



# DAKSHIN HARYANA BIJLI VITRAN NIGAM

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Memo No.Ch-11/GM/Admn./REG-113

Dated:30.04.2008

To

1. All C.G.Ms. in DHBVN.
2. All C.G.M. (Accounts/Finance/Audit/Finance & Accounts(MM), DHBVN, Hisar.
3. The S.E/Admn., HVPN/UHBVN, Panchkula.
4. All G.Ms. (including Controller of Stores/GM(IT) in DHBVN
5. The Chief Communication Officer, DHBVN, Hisar.
6. All DGMs including DGM/T&M/Monitoring/Estate Officer-cum-DGM/Civil (Mtc.), DHBVN Hisar.
7. The D.G.M.(HR-I/HR-II/IR/Legal)/Admn. Officers in DHBVN.
8. The Sports Officer, DHBVN, Hisar.
9. All Sectional Heads in the office of G.M./Admn., DHBVN, Hisar

**Subject: Policy on Sports regarding recruitment of outstanding Sportspersons and facilities to be granted.**

A copy of Notification No.11/REG-113/GM/Admn. dated 28.04.2008 containing DHBVN Sports Recruitment Rules, 2008 and DHBVN Sports Policy, 2008 for recruitment of Outstanding Sportspersons and Facilities to be granted, is sent herewith for information.

This issues in pursuance of the decision taken by the Board of Directors in its meeting held on 27.03.2008.

DA:As above.

**D.G.M.(Gen. Admn.)  
DHBVN, Hisar**

- CC: 1. Sr. P.S. to Chairman, Power Utilities, Shakti Bhawan, Sector-6, Panchkula.  
2. Sr. P.S. to Managing Director, DHBVN, Hisar.  
3. Sr. P.S./P.S. to Director (OP)/(Projects), DHBVN, Hisar.  
4. General Secretary/Sports, Haryana Power Sports Group, HVPN, Panchkula.  
5. P.A. to C.G.M.(HR & Admn.), DHBVN, Hisar.  
6. P.A. to G.M.(Admn.), DHBVN, Hisar.  
7. The Company Secretary, DHBVN, Hisar w.r.t. his Advice No.CS/Advice/BOD/2231 dated 02.04.2008.

# **DAKSHIN HARYANA BIJLI VITRAN NIGAM**

## **NOTIFICATION**

**28 April, 2008**

**No. 37/REG-113/GM/Admn..** In exercise of powers conferred by Clause-C of Section-79 of the Electricity (Supply) Act, 1948 and all other enabling powers in this behalf, the Dakshin Haryana Bijli Vitran Nigam is pleased to make the following regulations governing the DHBVN Sports Recruitment Rules, 2008 and DHBVN sports policy, 2008 for recruitment of Outstanding sportspersons and facilities to be granted.

### **(A) DHBVN SPORTS RECRUITMENT RULES 2008:**

#### **1. General Scheme for appointment of outstanding sportsperson in relaxation of recruitment rules:-**

To encourage the outstanding sportspersons the Nigam will recruit such sportspersons to fill up vacancies in groups 'C' and 'D' posts meant for direct recruitment. The appointments will be made from candidates who are eligible in all respects for appointment to the posts applied for and in particular in regard to education or experience, qualification prescribed under the recruitment rules applicable to the post except to the extent to which relaxations thereof have been permitted in respect of class/category of persons to which the applicant belongs.

#### **2. Quota for Sportsperson:**

There shall be 3% horizontal reservation of sanctioned posts meant for direct recruitment for Group C & D.

#### **3. Eligibility criteria:-**

The following sportspersons candidates shall be considered meritorious for the propose of this scheme:-

- i) Sportspersons who have represented a State or country in the National or International competition in any of the games/sports shown in the list at B -1.
- ii) Sportspersons who have represented their University in the Inter-University Tournaments conducted by the Inter-University Sports Board in any of the sports/games shown in the above list.
- iii) Sportspersons who have represented the State Schools Teams in the National Sports/Games for schools conducted by the All India School Games Federation in any of the games/sports shown in the above list.
- iv) Sportspersons who have been awarded National Awards in Physical Efficiency under National Physical Efficiency Drive.

#### **4. Order of preference:-**

The selection of sportspersons who fulfill the eligibility criteria shall be considered in the following order of preference:-

1. First preference      Candidates who have represented the country in an International Competition.
2. Second preference      Candidates who have represented and won medals or positions up to 3<sup>rd</sup> place in senior or junior level National Championship organized by the recognized

- National Sports Federations or National Games organized by Indian Olympics Association. Between the senior and junior levels, candidates who have won the medal in Senior National Championship get preference.
3. Third preference Candidates 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 3<sup>rd</sup> place in final.
  4. Fourth preference Candidates who have represented the State Schools in the National Sports/Games for schools conducted by the All India School Federation and have won medals or position up to 3<sup>rd</sup> place.
  5. Fifth preference Candidates who have been awarded National Awards in physical efficiency under National Physical Efficiency Drive.
  6. Sixth preference Candidates who have represented a State/Union Territory/University/State School Teams at the levels (2) to (4) above but could not win a medal or position, in the same order of preference.

**5. Posts to which applicable:-**

- a) Groups 'C' and 'D' Direct recruitment through the Haryana Staff Selection Commission or by the Nigam as the case may be.
- b) Not applicable to Group 'A' and 'B'- No such appointment shall be made to any post by direct recruitment.

**6. Recruitment Procedure**

**a) Application from sportsperson:-**

The Nigam may consider the application received from a meritorious sportspersons, in the light of the evidence furnished by the applicant, and subject to the applicant fulfilling the requisite qualifications relating to education, age, etc, as may be laid down in the relevant Recruitment Rules. Merit certificates awarded by the authorities should alone be taken into account for considering the eligibility of the candidates.

**b) Selections:-**

Appointment of an applicant shall be made by the Nigam after satisfying about the eligibility of the candidate as also his/her suitability for the post in all respects.

**c) Calculation of vacancies:-**

Appointment of sportspersons in relaxation of Recruitment Rules will not affect the orders relating to reservation for SC/ST/BC and Ex-Servicemen. The vacancies for outstanding sportspersons shall be worked out on the sanctioned strength of the cadre for direct recruitment.

**7. Relaxation and concessions:**

**Relaxation of upper age-limit for meritorious sportspersons for appointment:-**

The sportspersons of the specified categories shall be allowed relaxation in upper age-limit up to a maximum of 5 years, in the case of those belonging to Scheduled Castes/Scheduled Tribes/B.C. for the purpose of appointment to all Groups of posts/services under the Nigam. This concession will be available

only to those sportspersons who satisfy all other eligibility conditions relating to educational qualification, etc., and furnish a certificate in the form.

**(B) DHBVN SPORTS POLICY 2008:**

1. DHBVN will participate in the following Game in All India Power Utilities Games and other National/International events.
  1. Badminton
  2. Basketball
  3. Cricket
  4. Hockey
  5. Kabaddi
  6. Table Tennis
  7. Volleyball
  8. Wrestling
  9. Tug of war
  10. Football
  11. Chess, Bridge & Carom
  12. Athletics
  13. Body Building

**a) Participation in National/International Sports events and Pre-participation Coaching Camps treated as duty:-**

The Nigam employees who are selected for participating in sporting events of all India Power Utilities or National/International importance, the period of the actual days on which they participate in the events as also the time spent in traveling to and from such tournaments/meets will be treated as duty. Further, if any pre-participation coaching camp is held in connection with the above-mentioned events and the Nigam employee is required to attend the same, this period will also be treated as on duty.

**b) Events of National/International importance:-**

- (i) National Championships being conducted by the Council of All India Power Utilities or National Sports Federations in individual disciplines and National Games conducted by Indian Olympic Association are be recognized as events of National importance.
- (ii) The events recognized by the International Sports Bodies in the concerned disciplines and in which participation has been with the prior approval of the Government.

**c) Entitlement of Rail/Air accommodation to Sportspersons:-**

Nigam employees who are selected for participating in sporting events of All India Power Utilities or national/international importance within India, may be allowed to travel by First Class by train or all type of VOLVO/Deluxe or any other luxury bus. Those who are selected for participating in sporting events of International Importance held outside India, will be entitled to travel by economy class by air.

**d) Daily Allowance:-**

The employees participating in sporting events will be treated as on duty and they will be entitled to Daily Allowance @ Rs.170 per day or as admissible under normal rules whichever is higher while on tour for participating tournaments/attending coaching camps. While on tour for any other purpose they will be entitled to normal daily.

**e) Special Casual Leave:-**

Such outstanding sportspersons will be granted Special Casual Leave for a period not exceeding 30 days in any one calendar year for attending-

1. coaching/administration of teams participating in sporting events of national/international importance;
2. coaching or training camps under Rajkumari Amrit Kaur Coaching Scheme or similar All India Coaching or Training Schemes;
3. attending coaching or training camps at National Institute of Sports, Patiala;
4. Attending coaching or training camps at the National Sports Federation/Sports Boards recognized by All India Council of Sports.

**f) Special Casual Leave for players seriously injured during sports competitions:-**

In the event of any sportsperson getting seriously injured or being hospitalized during the events, he/she will be given special casual leave, subject to the condition that the total number of special casual leave availed by him/her does not exceed thirty days in a year.

**2. (a) Incentive increment to Sportspersons achieving excellence in All India Power Utilities/National/International events:-**

Outstanding sportspersons will be granted advance increments and the number of increments to be awarded for achieving 1st position in All India Power Utilities/National/International events of Sports (both indoor and outdoor), say, one increment for all India Power Utilities/National events and two increments for International events.

The increments so granted would continue to be drawn at the same rate till retirement and would count for the purpose of retirement benefits but this will not count for pay fixation on promotion.

An individual sportsperson participating in National/ International event will be treated as showing excellence if he/she achieves first, second and third position in the event.

**2. (b) Sportsperson who wins events at all India level/ all India Power Utility level for 3 successive years shall be considered for out of turn promotion.**

**2. (c) Dress providing:-** if any player represents the country will be allowed a sum of Rs.2500/- as kit for that particular period which will be given during the coaching camp only. In case sports person represents the Nigam in all India power utility tournament he/she will be allowed Rs. 2000/- as kit and the official/officer accompanying the team in any capacity will be given the same kit which is given to sports persons.

**2. (d) Cash Award:-**

The Sportsperson/team who gets first, second & third place in the National Championship/ All India Electricity Boards Sports Tournaments will get the cash rewards as under:-

	<u>Individual</u>	<u>Team/Member</u>
First Place:	Rs.8000/-	Rs.2100/-
Second Place:	Rs.5000/-	Rs.1100/-
Third Place:	Rs.3000/-	Rs.550/-

**3. Incentive increment to Referees/Umpires/Coaches:-**

Referees/Umpires who excel at the International level may be granted two advance increments for each event, subject to a total five increments in the entire career.

Coaches, who impart training to Teams and are associated with Gold Medal Winning Teams at the Asian Games/World Championship/ Olympic Games, can be considered for grant of the same number of increments as available to the Members of the Team.

**4. Facilities to Managers, Coaches, etc.:-**

Managers/Coaches, who administer/coach/manage the teams participating in sports events of National/international importance will be treated as an integral part of the teams and these officials will also be allowed the same facilities as are available to sportspersons for such participation. The question of grant of rewards in the form of advance increments could be considered on merits, if and when sponsored.

**5. Financial assistance and other facilities to sportspersons participating in International events:-**

Sportspersons shall be extended assistance including financial only in case of their international participation.

**6. Passing of departmental Exam: -** Sport person appointed against sport quota will be exempted from passing the departmental examinations, where ever applicable, and will be treated at par with those employees who have passed the departmental examinations and their seniority will be considered from the date of appointment.

**7. Accident Insurance:-**

Accident Insurance for Sportspersons of DHBVN shall be provided without further delay. The best deal shall be worked out after discussing with different Insurance Companies.

**8. Women's Sports:-**

Special emphasis will be given on the development of women's sports.

**9. Reservation in Jobs:-**

Reservation in Jobs in DHBVN shall be made for those Sportspersons who take part in National/International events. In order to provide respectable position in Society to them, a scheme for Sports Award and Sports Scholarship shall be instituted.

**10. Training:-**

Training in an impressionable age is the key to success. All the Sportspersons shall be given training in their respective fields from the reputed institutions of sports.

**11. Orientation:-**

Coaches should be encouraged to attend orientation and refresher courses conducted at reputed Institutes of sports. They should also have a slant in sports medicine so that injuries of non-serious nature like muscle-pull, cramps, etc. may be taken care of by them.

**12. Funds:-**

A separate Sports Fund shall be created at Nigam level.

**13. Competition:-**

Inter-Nigam/Nigam Levels and All India Power Utilities Games shall be held regularly to enable a young athlete to test his/her ability.

- 14.** The Sportspersons recruited against sports quota shall not be entrusted other jobs except sports activities.

**15. Monitoring:-**

A permanent small committee comprising of 6 to 7 non-official members with a convener drawn from amongst sportspersons and voluntary sports Association shall be formed to assist the Nigam and to liaison with it on the implementation of State Sports Policy/All India Power Utilities Policies. It will also suggest the upto date toning up of the modern technology as pursued by other States/All India Power Utilities so that DHBVN is able to keep abreast with national achievements in Sports.

**16. Infrastructure:**

The basic requirement for any sports is the availability of playgrounds, whether indoor or outdoor, hence physical facilities created are to be in excellent condition. To ensure this, not only full evaluation and repair of the existing playgrounds will be periodically undertaken but steps will also be initiated for creation of new infrastructure.

**17. Sports Medicine Center:**

A Sports Medicine Center with Physical/Cardiac/Pulmonary rehabilitation capabilities, human performance testing laboratory shall be established. A Sports Library equipped with the latest A/V instruction gadgets, computerized sports data storage and retrieval system besides a psychological testing laboratory, nutritional and counseling center should also be set up.

This issues in pursuance of decision taken by the Board of Directors of DHBVN in their meeting held on 27.03.2008.

**G.M.(Administration)  
DHBVN, Hisar**