

SOUTH EASTERN RAILWAY

Office of the
Chief Personnel Officer,
Garden Reach, Kolkata-43.

Estt. Srl. No.21/2018

RBE No. 177/17

No. SER/P-HQ/Rectt./100/Recruitment/Policy

Dated: 23 -01-18

To
All concerned

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

Ref: Estt. Srl. No. 21/11.

Railway Board's letter No.2017/E(Sports)/4(1)/14/Irregularities dated 30.11.2017(RBE No.177/2017) is forwarded for information, guidance and necessary action.

Encl: as above.



(Jaydip Sengupta)
Sr. Personnel Officer (HQ)
for Chief Personnel Officer.

RB-19
17/11/18

RB-2289
SERI P-HQ 8/12/17
Recruitment Policy dt
100/Recruitment/100
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(54)



RBE No. 177/2017
Clarification/Corrigendum No. 87

भारत सरकार Government of India
रेल मंत्रालय Ministry of Railways
(रेलवे बोर्ड) (Railway Board)

No. 2017/E(Sports)/4(1)/14/Irregularities

New Delhi, dated 30.11.2017

The General Managers (P),

All Zonal Railways including SER
CLW, DLW, ICF, RCF, RWF, Metro Railway/Kolkata,
The CAO(R), DMW/Patiala,
The DG, RDSO/Lucknow.

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

सन्दर्भ: Board's letter No. Board's letter No.2010/E(Sports)/4(1)/1/Policy dated
31.12.2010 (RBE No. 189B/2010). → 21/11

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 Trails	:	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.

SPO(HQ)
Ruling

E. S. P. S.
17/11/18

CH. OS (R)

17/11/18

Imp
Chman/MC
21/12

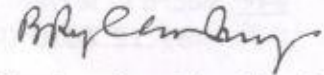
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The action of the trial committee has been scrutinized by the vigilance and it is found that their action is not appropriate on two counts as under:-

- (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 numbers 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 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.

Please acknowledge receipt.



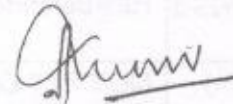
(Bhaskar Roy Choudhury)
Dy. Director/ Estt.(Sports)

No. 2017/E(Sports)/4(1)/14/Irregularities

New Delhi, dated 30.11.2017

Copy to:

1. The General Secretary, AIRF, 4, State Entry Road, New Delhi.
2. The General Secretary, NFIR, 3, Chelmsford Road, New Delhi.
3. The General Secretary, All India SC/ST Railway Employee Association, 7-GF, Ground Floor, Rail Bhavan, New Delhi.
4. The General Secretary, All India OBC Railway Employees' Association, Room No.48, Rail Bhavan, New Delhi.



For Secretary/Railway Board

Copy to:

1. The FA&CAO, All Zonal Railways and Production Units.
2. The Hony. General Secretaries, Sports Associations of all Zonal Railways/ Production Units.
3. PPSs/PSs to CRB; MS; AM(S); Adv.(IR); ED/E(N); ED(E); ED/E(Res.); ED/F(E); D/E(N); JD/E(N); JD/E(Rep.)-I&II; JD/E(W); DD/E(N)I&II; DD/E(R)-I&II; DD/F(E)-I,II&III; and E(Rep.)-I,II&III; E(SCT)I&II; E(NG)I&II; and F/E(Spl.) Branches in Board's office.