

SOUTH CENTRAL RAILWAY

Headquarters Office
Personnel Branch/SC
Date: 14.12.2017

No. P[R]563/XII
ALL CONCERNED

PERSONNEL BRANCH SERIAL CIRCULAR No. 205/2017

Copy of Board's letter No.2017/E[Sports]/4[1]/14/Irregularities dated 30.11.2017 is forwarded for information, guidance and necessary action. Board's letter dated 31.12.2010 quoted therein was circulated under S.C. No.09/2011.

[Signature]
[K.RAVI KUMAR]
Secy. to PCPO

For Principal Chief Personnel Officer

Copy of Board's ltr. No. 2017/E[Sports]/4[1]/14/Irregularities dated 30.11.2017 [RBE No.177/2017]
Clarification/Corrigendum No.87

Sub: Marks given by the Trial Committee in Sports recruitment.

Ref: Board's letter No.2010/E[Sports]/4[1]/1/Policy dated 31.12.2010 [RBE No. 189B/2010]

Attention is invited to para 8.1.11 of Board's letter No.2010/E[Sports]/4[1]/1/Policy dated 31.12.2010 [amended from time to time] inter-alia specifying that in Talent Scouting mode Sports Recruitment "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 Trial 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

Similar provision exist for Open Advertisement mode of Sports recruitment in para 8.2.11.5 of the letter *ibid*.

In a sports recruitment held by one of the Zonal Railways, it has been noticed that the trial committee had allotted marks to candidates at the end of the trial after discussing among themselves. The trial committee members in their assessment declared the two best candidates as FIT indicating thereby rest of the candidates who were not the 'best' [even though good enough to be declared FIT] were not allowed to meet the cut off threshold of 25 marks out of 40.

The action of the trial committee has been scrutinized by the vigilance and it is found that their action is not appropriate on two counts as under:

- [i] There is no provision for consultation amongst the members of the trial committee before giving the marks to each applicant in the trials. Accordingly, each member of the trial committee should give marks independently in separate sheets.
- [ii] The members of the trial committee in the referred case apparently inferred the provisions of the instruction so as to allow only the two 'best' candidates [which matched the number of posts to be filled] go for the interview. Thus the action taken by the Trial Committee, in effect, precluded the possibility of other candidates possessing equal, if not better, achievements to even be considered by the Recruitment Committee. This is not as per the provision of the laid down norms. Each member of the trial Committee has to give the marks separately and the sum of the marks given by all the members will be mentioned in the trial report.

This may be ensured by all concerned during the sports recruitment.

INDEX No. 1063 RECRUITMENT	S.C.No.
Board have outlined the procedure to be followed by the Trial Committee in Sports recruitment.	205/2017