitment unless otherwise expressly provided in the relevant recruitment rules.
- 3) A meritorious sportsperson can be considered for appointment under sub-para (1) above, notwithstanding the fact that he is already in service of the Government.
- 4) 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.

7. Procedure for direct recruitment to vacancies reserved for meritorious sportspersons:

- 1) Recruitment of meritorious sportspersons within the reserved quota may be made only after obtaining prior permission for filling up of posts from the Government in DP&AR (ARW) and Finance (E) Department.
- 2) All recruitment of meritorious sportspersons may be made by advertisement of vacancies as prescribed in the relevant instructions/notifications issued by the Government from time to time and notification of vacancies to the

Local Employment Exchange as required under Section 4 of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 (No. 31 of 1959)

- 3) The requirement of written examination as prescribed by the relevant instructions/notifications issued by the Government from time to time shall stand relaxed in the context of recruitment of meritorious sportspersons. However, Skills Test/Physical Efficiency Test as provided in the relevant recruitment rules, if any, shall be strictly followed.
- 4) Personal interview of the candidates by the duly constituted Departmental Promotion Committee shall be mandatory and the same shall be conducted as per the relevant instructions/notifications issued by the Government from time to time

8. Order of preference for direct recruitment to vacancies reserved for meritorious sportspersons:

- 1) First preference shall be given to those candidates who have represented the country in an International Competition with the clearance of the Ministry of Youth Affairs and Sports, Government of India.
- 2) Next preference may be given to those who have represented the State of Mizoram in the Senior or Junior level National Championships organized by the National Sports Federations recognized by Ministry of Youth Affairs & Sports or National Games organized by Indian Olympics Association and have won medals or positions up to the third 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.
- 3) 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 up to the third place in finals.
- 4) Next preference may be given to those who have represented the State of Mizoram in the Khelo India Youth Games conducted by the Ministry of Youth Affairs and Sports or by any body entrusted by the said Ministry and have won medals or positions up to the third place.
- 5) 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 up to the third place.
- 6) Next preference may be given to those who have represented their respective District at the State Level Games of the Mizoram State Games Programme and have won gold medals.

- 7) Next preference may be given to those who have represented the State/ University/State Schools Teams at the level mentioned in categories at sub-para (2) to (4) but could not win a medal or position, in the same order of preference.

Notes:

- a) In the event of tie, those who have secured a higher position or won more medals may be given the preference.
- b) Participation in individual and team event/item may be given the same preference.
- c) No preference may be given for winning more medals/positions, except in case of tie mentioned at para (a) in the Notes above.
- d) In case of any doubt about the status of a tournament, the matter will be decided by the Department of Personnel & Administrative Reforms in consultation with Department of Sports and Youth Services.

9. Sports which qualify for direct recruitment to vacancies reserved for meritorious sportspersons:

The list of sports which qualify for direct recruitment to vacancies reserved for meritorious sportspersons is as shown below and the same can be modified by the Government from time to time:

Sl. No.	Name of the Sport	Sl. No.	Name of Sport
1.	Archery	2.	Athletics (including Track and Field events)
3.	Badminton	4.	Basketball
5.	Boxing	6.	Chess
7.	Cricket	8.	Cycling
9.	Football	10.	Golf
11.	Gymnastics (including Body Building)	12.	Hockey
13.	Indigenous games: (a) Insuknawr (b) Inbuan (c) Inchai	14.	Judo
15.	Kabaddi	16.	Karate
17.	Kayaking and Canoeing	18.	Kho-Kho
19.	Powerlifting	20.	Shooting
21.	Squash	22.	Swimming
23.	Table Tennis	24.	Taekwondo
25.	Tennis	26.	Volleyball
27.	Weightlifting	28.	Wrestling

10. Competent authority to issue certificate for eligibility for direct recruitment:

- 1) The Director of Sports and Youth Services, Government of Mizoram shall be the competent authority to issue certificate for determination of the eligibility of sportspersons for direct recruitment to vacancies reserved under these instructions.
- 2) The certificate of eligibility shall be issued as per the specimen format at *Annexure* which may be modified by the Director of Sports and Youth Services as per the requirements on a case to case basis.
- 3) Certificate of eligibility once issued need not be issued again for subsequent recruitment for vacancies reserved for meritorious sportspersons unless the sportsperson concerned acquired fresh qualifications.

11. Out of turn promotion to meritorious sportspersons:

- 1) Out of turn promotion can be considered to promote meritorious sportspersons 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.
- 2) Out of turn promotion shall be applicable to all regular employees appointed to a substantive post under the Government of Mizoram.
- 3) No separate post will be created with a view to generate vacancy in the higher post/grade for grant of out of turn promotion to a sportsperson since out of turn promotion to sportsperson is to be allowed by upgradation of post personal to the sportsperson.
- 4) Such a post will continue to be upgraded in higher grade/post till it is vacated by the sportsperson either by his/her subsequent promotion, resignation or on retirement or death.
- 5) No out-of-turn promotion shall be granted during the probation period.
- 6) The out of turn promotion will be granted only in the hierarchy of the post and no level jumping will be allowed.

12. 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:

- a) Olympic Games,
- b) Commonwealth Games,
- c) Asian Games

- d) World Championships for the sports discipline mentioned in para 9 of this instructions.
- e) Record breaking with medal winning performance in National Games conducted by Indian Olympic Association in the regular disciplines of Olympics, Commonwealth Games, Asian Games and World Championships.
- f) This instruction will also cover sportspersons belonging to persons with benchmarked disability for equivalent events/games organized for them.

13. Number of out of turn promotions 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 is included in the medal winning team for the event.
- (iv) An out of turn promotion can 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 12 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. Further, a Coach will be eligible for out of turn promotion only if he had trained the

sportsperson or a team which goes on to win a medal in any of the international Games/Championships mentioned in para 12 above during the last preceding 3 years from the date of winning of the medal.

- (v) The number of out of turn promotions allowed to a Coach will be capped at two with a gap of five 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.

14. Procedure to be followed by Departmental Promotion Committee:

- 1) 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.
- 2) The procedure for regular promotion to the next higher grade/post as prescribed by the Government from time to time should be followed by the Departmental Promotion Committee while considering the cases for out of turn promotion.
- 3) Out of turn promotion would be allowed on regular basis only.
- 4) Prior approval of DP&AR (ARW) and Finance Department(E), if necessary, shall be obtained by the Departments concerned for grant of out of turn promotion which entails upgradation of post personal to the sportsperson concerned.

15. Relaxation in eligibility condition(s) required for promotion:

The eligibility condition(s) for promotion to the next higher grade/post as prescribed in the relevant recruitment rules such as length of qualifying service, educational qualification, pre-promotion training, etc. may be considered for relaxation by the Government in DP&AR, in consultation with the Mizoram Public Service Commission wherever necessary, for the purpose of consideration of out of turn promotion.

16. Time limit for out of turn promotion:

The entitlement of a meritorious 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 Department to consider a sportsperson for out of turn promotion within the prescribed time limit.

17. Date from which promotion will be effective:

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

18. Fixation of seniority:

A sportsperson appointed to a higher 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.

19. Pay fixation:

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

Sd/- LALNUNMAWIA CHUAUNGO


Chief Secretary to the Govt. of Mizoram

Memo. No.A-12032/1/2019-P&AR(GSW)

Aizawl, the 14th November, 2019

Copy to:

1. Secretary to Governor
2. Additional Chief Secretary to Chief Minister
3. P.S. to Deputy Chief Minister
4. P.S. to Speaker/Ministers/Deputy Speaker/Ministers of State
5. Sr. P.P.S. to Chief Secretary
6. P.S. to all Principal Secretaries/Commissioners/Secretaries/Special Secretaries
7. All Administrative Departments
8. Secretary, MPSC/MIC/SEC/AMC
9. All Heads of Departments
10. All Deputy Commissioners
11. All wings of DP&AR
12. Website Manager, DP&AR for uploading in the official website
13. Guard File


14/11/19
(LALROHLUA)

Under Secretary to the Govt. of Mizoram
Deptt. of Personnel & Administrative Reforms

Certificate of eligibility to meritorious sportsmen for employment to Group 'B', Group 'C' & Group 'D' posts under the Government of Mizoram

Certified that Mr./Miss _____
Son/Wife/Daughter of Mr. _____ and
resident of _____ (complete
address) represented the _____
(Country/State of Mizoram/University/State Schools/District) in the
game/event/discipline of _____ in
_____ Competition/Tournament
held at _____ from _____ to _____

The position obtained by the individual/team in the above said
Competition/Tournament was _____.

This Certificate of eligibility is being given on the basis of record
available in the Directorate of Sports & Youth Services/records furnished by the
sportsperson concerned

Date _____

Signature & seal of Director
Sports & Youth Services