



शासी निकाय की 61वीं बैठक
61st Meeting of the Governing Body

पूरक कार्यसूचीमदे
Supplementary Agenda Items

भारतीय खेल प्राधिकरण
Sports Authority of India
नई दिल्ली
New Delhi

INDEX

S.No.	Particulars	Page No.
FOR APPROVAL		
1	Proposal for Direct Recruitment to the Post of Assistant in Sports Authority of India	1 – 3
2	Recruitment of Assistant Directors & Section Officers through Pay Minus Pension or Deputation for Smooth Functioning of Office Works	4-5
FOR RATIFICATION		
3	Recruitment of Junior Translation Officer (Rajbhasha Cadre) – Approval for Filling up Vacancies through SSC Non-Recommended Candidates Basis.	6-8
4	Filling up the Posts of Junior Engineer (JE) in Sports Authority of India through Direct Recruitment	9-11

SUPPLEMENTARY AGENDA No. 1

PROPOSAL FOR DIRECT RECRUITMENT TO THE POST OF ASSISTANT IN SPORTS AUTHORITY OF INDIA

1. Pursuant to the Cadre Restructuring of the Sports Authority of India (SAI), approved by the Ministry of Youth Affairs & Sports (MYAS) vide Notification F. No. K-11013/1/2020-Sports-V (Pt.) dated 27.09.2021 and notified by SAI through Notification No. SAI/Pers./CR Implementation/2021 dated 11.10.2021, several structural reforms were introduced across cadres and posts. The restructuring aimed to enhance efficiency and align the organizational structure with emerging demands while ensuring **financial neutrality**, with no additional impact on SAI's block grant.

2. Need for Recruitment:

Assistants serve a vital administrative role in ensuring smooth day-to-day operations across the organization. As per data from the Personnel Division, SAI, there are currently **64 vacant Assistant positions** (as on date), and a large portion of the existing workforce in Pay Level-6 is expected to retire in the near future. This shortfall poses a risk to continuity in key functions such as:

- Pay fixation (promotion/deputation)
- MACP processing
- DPC/PAC coordination
- Pension, LTC, leave, and disciplinary management
- NPS and administrative policy execution

The urgent requirement of filling these posts through **Direct Recruitment** is aligned with the sanctioned cadre strength and the Recruitment Rules (RRs), which provide for **100% Direct Recruitment**, failing which by deputation/short-term contract.

3. The details of the vacancies, sanctioned strength, and present strength of the administrative cadre are as under:

S. No.	Name of the Post	Level	Sanctioned Strength	Present Strength	Vacancy
1	Director General	(L-15)	1	0	1
2	Secretary	(L-14)	1	1	0
3	DDG/ Sr ED	(L-14)	4	4	0
4	Executive Director	(L-13 A)	6 + 1 (ED-F)	3 +1 (ED-F)	3
5	CVO	(L-12)	1	1	0
6	Director	(L-12)	38 + 1 (Dir -Infra)	20	19
7	Dy. Director	(L-11)	87	56	31
10	Asstt. Director	(L-10)	130	51	79

11	Section Officer	(L-7)	104	16	88
12	Assistant	(L-6)	155	91	64

4. Proposed Measures:

i. Conduct of Recruitment through Open Competitive Examination:

- a. Based on past precedent (e.g., Assistant Coaches in 2016–17, Junior Scientific Officer and Scientific Assistant in 2014), it is proposed to conduct a written examination through an external agency such as **EdCIL, NIELIT, C-DAC, or IIT**, selected via competitive bidding.

ii. No Interview Clause:

- a. As per DoPT OM No. 1673988271234 dated 13.04.2017, interviews are dispensed with for all **Group 'B' non-gazetted** posts. Hence, recruitment for Assistants will be based solely on written examination.

iii. Age Relaxation:

- a. To encourage internal mobility and retention of experienced personnel, **age relaxation may be granted to departmental candidates** equivalent to the duration of service in SAI on contract.
- b. Relaxation as per DoPT norms for SC/ST/OBC categories shall also be applicable.

iv. Constitution of a Committee:

- o A **high-level committee** is proposed to oversee the recruitment methodology and finalization of examination syllabus, structure, and evaluation criteria:
 - **Secretary, SAI** – Chairperson
 - **DDG (Operations), SAI**
 - **Director, LNCPE, Trivandrum**
 - **Director (Personnel), SAI HQ**

v. Recruitment Scope:

- o While 64 posts are vacant, it is proposed to advertise **60 vacancies initially**, ensuring future promotional avenues and balanced cadre progression.
- o Personnel Division, SAI HQ may be tasked with preparing a **detailed breakup of posts for pan-India deployment** based on requirement.

5. Proposal before the Governing Body:

In view of the above, the following is submitted for kind consideration and approval of the Governing Body:

1. **Approval for filling 60 posts of Assistant through Direct Recruitment** as per the Recruitment Rules.
2. **Approval for initiation of recruitment process**, including conduct of written examination through a professional external agency to be selected via bidding.
3. **Approval for formation of the committee** under the Chairmanship of Secretary, SAI, to finalize the exam methodology, syllabus, and criteria.
4. **Delegation of authority to DG, SAI** to execute the recruitment process and related formalities.

Approval of the Governing Body is solicited for conducting direct recruitment for filling 60 posts of Assistants in SAI through an external agency to be selected via bidding process

SUPPLEMENTARY AGENDA No. 2

RECRUITMENT OF ASSISTANT DIRECTORS & SECTION OFFICERS THROUGH PAY MINUS PENSION OR DEPUTATION FOR SMOOTH FUNCTIONING OF OFFICE WORKS

1. The Cadre Restructuring of the Sports Authority of India (SAI) was approved by the Ministry of Youth Affairs & Sports (MYAS) vide Notification F. No. K-11013/1/2020-Sports-V (Pt.) dated 27.09.2021 and further notified by SAI vide Notification No. SAI/Pers./CR Implementation/2021 dated 11.10.2021. This restructuring aimed to improve efficiency and optimize human resource deployment across SAI, with a mandate to maintain financial neutrality during its implementation.

2. A critical shortage has been observed in two key administrative cadres—Assistant Directors (ADs) and Section Officers (SOs)—as detailed below:

S. No.	Post	Sanctioned Strength	In Position	Vacancy
1	Assistant Director (DR)	78	52	26
2	Assistant Director (Promotion)	54	14	40
3	Section Officer	104	17	87
Total		236	83	153

3. Justification for Interim Recruitment:

The severe shortage in these positions is impacting key administrative functions including:

- Pay fixation (promotion/deputation)
- MACP and pension processing
- Leave, LTC, and disciplinary administration
- NPS implementation and DPC/PAC processing
- Procurement initiation and RFP drafting
- Coordination with state sports authorities and general office administration

Given that no internal candidates are currently eligible for promotion to these positions, an **interim recruitment** strategy is essential to prevent administrative breakdowns.

4. Proposed Measures:

1. Recruitment on Pay Minus Pension Basis:

- Retired officers from government departments may be appointed on a contract basis.
- Remuneration to be fixed at last drawn pay minus pension.
- Ensures immediate availability of experienced personnel at minimal additional cost.

2. **Recruitment on Deputation Basis:**

- Officers from Central/State Governments or autonomous bodies to be brought in on deputation.
- No extensive induction required, ensuring continuity in functioning.

5.2 **Proposal before the Governing Body:**

- Approval for **filling up the posts of Assistant Director and Section Officer through deputation**, in accordance with DoPT guidelines, as a **one-time interim measure**.
- Approval to recruit retired officers on a **Pay Minus Pension** basis where deputation is not feasible.
- Approval for DG, SAI to carry out the **recruitment process and associated formalities** for the above posts.

Approval of the Governing Body is solicited for the Recruitment of Assistant Directors and Section Officers through the Pay Minus Pension or Deputation as a one-time interim measure.

SUPPLEMENTARY AGENDA No. 3

RECRUITMENT OF JUNIOR TRANSLATION OFFICER (RAJBHASHA CADRE) – APPROVAL FOR FILLING UP VACANCIES THROUGH SSC NON-RECOMMENDED CANDIDATES BASIS

1. The Ministry of Youth Affairs and Sports (MYAS), vide notification F.No.K-11013/1/2020-Sports-V (Pt.) dated 27.09.2021, approved the cadre restructuring of the Sports Authority of India (SAI). Following this, SAI notified the sanctioned posts and corresponding recruitment rules (RRs) in 2022, approved by MYAS. As per the approved cadre restructuring, 11 posts of Junior Translation Officer (JTO) are currently vacant in the Rajbhasha Cadre across SAI HQ and regional centers. Given the importance of the Rajbhasha department in ensuring compliance with official language policies and seamless communication in Hindi, there is an urgent need to fill these long-pending vacancies. Post-cadre restructuring, the existing vacancy position for Rajbhasha cadre is as follows:

Sl. No.	Position	Sanctioned Posts	Vacant Posts
1	Deputy Director	1	0
2	Assistant Director	2	1
3	Senior Translation Officer	5	3
4	Junior Translation Officer	11	11

2. Multiple requests for filling these vacancies have been received from various regional Centres, including NIS Patiala, Kolkata, Lucknow, and Guwahati. Recruitment of JTOs is to be carried out as per the approved RRs, which stipulate direct recruitment through open competitive examination or, failing that, via deputation (including short-term contract). **The Recruitment Rules for the post of Junior Translation Officer is given below: -**

Name of the Post.	Number of posts	Pay band and grade pay or pay scale	Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various method.

Junior Translation Officer	*11 (2022) *Subject to variation dependant on workload	Level - 6 , Rs.35400-112400 (Pay band-2, Rs.9300-34800+ Rs. 4200/- Grade Pay)	Direct Recruitment failing which by Deputation (including short term Contract)
----------------------------	---	---	--

3. In view of ensuring smooth functioning of the Rajbhasha Division while maintaining future promotion avenues for selected candidates, the following is proposed:

i. **Phase-wise Recruitment:**

- a. Fill **5 vacancies** through direct recruitment in the **first phase** from the SSC's 2023 *non-recommended candidate* merit list for Junior Hindi Translators.
- b. Remaining **6 vacancies** to be filled on a **deputation/short-term contract/contractual basis**, as deemed appropriate by the competent authority, ensuring continuity of operations.

ii. **Future Recruitment Plan:**

- a. Gradual filling of **2–3 vacancies every 2–3 years** to avoid career stagnation and to provide adequate promotion opportunities.

iii. **Recruitment Methodology:**

- a. Utilize SSC's public disclosure list of non-recommended candidates from the 2023 Junior Hindi Translator examination for direct recruitment without altering the approved recruitment methodology outlined in the existing RRs.
- b. No interviews will be conducted as the JTO role falls under Group 'B' (non-gazetted) posts per DoPT OM dated 13.04.2017.

iv. **Approval for Recruitment Process:**

- a. Authorization of the Director General, SAI to oversee recruitment procedures and related formalities for both direct recruitment and contractual/deputation appointments.

4. Financial Implications:

No additional financial burden on SAI's block grant, ensuring financial neutrality as mandated by MYAS.

5. Proposal for approval in 61st Governing Body Meeting:

1. Approve phase-wise recruitment of JTOs, filling 5 positions via direct recruitment and 6 positions via deputation.
2. Approve gradual filling of remaining vacancies in subsequent years to facilitate promotion prospects.
3. Authorize DG, SAI to execute the recruitment process per approved Recruitment Rules.

The approval of the Hon'ble Minister / Chairman, GB was obtained on file.

Approval of the Governing Body is solicited for Ratification of recruitment of Junior Technical Officers (JTOs), with 5 posts filled through direct recruitment and 6 through deputation.

SUPPLEMENTARY AGENDA No. 4

Filling up the Posts of Junior Engineer (JE) in Sports Authority of India through Direct Recruitment

1. As per Cadre Restructuring approved by the Ministry of Youth Affairs and Sports (MYAS) vide notification dated 27.09.2021, a total of 23 posts of Junior Engineer (JE) were sanctioned in the Sports Authority of India (SAI). Recruitment Rules (RRs) for the post of JE were approved subsequently, and as per the RRs notified on 30.11.2022, the method of recruitment for JE is *Deputation (Including short term contract)/Contract*.
2. Currently, only 1 Junior Engineer is in position who is due for retirement on 31.07.2025, leaving 22 posts. Out of these 22 vacant positions, two posts for Junior Engineer (Civil) and one post for Junior Engineer (Electrical) have been advertised on deputation basis in SAI and 03 posts have adjusted for recruitment on Contract basis to the post of Junior Engineer (Civil) and JE (Electrical) and one post was adjusted for the post of Structural Engineer. Excluding these 7 +1 (01 JE who is currently working) posts (2 for JE Civil and 1 for JE Electrical on deputation and 02 post of JE Civil and 1 JE Electrical on contract basis), there are currently 15 vacant posts for Junior Engineer.
3. Despite attempts, the filling of these posts through deputation or contract basis has not yielded adequate results, and there is an urgent organizational need to fill the posts for proper execution and supervision of civil/electrical engineering-related works in various SAI centers across India.
4. **The Recruitment Rules for the post of Junior Engineer is given below: -**

TABLE-I

PAY BAND AND PAY SCALE	TOTAL NUMBER OF SANCTIONED POSTS	METHOD OF RECRUITMENT (WHETHER BY DIRECT RECRUITMENT OR BY PROMOTION OR BY DEPUTATION/ ABSORPTION)
Level-6. Rs. 35400-112400. (PB-2, Rs.9300-34800 + Rs. 4200/- Grade Pay) Remuneration for Contract Appointment:	23*	100% Deputation (Including short term contract)/Contract. Note: Contract and deputation (Including short term contract) are

Consolidated pay will be fixed in pay Level 06 as appropriate.		interchangeable and can be utilized as per the requirement decided by the competent authority.
--	--	--

5. In light of above, it is proposed that:

- Allow **Direct Recruitment** as a method for filling up of 8 posts of JE (6 Civil & 2 Electrical) out of 15 vacant posts of Junior Engineer (JE), in relaxation of the current RRs, subject to approval of **MYAS**.
- Utilize the list of **non-recommended candidates of SSC JE Examination 2023** (Civil/Electrical/Mechanical) as a one-time measure for recruitment.
- Subsequently, **amend the existing RRs** to include “Direct Recruitment” as a method of recruitment for Junior Engineer posts.

6. **Justification for the Proposal:**

- **Operational Efficiency:** Civil and electrical works are routine and critical components in sports infrastructure management. Timely deployment of qualified engineers is essential.
- **Lack of Suitable Deputationists:** Repeated attempts to fill these posts through deputation have been unproductive due to lack of interest or availability of suitable officers.
- **Cost-effective and Transparent:** Using SSC’s list ensures merit-based selection with minimal recruitment overhead.
- **Long-term Sustainability:** Amendment of RRs to include Direct Recruitment will streamline future recruitments and avoid recurring staffing gaps.

7. **Financial Implication:**

The 8 posts proposed for Direct Recruitment are part of the sanctioned cadre strength approved in the restructuring. Hence, there will be **no additional financial burden** on SAI’s budget beyond the approved norms.

8. **Comparison of the Existing and Proposed Criteria is tabulated asbelow: -**

TABLE-II

POST NAME	EXISTING METHOD OF RECRUITMENT (WHETHER BY DIRECT RECRUITMENT OR PROMOTION OR DEPUTATION/ ABSORPTION)	PROPOSED METHOD OF RECRUITMENT (WHETHER BY DIRECT RECRUITMENT OR BY PROMOTION OR BY DEPUTATION/ ABSORPTION)
JUNIOR ENGINEER	100% Deputation (Including short term contract)/ Contract. Note: Contract and deputation (Including short term contract) are interchangeable and can be utilized as per the requirement decided by the competent authority.	Direct Recruitment

9. Proposal before the Governing Body:

The proposal for filling up of 8 posts of JE (6 Civil & 2 Electrical) out of 15 vacant posts of Junior Engineer (Civil/Electrical/Mechanical) through Direct Recruitment, as detailed in **Table –II** above, is placed before the Governing Body of SAI for kind consideration and approval, along with approval for the proposed amendment of RRs to include Direct Recruitment in the future.

The approval of the Hon’ble Minister / Chairman, GB was obtained on file.

Approval of Governing Body is solicited for Ratification of the Filling up of 8 posts (6 Civil and 2 Electrical) out of the 15 vacant JE posts through Direct Recruitment by utilizing the non-recommended merit list of the SSC JE Exam 2023 as a one-time measure