



**SPORTS AUTHORITY OF INDIA**

**SERVICE BYE – LAWS**

**AND**

**CONDITIONS OF SERVICE  
REGULATIONS – 1992**

**PART – I**

**SPORTS AUTHORITY OF INDIA  
SERVICE BYE LAWS  
AND RECRUITMENT RULES**

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## SPORTS AUTHORITY OF INDIA

J.N.Stadium  
Lodhi Road Complex  
New Delhi-110003

No.10(58)/88/Admn.

Dated: July, 1993

### **NOTIFICATION**

In exercise of the powers conferred by Rule 14 & 15 of the Rules of Sports Authority of India, updated as on 31<sup>st</sup> March'1990, the Sports Authority of India hereby makes the following:-

### **SPORTS AUTHORITY OF INDIA (SERVICE) BYE LAWS AND CONDITIONS OF SERVICE REGULATIONS 1992.**

**1. TITLE:**

- (i) These Bye-Laws shall be called Sports Authority of India (Service) Bye-Laws and Conditions of Service Regulations 1992.
- (ii) These Bye-Laws and regulations shall be deemed to have come into force with effect from 5<sup>th</sup> September'1992 the date of their approval by the Governing Body. All actions pertaining to conditions of services and relating to service matters till the date of commencement of these rules shall be deemed to have been taken under the authority of these bye-laws and rules.

**2. APPLICATION:**

These bye-laws and regulations shall apply to all the employees for whom the Sports Authority of India is the appointing authority except the Director General, SAI and Secretary, SAI.

**3. CONTENTS:**

These Bye-Laws shall include 'Sports Authority of India' (Conditions of Service' Regulations 1992 and the schedules containing the Recruitment rules for various Posts/Category of posts which are notified with effect whom the same date.

**4. COMMENCEMENT:**

- (i) These Bye-Laws and its schedules shall be brought into force with effect from 5<sup>th</sup> September,1992 and all actions taken after that date shall be deemed to have been taken under these Bye-Laws, Sports Authority of India (Conditions of Service Regulations),1992 and the Recruitment Rules in the Schedules appended to these Bye-Laws.

- (ii) As there were no Recruitment Rules framed for filling of the various posts, all appointments made from the date of inception of Sports Authority of India shall be deemed to have been made under the Recruitment Rules contained in the Schedule of these Bye-Laws.

**DEFINITION:**

In these regulations, unless the context otherwise requires.

- (a) Means the Sports Authority of India.
- (b) "Director General" means the Director General of the Sports Authority of India.
- (c) "Secretary" means the Secretary to the Sports Authority of India.
- (d) "Employee" means the person appointed against any of the sanctioned post under the Sports Authority of India.
- (e) "Month" means a calendar month.
- (f) "Post" means any of the post under the Sports Authority of India sanctioned by the Competent Authority.
- (g) "Competent Authority" means the Authority declared competent for any of the purposes under the bye-laws and /or any other rules, regulations, bye-laws made applicable to the employees of the Sports Authority of India.
- (h) "Governing Body" means the Governing Body of the Sports Authority of India.
- (i) "Personnel Advisory Committee (PAC)" means the Committee appointed for exercising powers as delegated by the Governing Body for the purposes of these bye-laws and regulations/ rules for recruitment and appointment to the posts under Sports Authority of India, for which such powers are delegated to them by the Governing Body.
- (j) In case of the rules for Central Government employees, made applicable to the employees of the Sports Authority of India, the words "President of India" in those rules means "Governing Body" and the word "Government" means the Director General so far as the employees of the Sports Authority of India are concerned.
- (k) "Cadre" means the group of posts which are clubbed together for the purpose of recruitment as indicated in schedule annexed to these regulations.
- (l) "Society" wherever occurring in the Bye-Laws means the Sports Authority of India including amalgamated units viz Netaji Subhas National Institute of Sports and Laxmibai National College of Physical Education.
- (m) "Appointing Authority" in relation to any post under the Society, means the authority competent to make appointments to that post.

- (n) "Deputationist" means an employee of any other organization whose services are obtained by the Society on loan.
- (o) "Foreign Services" means service for which an employee receives, with the approval of the Appointing Authority, his pay from any source other than the funds of the Society.
- (p) "Schedule" means Schedule attached to these bye-laws.
- (q) "Chairman/Vice Chairman" means the Chairman/ Vice Chairman of the Governing Body.
- (r) "President" means the President of the Sports Authority of India.

6. **CLASSIFICATION:**

The post in the Sports Authority of India shall be classified in Group A, B, C and D on the same criterion as prescribed in the CCS(CCA) Rule, 1965. However, where the Governing Body considers it so expedient, it may place any specified post in the Group different from the one based on the aforesaid criterion.

7. **CREATION OF POSTS:**

The power to create the post in various scales of pay shall be the same as specified in **Schedule-I** to the Bye-Laws of Sports Authority of India.

The Governing Body subject to the superintendence of the Govt. of India may direct the creation/ abolition of grade and category of any post, the maximum of the scale of which does not exceed Rs.5000/-. Posts exceeding this limit will require the prior approval of the Central Government.

8. **APPOINTMENTS:**

- (i) Appointment for the purpose of these regulations shall mean appointment to the post whether by promotion, deputation, direct recruitment or on contract basis as shall be in accordance with the provision of the recruitment rules applicable to that post not in consistent with the Bye-Laws of the Sports Authority of India, but will not include ad-hoc appointments or appointments on daily wages.
- (ii) Appointment to all the posts in the Sports Authority of India shall be made in accordance with the recruitment rules framed in this behalf and appended to these Bye-Laws as **Part-II** of the Bye-Laws.
- (iii) The power to make appointments to the post under the Sports Authority of India shall be exercised by the competent authorities as specified in **Schedule-I**.

9. **METHOD OF RECRUITMENT:**

Recruitment to a post under the Society may be made by any one or more of the following methods:

- (a) Promotion
- (b) Direct Recruitment
- (c) Deputation
- (d) By re-employment of a retired employee of the Society or Central/ State Government or any other Organization.
- (e) On Contract for a specified period of technical personnel on specific terms as approved by Vice-Chairperson, SAI.

10. **DIRECT RECRUITMENT:**

Save in exceptional circumstances where the recruitment rules are relaxed by the competent authority appointment to any post by Direct Recruitment may be made on the recommendation of a Selection Committee from amongst:

- (i) Candidates recommended by the Employment Exchange on requisition in respect of those categories of employees of which recruitment has to be made through the Employment Exchange and /or.
- (ii) From amongst the candidates applying in response to an advertisement, or otherwise.

11. **APPOINTMENT BY DEPUTATION:**

- (i) Appointment may be made on deputation in accordance with the provisions of the recruitment rules for a post by inviting applications from eligible candidates; on the basis of selection by a duly constituted Selection Committee.
- (ii) The terms and conditions of service of deputationist shall be as agreed to between the Lending Authority and the Borrowing Authority.
- (iii) A person appointed on deputation will not be eligible for promotion to higher post except where the borrowing authority and the Lending Authority agree to revise the terms of deputation for higher post. In such cases the appointment to the higher post will be deemed to be a deputation to the higher post but the total tenure of the deputationist will be determined with reference to his original date of deputation.
- (iv) The tenure for a deputationist shall normally be three years. However, in special cases the period of deputation may be extended by the Director General by one year with the approval of the Lending Authority and by the PAC for one more year with the approval of the Lending Authority. In no case the period of deputation will be extended beyond five years.

12. **NON-SELECTION METHOD:** Non-Selection Method, where used, means promotion made on the basis of seniority subject to fitness for the higher post to which the promotion is considered.

13. **SELECTION METHOD:** Selection method means selection on the basis of merit for promotion. Subject to the conditions pertaining to the benchmark prescribed by the DPC for such selection by promotion to the next higher post, the candidates shall be graded by the DPC as Outstanding, Very Good, Good and Not Yet Fit, and the candidate in the category of "Outstanding" being placed enbloc above those in the category of "Very Good" and those categorized "Very Good" being placed enbloc above those categorized as "Good". The interse seniority of the candidates in any category, namely, outstanding or very good or good, shall remain unchanged.

14. **PERFORMANCE BENCHMARK:**

For all promotions on the basis of non-selection/selection on the merits, the minimum benchmark would be "Good" except that for promotions to and above the scale of Rs.3700-5000/- the benchmark shall be "Very Good".

13. **ELIGIBILITY:**

- (i) The eligibility of the candidate for promotion to the next higher grade will be as prescribed in the Recruitment Rules.
- (ii) Where the junior has completed the minimum prescribed qualifying service in the feeder grade and is in the zone of consideration for promotion to the next higher grade, a senior will be deemed to have completed the qualifying service and would be considered for promotion alongwith his junior even if, in fact, he has not actually completed the required minimum period for eligibility.
- (iii) For the purpose of calculating the minimum and maximum age for eligibility, 1<sup>st</sup> July of the year in which the recruitment procedure is started shall be the date for determining the qualifying age. For this purpose, the recruitment procedure will be deemed to have started on the date, the applications are called by an advertisement or by sending a requisition to employment exchange. For this purpose the recruitment year would be from the 1<sup>st</sup> July to 30<sup>th</sup> June to the next year.
- (iv) The eligibility zone for consideration will be as per Govt. regulations/ guidelines.
- (v) The appointing authority may in special cases at its discretion allow the service rendered in a post in feeder cadre in SAI on deputation to be counted towards eligibility for qualifying for promotion to the next higher grade/ post.

14. **PROCEDURE FOR DEPARTMENT PROMOTION COMMITTEE:**

Subject to the provisions in these bye-laws the Departmental Promotion Committee shall follow the instructions issued by Department of Personnel, Government of India on this subject from time to time.

15. **PROBATION:**

1. Every employee appointed to a post either by direct recruitment or by promotion shall be on probation for a period of two years.

Provided that if the Recruitment Rules for any cadre stipulates the period of probation for less than 2 years or no probation at all, the same shall be followed.

Provided further that the appointing authority may, in suitable cases, extend the period of probation ordinarily for not more than one year and for special reasons, for more than one year, but no employee shall, in any case, be kept on probation for a total period exceeding four years in any post.

Provided also that any decision for extension of probation shall be taken ordinarily within eight weeks after the expiry of the previous probationary period and communicated in writing to the concerned employee together with reasons for so doing within the said period.

2. On completion of the period of probation or any extension thereof, employee shall, if considered fit for permanent appointment be retained in their appointments on regular basis and be confirmed as such.

3. If, during the period of probation or extension thereof, as the case may be, the appointing authority is of the opinion that an employee is not fit for permanent appointment, such authority for reason to be recorded in writing, may, discharge or revert the employee to the post held by him prior to his appointment as the case may be.

4. During the period of probation or any extension thereof, every employee who is a direct recruit on his initial appointment shall be required to pass such examination and test as may be prescribed for satisfactory completion of the probation.

5. The appointing authority may, at its discretion and subject to such Rules/ Instructions, as may be applicable from time to time, count any continuous period of service during which an employee has successfully officiated in a post, as period of probation in that post.



16. **SENIORITY:**

The provisions contained in this rule shall be applicable to all employees of the Sports Authority of India except:

- (i) Director General and the Secretary, Sports Authority of India.
- (ii) Any person employed as a Casual worker or paid from the contingencies.
- (iii) Any person appointed on ad-hoc basis to any post whether by promotion or on the basis of direct recruitment.

Provided that the seniority in respect of persons appointed or promoted to a grade prior to the commencement of these rules shall be on the basis of their regular appointments to the post which they are holding on the date of commencement of these rules.

Subject to the proviso to sub rule (3) above, the seniority of the employee appointed/promoted shall be determined in the manner prescribed below:

- (i) **Direct Recruitment:** the inter-se-seniority of all direct recruits shall be determined by the order of merit in which they are selected for such appointments on the recommendations of the selecting authority, person appointed as a result of an earlier selection being senior to those appointed as a result of subsequent selection.
- (ii) **Promotions against Examination Quota:**
  - (a) The inter-se-seniority of the persons promoted to various grades on the basis of the departmental competitive examination limited to the employees of the Sports Authority of India shall be determined by the order of merit/rank assigned to them in the said examination. The persons qualified in a earlier examinations will be seniors to those qualified in subsequent examination.
  - (b) Inter-se-seniority of the candidates on the basis of a “Qualifying Departmental Examination” limited to the employees of SAI shall be determined on the basis of their seniority in the feeder grade; the candidates in a feeder grade higher than the other feeder grade being enbloc senior to the candidates in a lower feeder grade.
- (iii) **Promotion Against Seniority Quota:**
  - (a) The inter-se-seniority of persons promoted on merit or selection basis to the various grades shall be determined in the order of their selection for such promotion.

- (b) The inter-se-seniority of persons promoted to various grades on the basis of seniority subject to rejection of unfit shall be on the basis of their seniority in the lower grade from which they are promoted.
- (iv) Where promotions to a grade are made from more than one grade, the eligible person's name shall be arranged in an integrated list based on the relative seniority in their grade and promotions made.

Provided further that among the persons in the feeder grades given the same grading, these in the higher scale of pay will rank senior to those in the lower scale of pay.

5. Relative seniority of direct recruits, promotees against examination quota and promotees against seniority.

The relative seniority of direct recruits, promotees against examination quota and promotees against seniority quota shall be determined according to the rotation of vacancies reserved for each in the Recruitment Rules.

Provided that, if adequate number of direct recruits, promotees against examination quota or promotees against seniority quota do not become available in any particular year, rotation of quotas would take place only to the extent of the availability of direct recruits, promotees against examination quotas and promotees against seniority quotas. To the extent the rotation of quotas is not possible, the direct recruits, promotees against examination quota and promotees against seniority quota, as the case may be will be bunched together at the bottom of the seniority list below the last rotation of quotas. The unfilled posts in any of the categories would, however, be carried forward and added to the vacancies of corresponding quota of the next year (and to subsequent years where necessary). Additional recruits selected against such additional vacancies as are carried forward from the previous year shall be placed enbloc below the last persons directly recruited or as the case may be promoted against seniority quota or examination quota in the seniority list based on the rotation of vacancies for the year in which such selection is made.

### **ILLUSTRATION**

Where 50% of vacancies are reserved for promotion on the basis of seniority, 25% for promotion on the basis of departmental examination and 25% by direct recruitment, each direct recruit shall be ranked in seniority below 3 promotees-2 promotees on the basis of seniority and 1 promotee on the basis of departmental

examination. Where quotas are 50% by promotion and 50% by direct recruitment, every direct recruit shall be ranked below a promotee.

This will be subject to the proviso under Regulation –

6. If, however for any reason, a direct recruit, or a promotee by seniority or departmental examination, as the case may be ceases to hold the appointment in the grade, the seniority list shall not be re-arranged merely for the purpose of ensuring the proportion/ rotation of vacancies referred to above.

**DETERMINATION OF SENIORITY OF INDIVIDUALS PROMOTED /APPOINTED TO POSTS AVAILABLE BY CONVERSION OF QUOTA:**

Where a person is appointed by direct recruitment in accordance with a provision in the recruitment rules providing for such appointment in the event of non-availability of a suitable candidate for promotion either in seniority quota or in examination quota, such appointee shall be grouped with seniority quota promotees or examination quota promotees, as the case may be, for the purpose of Regulation 5. Subjected to proviso to Regulation 5, he shall be assigned seniority below all examination quota promotees or seniority quota promotees, as the case may be, selected on the same occasion. Similarly, where a person is appointed on promotion in accordance with the provision of the recruitment rules relating to such appointment in the event of non-availability of suitable candidates of the Direct Recruitment or by conversion of a post belonging to a quota to another quota by the competent authority, such appointee shall be grouped with promotees of the relevant quota to which the post originally belongs but shall be assigned seniority below all others appointed in the same group during the year.

**17. SENIORITY OF PERSONS APPOINTED ON COMPASSIONATE GROUNDS:**

Subject to the provisions of Regulation 5, the relevant seniority of a persons appointed on compassionate grounds shall be fixed below all the persons recruited prior to the date of his/her appointment.

**18. SENIORITY IN RESPECT OF SPECIAL CATEGORIES:**

Nothing in these regulations shall affect reservations and other concessions required to be provided for Scheduled Caste, Scheduled Tribes, Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

**19. SENIORITY ON ABSORPTION OF DEPUTATIONS:**

Notwithstanding anything contained in these rules, where the competent authority relaxes the Recruitment Rules to provide for the absorption of a person on

deputation with the Sports Authority of India, with the consent of the lending authority, a deputationist shall be absorbed in the grade in which he, on the date of absorption, is working in the Sports Authority of India. His seniority on the date of absorption shall be fixed below all officers regularly appointed upto the date; provided if he has been appointed in an identical pay scale in his parent department on an earlier date the benefit of the service in the scale in his parent department shall be given to him for the purposes of fixing his seniority subject to the condition that no benefit of service prior to the initial joining in SAI on deputation is allowed.

**20. LIABILITY FOR TRANSFER:**

- (a) Every officer of the Society holding the post in the scale of pay equivalent to the scale of pay of any group 'A' or Group 'B' (Gazetted) post under the Central Government shall be liable to serve anywhere in India in any office of the /organization.
- (b) Every officer of the Society holding post carrying a scale of pay equivalent to the scale of Group 'B' (Non-Gazetted) post under the Central Government and Group 'C' & Group 'D' employees shall be liable to serve anywhere in the respective regions in which they are appointed.
- (c) In the case of Hindi Translator transfer outside their own regions may be made on administrative exigencies and according to staffing pattern.
- (d) Provided that any employee carrying a scale of pay equivalent to the scale of pay of Group 'C' and 'D' employees seeking transfer to any other Region/ or Central Office or vice-versa shall be taken as junior most in that Region in the category in which such transfer is made.
- (e) Notwithstanding anything contained in the para (a) to (d) above any employee may be transferred from one Region to another Region or to Central Office or vice-versa on administrative grounds or in the public interest with the approval of Director General.

**21. TERMINATION OF SERVICE:**

- (1) Notwithstanding anything contained in these regulations, an employee shall not leave or discontinue his service without giving, where he is a permanent employee three month's notice, and in any other case one month's notice, in writing of his office or in the case of the Head of and Office, the next superior officer, and until the notice so given is accepted by the appointing authority.
- (2) The services of a permanent employee may be terminated on the reeducation in the number of posts in a class or cadre by the authority competent to make appointment to the post which the employee holds on giving three months notice or pay plus allowances, in lieu thereof, provided

that this power shall be exercised, where the appointing authority is not the Governing Body or the Director General as the case may be, with the approval of the Governing Body, or the Director General.

- (3) The services of a temporary employee may be terminated in accordance with the provisions contained in the Central Civil Services (Temporary Service) Rules, 1965 as are applicable to corresponding categories of Central Government Servant.
- (4) Notwithstanding the provisions of Sub-Regulations (1), (2) and (3) above, the services of any employee may be terminated by the appointing authority after giving one month's notice or pay plus allowances in lieu thereof on his being certified by a Medical Board to be permanently in-capacitated for further services in the organization.

**22. QUALIFICATIONS:**

The qualifications for appointment to any post shall be such as may be prescribed in the Recruitment Rules for the post concerned.

**23. DISQUALIFICATION:**

No person shall be appointed to any post by DIRECT RECRUITMENT unless.

- (i) He produces at his own cost a certificate of physical fitness in the prescribed form from a medical practitioner approved by the Appointing Authority in this behalf, provided that the certificate will not be required in case of temporary appointments of six month duration or less;
- (ii) The Appointing Authority is satisfied that he/she possesses good character and antecedents;
- (iii) He/ She takes on oath of allegiance to the Constitution of India.
- (iv) Further no person who has entered into or contracted a marriage with a person having a spouse living, or
- (v) Who having a spouse living, has entered into or contracts a marriage with any person shall be eligible for appointment to any post in the Society.

Provided that the Society may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party of the marriage and that there are other grounds for so doing exempt any person from the operation of this Bye-Law.

**24. COMMENCEMENT OF SERVICE:**

Service shall commence from the working day on which an employee reports for duty in an appointment covered by these regulations at the place and the time intimated to him by the appointing authority, provided that he reports for duty in the

forenoon of the day otherwise his services shall commence from the next working day.

**25. CONFIRMATION:**

An employee shall, after satisfactory completion of his probation in the post to which he has been appointed at the time of the first appointment be confirmed provided the post against which he has been appointed is a permanent post. An employee who is confirmed once against any post with the Sports Authority of India would be deemed to a permanent employee and would not require to be confirmed against a higher post of promotion every times he is promoted.

**26. LIEN:**

An employee will be holding a lien on a permanent post against which he is confirmed and is substantively appointed. An employee, on promotion, shall hold a lien against such higher post in case he has been appointed on regular basis against such post and his having satisfactorily completed the period of probation and has been so declared to have completed the probation period.

**27. RETIREMENT:**

**(1) An employ shall retire from the service of the Society:**

- (i) On the afternoon of the last day of the month in which he/ she attains the age of 60 (Sixty) years and 62 years in the case of teaching staff of LNCPE and Coaches/ Sports Scientists of the Society. Provided that an employee of the LNCPE appointed and confirmed before 1.4.69 shall retire at the age of 60 years, whether or not he is a member of the teaching staff.

Provided further that an employee can at the discretion of the Appointment Authority be retained in service after the age of 60 years till he/ she has attained the age of 62 years (in the case of LNCPE Teaching Staff/ Coaches/Sports Scientists upto 62 years) if he/ she is mentally and physically fit and if his/ her retention in service is considered to be in the interest of the Society.

Provided further that in the case of an employee in class IV (Group 'D') service or post shall retire from service on the afternoon of the last day of the month in which he attains the age of 60 years.

Provided further that in the case of person appointed on contract or on honorarium basis or-as Advisor, these provisions about retirement age will not apply.

- (ii) On his/ her being declared medically unfit for service by a Medical Board to be designated by the Appointing Authority in this behalf.

2. Notwithstanding anything contained in Clause (1) above the Appointing Authority, if it is of the opinion that it is in the Society's interest so to do shall have the absolute right to retire any employee by giving him/ her notice or not less than three months in writing or three months' pay and allowance in lieu of such notice, after he/ she has attained the age of 55 years.

3. An employee may, by giving notice in writing of not less than three months retire from service after he/ she has attained the age of 55 years or on completion of 20 years of service. In the latter case the employee will have to seek prior approval of the Appointing Authority. Provided that in both the cases it shall be open to the Appointing Authority to withhold permission to an employee under suspension who seeks to retire under this clause.

Provided further that provisions of this clause will not apply to persons appointed on contract or on honorarium basis.

28. **RESIGNATION:**

(1) An employee may by giving notice in writing of one month or one month pay in lieu thereof in the case of temporary appointment, and of three months or by paying 3 months emoluments in lieu thereof in case of permanent employment, addressed to the Appointing Authority, resign from the service of the Society. The resignation shall be effective from the date of its acceptance by the Appointing Authority. While deciding cases of resignation, Government of India orders as applicable to Central Government employees as amended from time to time, shall be followed.

(2) The Appointing Authority may, if it deems proper in any special circumstances, permit an employee to resign from the service of the Society by notice of less than a month of three months as the case may be.

29. **INITIAL PAY:**

(i) The initial pay of an employee on his appointment shall be fixed in accordance with the FRs and SRs, applicable to Central Government servants.

(ii) In a special case the competent authority may grant a higher initial start, to a person recruited by the method of direct recruitment, keeping in view the special qualifications required for the post and the experience of the person selected.

30. **INCREMENT:**

- (i) An employee will be entitled to draw an increment every year on the first day of the calendar month in which he was appointed to the post except in cases EB which will be cleared as per Government Rules.
- (ii) In case an employee has been appointed on ad-hoc basis or on temporary and/or on officiating basis for a short period, the period of such service shall count towards increments and fixation of initial pay when he is regularly appointed to a post carrying the said scale of pay.

**31. ADVANCE INCREMENTS:**

**In the case of direct recruits to any category of posts:**

- (i) The Appointing Authority may on the recommendations of the Selection Committee and keeping in view the last pay drawn, allow initial pay at any stage above the minimum but not above the maximum of the scale and;
- (ii) The sanctioning authority may grant upto five advance increments.

**32. PAY OF RE-EMPLOYED PERSONS:**

The pay of persons who are re-employed after retirement from Government Service of Govt. Commercial undertakings or Govt. aided Autonomous Organizations shall be fixed in accordance with the orders contained in the DOP&T OM No.3(1)/85-Estt. (Pay-II) dated 31.07.1986 or any subsequence orders/ instructions issued by GOI from time to time.

**33. DRAWL OF PAY:**

- (1) An employee shall be entitled to draw the pay of the post to which he is appointed from the date on which he assumes charge of the post, if charge is transferred before noon of that date. If it is transferred in the afternoon, he shall draw pay from the following day.
- (2) Pay in respect of any month shall become payable on the last working day of the month. However, if the last working day or days of the months are public holiday(s) or Bank Holiday(s), payment shall be made on the last working day before such holiday(s).
- (3) An employee resigning from the service of the Society without the notice prescribed in Bye-Laws 27, shall not unless the Appointing Authority directs otherwise, be allowed to draw pay due but not drawn provided that the pay not allowed to be drawn shall not exceed the total dues recoverable from him/ her.

**34. KIND OF ALLOWANCES:**

The following allowance will be admissible to employees of the Society on the same rates conditions as are admissible to the employees of the Government of India from time to time.

- (i) Dearness Allowances



- (ii) City Compensatory Allowance
- (iii) Leave Travel Concession
- (iv) Children Education Allowance and Reimbursement of Tuition Fees.
- (v) Over Time Allowance
- (vi) Travelling and Daily Allowance
- (vii) House Rent Allowance
- (viii) Washing Allowance
- (ix) Subsistence Allowance (When an employee is placed under suspension)
- (x) The Appointing Authority may sanction to an employee in any special circumstances, such honorarium for such period or periods and on such conditions as it may deem fit.
- (xi) Any other allowance sanctioned by the Central Government for corresponding categories of its employees which is adopted by the Governing Body for the employees of SAI.

**35. MEDICAL FACILITIES:**

- (a) All employees of the Society shall be entitled to such medical facilities as may, from time to time, be determined by the Governing Body provided that in case of a borrowed or ex-Central Government employee he /she shall have the option to elect for medical facilities provided under the Central Government Health Scheme or those provided by the Sports Authority of India from time to time. Employees contribution will be determined in accordance with the rates prescribed by the Central Government in respect of their employees. The difference between the employee's contribution and the charge of the CGHS will be borne by the SAI.
- (b) Employees of the National Institutes and dependent members of their families staying with them shall be entitled to receive free medical treatment at the institutes dispensaries. For such of the facilities, as the National Institutes are unable to provide at their dispensaries, an employee shall be entitled to the reimbursement of the expenditure incurred by him to the extent as provided in the Central Services (Medical Attendance) Rules, 1944, as amended from time to time.
- (c) For the purpose of this Bye-Laws, "Family" includes only wife (or husband), dependent children or step children and dependent parents and no other relations such as married or widowed daughters.

**36. LEAVE:**

The employees of Sports Authority of India will be governed by the CCS(Leave) Rules, 1972 and Rules/ Orders issued by the Government of India from time to time

as applicable to the Central Government servants, whether in vacation or non-vacation departments as the case may be.

**37. PROVIDENT FUND:**

The following categories of employees of the Society will be governed by the provisions of the Provident Fund Rules as indicated against them:

- (a) Regular employee appointed directly by the SAI will be governed by the provision of the General Provident Fund-cum-Pension Scheme.
- (b) Persons who are taken over in the SAI on permanent basis from any other departments will be governed by the Scheme of Contributory Provident Fund or the Central Provident Fund-cum-Pension Scheme for which they had opted while serving in the NSNIS or in their parent Department.
- (c) Persons who joined the SAI on deputation will be governed by the scheme for which they had opted in their parent department.
- (d) Re-employed pensioners and those appointed on contract basis for a specified period will be governed by the provisions of the Contributory Provident Fund.
- (e) For this purpose, the Rules of the Contributory Provident Fund Scheme and/or the General Provident Fund-cum-Pension Scheme will be the same as notified by the Commissioner of Provident Funds or the Government of India from time to time.
- (f) Employees who are governed by the Contributory Provident Fund Rule or any Scheme framed under the EPF Act shall be allowed option to be brought over to the Pension Scheme contained in the Pension Rules.

**38. RETIREMENT AND OTHER TERMINAL BENEFITS:**

Employees of the SAI will be entitled to the retirement and other Terminal Benefits as admissible to corresponding categories of personnel under the Central Government.

**39. WHOLE-TIME EMPLOYMENT:**

- (1) The whole time of an employee shall be the disposal of the Society and he/ she may be employed by the Society for the performance of such duties as may be assigned to him/ her.
- (2) Without prejudice to the generality of clause (1).
  - (i) An employee may be required to undergo a course of study or instruction within or outside India.
  - (ii) An employee may be required to serve the Society at any place and in any post not lower than the post to which he/ she is substantively appointed or to

which he is reduced as a measure of punishment in accordance with the provisions of Bye-Laws No.39.

(iii) An employee may be transferred to foreign service or sent on deputation, whether within or outside India with his consent.

**40. CONDUCT:**

The employee of Sports Authority of India to be governed by the provisions of CCS(Conduct) Rules, 1961 as applicable to the Central Government employees, Mutatis mutandis. In this context wherever the word "Government" or "Government of India" is used the same will mean the Director General of Sports Authority of India.

**41. DISCIPLINE:**

The employee of the Sports Authority of India, in the matter of discipline, control and appeals shall be governed by the provisions of CCS(CCA) Rules, 1965 as applicable to the Central Government employees Mutatis Mutandis. Wherever the term President of India is used to these rules shall mean the Chairman of the Governing Body and wherever the word "Government" or "Government of India" is used it shall mean the Director General of Sports Authority of India. The employees of the Sports Authority of India are not civil servants for the purposes of Article 311 of Constitution of India.

**42. AUTHENTICATION:**

All orders and decisions of the Governing Body shall be authenticated by the signature of the Secretary or by such other officers as may be specified by the Governing Body in this behalf.

**43. HOLIDAYS:**

The Sports Authority of India shall observe such holidays as are observed in the offices of the Government of India located in the same station and such other holidays as may be determined by the Governing Body.

**44. SERVICE BOOKS AND CHARACTER ROLLS:**

- (1) The Society shall maintain a Service Book and Character Roll of each employee in such form and setting out such particulars as may be prescribed by the Secretary.
- (2) The entries in the Service Book of an employee shall be made by the Assistant Director (Pers.) or by such other authority to whom this power may be delegated by the Secretary/ Head of the Institute/ Centre/ Units.
- (3) The entries in the Character Roll of an employee shall be made by the Authority to whom such employee is immediately subordinate and shall be reviewed by the next higher authority with his remarks.

- (4) The orders/ instructions issued by the Central Government from time to time with regard to maintenance of Service Books and recording of Character Rolls shall be followed.

**45. OTHER CONDITIONS OF SERVICE:**

In respect of matters not provided for in these Bye-Laws, regarding general conditions of service, pay, allowances including travelling and daily allowances transfer allowance, leave travel concession, level salary, advances, joining time, rule and orders as contained in the Fundamental and Supplementary Rules and other orders and decisions issued by the Government from time to time as applicable to the Central Government Servants shall apply mutatis-Mutandis to the employees of the Society.

**46. POWER TO RELAX:**

- (i) Notwithstanding anything contained in these Bye-Laws the Governing Body may, in the case of a class or category of employees, relax any of the provisions of these Bye-Laws, to relieve them of any undue hardship arising from the operation of such provision in the interest of the Society.
- (ii) The Governing Body may amend, modify or add to these Bye-Laws from time to time, all amendments, modification or additions when promulgated by the Society shall take effect from such date as may be prescribed by it.

**47. INTERPRETATION AND REMOVAL OF DOUBTS:**

All words and expressions used, but not defined, in these Bye-Laws and defined in the Rules and Regulation of the Society shall have the meaning respectively assigned to them in the said Rules and Regulations. In case doubts as to:

- (i) The interpretation of the words and expressions in these Bye-Laws and
- (ii) Whether an authority of the Society is superior to any other authority.

The decision of the Governing Body there on shall be final.

**(INJETI SRINIVAS)**  
DIRECTOR GENERAL  
SPORTS AUTHORITY OF INDIA

# **SCHEDULE – I**

**SANCTIONING AND APPOINTING  
AUTHORITY  
FOR  
VARIOUS POSTS UNDER  
THE SPORTS AUTHORITY OF INDIA**

SN	Category of Post	Authority
<b>(i) SANCTIONING AUTHORITIES</b>		
1	Posts carrying pay scale the maximum of which is ₹4500/- or more.	Governing Body, SAI
2	Posts carrying pay scale the maximum of which does not exceed ₹4500/-.	Director General, SAI
<b>(ii) APPOINTING AUTHORITIES</b>		
1	Posts carrying pay scale the maximum of which is ₹4500/- or more.	Director General, SAI
2	Posts carrying pay scale the maximum of which does not exceed ₹4500/-.	Secretary, SAI Executive Director (A) NSNIS Dean, Principal, LNCPE's Regional Directors
3	Posts carrying pay scale, the maximum of which is less than ₹2200/-	Director(Pers.), SAI Executive Director (A) NSNIS Dean, Principal, LNCPE's Regional Directors

# **SCHEDULE – II**

# **NOTIFICATION**

In exercise of the powers conferred by Bye-Laws 5-10 of chapter III of the Service Bye-Laws of the Sports Authority of India the Governing Body of Sports Authority of India hereby takes the following Rules for regulating the method of recruitment to the post of **EXECUTIVE CADRE GRADE 'A'**.

The Sports Authority of India namely:

**(1) SHORT TITLE AND COMMENCEMENT:**

(i) These rules may be called Sports Authority of India (**EXECUTIVE CADRE GRADE 'A'**) Staff Recruitment Rules, 1992.

(ii) They shall come into force from \_\_\_\_\_

**(2) APPLICATION:** These rules shall apply to the post specified in column 1 of the Schedule annexed to these rules.

**(3) NUMBER OF POSTS, CLASSIFICATION AND SCALE OF PAY:** The number of posts, their classification and scale of pay attached thereto shall be as specified in column 2-4 of the aforesaid schedule.

**(4) INITIAL CONSTITUTION:**

(a) All the employees in SAI working on adhoc basis on any of the post mentioned in the schedule on the date these rules come into force shall, after the approval by a duly constituted Committee, shall be deemed to have been appointed under these rules with effect from a date as may be decided by the said Screening Committee in each individual case.

(b) All the employees working on a regular basis on any of the post contained in the schedule to these rules will be deemed to have been appointed under these rules with effect from the date of initial appointment to the post.

**(5) METHOD OF RECRUITMENT AGE LIMIT AND OTHER CLASSIFICATION ETC.:** The method of recruitment, age limit, qualifications and other matters connected therewith shall be as specified in columns 5-14 of the said schedule.

**(6) DISQUALIFICATION:** No person:

(a) Who has entered into or contracted as marriage with a person having a spouse living, or

(b) Who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post;

Provided that the Governing Body may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this Rule.



- (7) **POWER TO RELAX:** Where the Director General of the opinion that it is necessary or expedient so to \_\_\_\_\_ may, by order, for reasons to be recorded in writing, \_\_\_\_\_ any of the provisions of these rules with respect to any class or category of persons.
- (8) **SAVING:** Nothing in these rules shall affect reservations relaxation of the age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Ex-Servicemen and other special categories of persons, in accordance with the orders issued by the Central Government from time to time in this regard.

**(INJETI SRINIVAS)**  
DIRECTOR GENERAL  
*SPORTS AUTHORITY OF INDIA*