

F.No.14034/1/2012-Estt. (D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel & Training)

North Block,  
New Delhi  
Dated the 26<sup>th</sup> July, 2012

OFFICE MEMORANDUM

**Subject: Out of turn promotion for sportspersons.**

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 4<sup>th</sup> August, 1980 as amended from time to time. This Department has been receiving requests for grant of out of turn promotion to sportspersons employed under various Ministries/Departments. The demand for grant of out of turn promotion for excellence in sports events has been considered by the Government and it has been decided to allow a maximum of three out of turn promotions to a sportsperson/Coach for excellence in sports events as per provisions of the enclosed scheme.

2. This may be brought to the notice of all concerned for information and necessary action. A copy of the order allowing out of turn promotion to sportspersons may be endorsed to this Department.



(Mukta Goel)  
Director  
Tel. No. 2309 2479

K. Shale  
12/9/12  
1117-AD-13  
12/9/12

To

All Ministries/Departments of Government of India

Copy to:

1. President's Secretariat, New Delhi
2. Vice-President's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi
4. Cabinet Secretariat, New Delhi
5. Rajya Sabha Secretariat/Lok Sabha Secretariat, New Delhi
6. The Registrar General, the Supreme Court of India, New Delhi.
7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi- with the request that they may consider desirability of issuing similar instructions to offices under their control.
9. The Secretary, Union Public Service Commission, New Delhi.
10. The Secretary, Staff Selection Commission, New Delhi.
11. The Secretary, Department of Sports, New Delhi
12. The Secretary, Department of Disability Affairs, New Delhi.

07/07/2012  
12/9/12  
1117-AD-13  
12/9/12  
Rajya Sabha Secretariat  
Lok Sabha Secretariat  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training  
New Delhi

13. All attached offices under the Ministry of Personnel, Pu Grievances and Pensions
14. National Commission for Scheduled Castes, New Delhi
15. National Commission for Scheduled Tribes, New Delhi.
16. National Commission for OBCs, New Delhi
17. Secretary, National Council (JCM), 13, Ferozshah Road, New Dell
18. Establishment Officer & A.S.
19. All Officers and Sections in the Department of Personnel Training.
20. Facilitation Center, DOP&T (20 copies)
21. NIC (DOP&T) for placing this Office Memorandum on the Websit DOP&T.
22. Establishment Section (200 copies).

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26/7/1  
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Under Secretary to the Government of I  
Tel. No. 2309 :

**SUBJECT : SCHEME FOR OUT OF TURN PROMOTION FOR SPORTSPERSONS**

1. **OBJECT:**

To promote a sportsperson for excellence in sports events by upgradation of the post personal to the sportsperson. 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.

2. **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.

3. **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.

The Scheme will also cover differently abled sportspersons for equivalent events/games organized for them.

4. **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 (i) 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.

## 5. 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.

## 6. COMPOSITION OF THE DPC

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.

7. 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.

8. 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.

9. DATE FROM WHICH PROMOTION WILL BE EFFECTIVE

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

10. 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.

11. PAY FIXATION

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

12. 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.

13. POWER TO RELAX

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