



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

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H.C. Mathur Lane, Janpath, New Delhi-110001

No. 27-1/2014-BSNL (S)

Dated 13.06.2014

To

All Chief General Managers
BSNL Telecom & Metro Circles

Subject: - Compendium on Sports in BSNL.

Kindly find enclosed herewith the updated Compendium on
Sports in BSNL

Corrections if any, may kindly be intimated to this office.

(S.K. Chugh)
DGM (WL & Sports)
BSNL CO, New Delhi

COMPENDIUM

ON

SPORTS IN BSNL

BSNL SPORTS & CULTURAL BOARD
NEW DELHI

Up to March, 2014

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SECTION – I

CONSTITUTION OF BSNL SPORTS AND CULTURAL BOARD

Introduction

The sports and cultural activities of the staff in the Bharat Sanchar Nigam Limited (BSNL) shall be guided, controlled and monitored by a Board to be known as the BSNL Sports and Cultural Board.

The Headquarters of the Board will be at the Corporate Office of the BSNL.

1. Name

The Board at the Corporate Office shall be known as the “BSNL Sports and Cultural Board”. It shall have as its constituent units ' Regional Sports and Cultural Boards '. Each Regional Board will be located at the headquarters of a BSNL Circle and will encompass all other BSNL units like Projects, Task Force, Telecom Factories, Civil Wing, Maintenance, etc. located in the territorial jurisdiction of that circle.

The Regional Sports and Cultural Board will be named by prefixing BSNL to the name of the Circle. For example, Maharashtra Regional Sports and Cultural Board will be known as ' BSNL Maharashtra Regional Sports and Cultural Board '.

Now, vide letter no. 27-2/2003-BSNL (S) dated 10.4.2003, Regional Sports and Cultural Board has been changed to Circle Sports and Cultural Board. For example, Maharashtra Regional Sports and Cultural Board will be known as “BSNL Maharashtra Circle Sports and Cultural Board”.

2. Objectives

The Board shall promote, develop, organize and exercise overall control in respect of sports, athletic and cultural activities by organizing tournament, exhibitions, All India meets and festivals. The Board may set up such subsidiary Committees as it may deem necessary for specific purposes.

3. Eligibility

The following categories of employees shall be eligible to participate in the sports and cultural activities organized by the Central and Circle Boards:

- (a) All regular employees of BSNL.

(b) Industrial workers of the BSNL, Workshops and Stores Organizations who have put in more than six months of continuous service.

(c) Apprentices taken at different Telecom Factories under the Apprentice Act, 1961.

(d) Short duty Telecom operators, Telegraphists, Clerks, etc., Reserve Pool staff and other temporary staff who have put in more than six months of continuous service.

(e) Members of the employee's families, the retired officials of BSNL, their sons and daughters to compete in cultural competitions only.

4. **Composition**

4.1 The BSNL Sports and Cultural Board shall be composed of:-

- (i) Chairman : CMD, BSNL
- (ii) Vice-Chairman : Director (HRD), BSNL
- (iii) Secretary : DGM (WL & Sports)
- (iv) Joint Secretary : Deputy Manager (Welfare & Sports)
- (v) Treasurer : Accounts Officer to be nominated by the Chairman.
- (vi) Members :
 1. Director (Finance) or his nominee
 2. Sr. GM (Admn.)
 3. Three members from among the Heads of Circles.
 4. One Representative each from the Recognized Staff Federations.
 5. One persons each from the Circle Sports and Cultural Boards to be Nominated by the President.

The Chairman of the Board will have the power to nominate or co-opt any other suitable person (s) to the Board as its Member (s) from within the Organization. Such Member (s) will hold office during the currency of the term of the Board.

4.2 The composition of the Circle Sports and Cultural Boards will be as follows:-

- (i) President : The Head of the BSNL Circle.
- (ii) Vice-President : An officer not below the rank of DGM to be nominated by the President.
- (iii) Secretary : An officer dealing with the Welfare programmers to be nominated by the President.
- (iv) Joint Secretary : An officer having sufficient knowledge and background of organizing sports activities to be nominated by the President.
- (v) Treasurer : A junior accounts officer to be nominated By the President.
- (vi) Members :
 1. One representative each from the various Units functioning in the Circle to be nominated by the head of unit.
 2. One representative from each of the recognized employees union as recommended by the respective unions from among the members in the Circle .

4.3 There shall be an Executive Committee at the Corporate Office for guiding and controlling the day to day sports and cultural activities with the following composition.

- (i) President : Sr. GM (Admn)
- (ii) Members :
 1. DGM (Pers.)
 2. DGM (Admn-II)
 3. DGM (A), O/o CGM (NTR).

The Administration of fund will be done by the Secretary and Treasurer as per sanction of the President of the Executive Committee conveyed in writing.

4.4 The President of the Circle Sports and Cultural Board may nominate an Executive Committee, as he may deem fit, for guiding and controlling the sports and cultural activities within the Circle.

5. **Tenure of office**

5.1 The Members/Treasurer of the Central and Circle Sports and Cultural Board will hold office for a term of two years, unless otherwise extended or re-nominated for another term.

5.2 A Member of the Board shall cease to hold the office on retirement or termination of service for any reason including resignation.

6. Functions & Powers

The Boards both, at the Corporate Office and Circle levels will work in the advisory capacity. The authority for final decision will vest with the Chairman of the Central Board and Presidents of the Circle Boards.

7. Meetings.

The Board will meet as often as may be considered necessary by the Chairman, but shall meet at least once in a year to consider the annual audited accounts of the Board and any matter relating to promotion of sports.

8. Quorum

The quorum for the meeting shall be four including the Chairman/President subject to the condition that at least one representative of the staff and one representative of the Federation or union, is present in the meeting.

9. Finance

The finances of the Board shall comprise:

- i) Grant-in-aid from BSNL.
- ii) Voluntary donations and subscriptions.
- iii) Income from shows, tournaments and souvenirs, etc.

10. Allotment of funds.

Allocation of funds to the Circle Sports and Cultural Boards for the Circle activities will be considered by the Executive Committee. Funds for holding the All India BSNL meets will be considered /approved by the Chairman of the Board. Participation of BSNL teams/individual players/manager/coach at National/International level meets and expenditure, therefore, will be Considered /approved by Vice-Chairman of the Board.

11. Accounts and Audit

11.1 The accounts of the Central and Circle Sports and Cultural Boards shall be audited every year by the Corporate Audit and the Circle Audit respectively.

11.2 The audited accounts of the Circle Boards will be submitted to the Central Sports and Cultural Boards every year latest by 30th September failing which grant to the Circle Boards for that year will not be considered.

11.3 The unspent funds at the end of the financial year with the Central Board and the Circle Board will be carried forward to the next financial year.

12. **Remittances**

The remittances from the Central Board to the Circle Boards and vice versa may be made through cheques or bank drafts. The cheques will be jointly signed by the Secretary and Treasurer under proper authorization of the sanctioning authority.

(The above constitution was approved by the
Board of directors of BSNL in its meeting held
On 11.1.2001 –Ref: File No. 18-1/2000-BSNL (WL)]

SECTION- II

RECRUITMENT OF OUTSTANDING SPORTS PERSONS IN THE BSNL

The Heads of Circles have been authorized to recruit 5 outstanding young Sportspersons each for a period of 3 years commencing from the calendar year 2002 in the direct recruitment grades of non-executive category and Group B equivalent grades of the executive category in any of the following sports disciplines:-

Individual Games

1. Athletics
2. Badminton
3. Carrom
4. Chess
5. Cycling
6. Table Tennis
7. Weight Lifting/Power Lifting/Body Building

Team Games

1. Basketball
2. Cricket
3. Kabaddi

2. The sportspersons recruited under the sports quota may be adjusted against any available vacancy in the Circle. In the absence of a suitable vacancy, the Circle may create a supernumerary post to accommodate the sportsperson till such time a vacancy becomes available.

3. Till the pay scales of various grades in the non-executive category and in the group 'B' equivalent grade of executive category in BSNL are finalized, recruitment of outstanding young sportspersons may be done in the pay scales of the existing grades.

4. MINIMUM NORMS FOR RECRUITMENT.

4.1 For recruitment to group B equivalent posts

Sportsperson who has represented the country as a member of the Jr/Sr. Team in Olympic/World Cup/Asian Games/Asia Cup/Commonwealth Games and won first or second or third position in Team events or individual events indicated above.

4.2 For recruitment to Group C equivalent posts.

(a) Sportsperson who has represented the country as a member of Jr./Sr. team in prestigious international meets. Such sportsperson must have also medal winning performance in National Championships.

Or

(b) Sportsperson who has represented zonal teams within the country and the team should have obtained at least 3rd position in inter-zonal championships at All India level. The only exception will be for games like Cricket, Basketball and Kabaddi where 4th position will also be taken into consideration.

Or

(c) Sportsperson who has represented a State in National championships whether in Senior or junior section and obtained at least 3rd position in individual events or at least 4th position in team games.

Or

(d) Sportsperson who has represented a University in All India inter-University Championships (organized under the aegis of Association of Indian Universities) and should have obtained at least 2nd position in individual events or at least 3rd position in team games.

Or

(e) Sportsperson who has represented a State School team in National School Games for Schools (conducted under the aegis of All India School Games Federation) and should have obtained 1st position either in individual or team games.

Or

(f) Sportsperson who has represented as a member of a team securing 1st or 2nd position at the Federation Cup.

4.3 For recruitment to Group 'D' equivalent posts.

(a) Sportsperson concerned should have represented a District team, Jr./ Sr. State Championship and obtained at least 3rd position either in individual or team events.

Or

(b) Sportsperson concerned should have represented State School/University/ State Jr. or Sr. team in National School Games/inter-University Champion-ships / Jr. or Sr. National Championships except Marathon and Cross Country. In such cases, obtaining a position need not be insisted upon.

4.4 For recruitment to posts in the above categories, achievements as mentioned above should be in the immediate preceding 2 years of the advertisement and the sportsperson should be an active player.

4.5 **NOTE**

(a) In Cricket (Men) players who have participated in Ranji Trophy [knock-out Stage], at least in quarter-finals stage in MA Chidambaram Trophy and Rest of India will also be eligible in addition to the norms listed above.

(b) In Table Tennis and Badminton, players with current All India Ranking up to 16 in Seniors and up to 8 in Juniors will also be eligible. The ranking for the purpose of recruitment will be current Annual Ranking.

© For recruitment purpose, only Sr. National, Jr. National will be taken into consideration. National games, Rural Meets, Festival Meets and other similar tournaments will not be considered.

5. **Age Limit**

5.1 The age limit for recruitment will be 18 to 25 years. In exceptional cases of merit relaxation up to a maximum of 5 years in the upper age limit will be allowed.

5.2 Cases involving relaxation of age limit will be considered by the BSNL Sports and Cultural Board.

6. **Educational Qualifications.**

Sportspersons recruited under the sports quota should possess the minimum educational qualification as applicable to the post in which he/she is appointed. However, in cases where he/she does not possess the minimum educational qualifications, he/she may be appointed with the approval of BSNL Sports and Cultural Board by relaxing the educational qualifications.

7. **Mode of Recruitment.**

7.1 The recruitment of sportspersons under sports quota will be done through open advertisement.

7.2 The Recruitment Committee will be constituted by the CGM with one of the GMs as the Chairman and DGM (Admn.) as a Member. The Secretary of the Circle Sports and Cultural Board and a Coach of that particular sports discipline in which the recruitment is made should be associated as Members of the Committee.

- 7.3 The recommendation of the Recruitment Committee should be submitted to the CGM for final approval.
- 7.4 Appointment of sportspersons to Group B equivalent posts may be done with the prior approval of the BSNL Sports and Cultural Board.

8. Fixation of pay at higher stage on initial recruitment.

Heads of Circles will have powers to fix the pay at a higher stage at the initial recruitment of Sportspersons by grant of additional increments in the pay scales in which they are proposed to be appointed. The pay scales in which the selected persons are to be finally appointed and which of the medal winning performance are to be taken into consideration for pay fixation at a higher stage will be circulated separately.

(Ref: WL &S Section letter No. 2-31/2000-BSNL(S) dated 26.2.2002.)
(Orders relating to any change/ modification/ amendment or otherwise are available in appendix.)

SECTION – III

ALL INDIA BSNL MEETS

Every year All India BSNL Meets/Tournaments are organized in the following 16 disciplines on the basis of a sports calendar:-

- | | |
|-----------------|-----------------|
| 1. Table Tennis | 10. Chess |
| 2. Athletics | 11. Kabaddi |
| 3. Hockey | 12. Badminton |
| 4. Basket Ball | 13. Volley Ball |
| 5. Lawn Tennis | 14. Carrom |
| 6. Cultural | 15. Bridge |
| 7. Cycling | 16. WL/PL/BP |
| 8. Cricket | |
| 9. Football | |

2. Circle competitions/trial.

There are 24 Circle Sports and Cultural Boards under the Central Board. These Circle Boards conduct competitions/trials at the Circle level and select a Circle team in each game for participation in the All India Tournaments. The sportspersons participating in the Circle competitions/trials are sanctioned special casual leave.

3. Sports Calendar

Action for preparation of sports calendar is taken by the Central Board in January of every year. The Circle Sports and Cultural Boards are asked for preparation of sports calendar to indicate 3 games in the order of preference which they would like to conduct during the year. Based on the inputs received from them the sports calendar is finalized and circulated before the commencement of the financial year.

4. Months in which conducted

All India BSNL meets are generally conducted from the month of July to January of the next year. No meet is conducted in the months of February and March as the staff will be busy with achieving the targets fixed for the financial year.

5. Minimum qualifying standard

The sportspersons participating in the Circle competitions/trials are sanctioned special casual leave. The Circle Boards should ensure that persons who do not qualify the minimum standards laid down for the tournament, are not deputed for participation in the All India competitions. If any participant in an All India competition is found to be below the minimum qualifying standard, the concerned Circle Board will be held responsible.

6. Funds

Funds for conducting the All India BSNL meets are released to the Circle Boards by the Central Board, on receipt of audited accounts of the money paid to them for the previous year for conducting the All India tournament. The Circle Boards is also expected to mobilize some funds through issue of souvenir and display advertisements.

7. Flag & Jersey colours

Different colours for Flag and jersey have been allotted to the Circle Sports and Cultural Boards. Details in this regard are given in the Welfare & Sports Section letter No. 28-2/2002-BSNL(S) dated 26.2.2012 at Appendix.

8. Entitlements

The sports persons deputed for participation in All India BSNL meets are entitled to the following:-

(i) TA/DA

Players, Artists, Manager, Coach, Technical officials and Observer participating in All India BSNL meets are treated as on duty for tournament days and both ways journey period. They are entitled to TA/DA as on tour subject to the provision that a minimum DA of Rs. 120/- and First class/AC III tier fare for train journey will be granted. The sportspersons who are eligible for higher entitlement of TA/DA can claim as per their entitlement.

(ii) Kit Money

The Circle Sports and Cultural Board shall make payment of kit money to players participating in games as per the latest orders of BSNL CO. The Technical Delegates nominated by the BSNL CO for the All India Tournaments/Cultural meet will also be paid kit money at the same rate as it is paid to the players by the concerned Circle Sports and Cultural Boards to which they belong.

(iii) Two hours daily off.

The players selected to represent the circle team in AIBSNL tournaments shall be given two hours daily off for practice soon after the circle trial/selection is over and till the commencement of the coaching camp.

(iv) Refreshment charges during coaching camp.

During the coaching camp period all the players of the Circle team shall be given refreshment charges as per the latest orders of BSNL CO.

(v) Cartage charges.

The outstation players participating in All India BSNL tournaments are given Rs. 50/- per participant as cartage charges for both ends of the journey.

9. Cash Award

Players who secure positions continuously for two years in the All India BSNL meets are granted cash awards as follows:-

(i)	First position	:	Rs. 3000/-
(ii)	Second position	:	Rs. 2000/-
(iii)	Third position	:	Rs. 1000/-

SECTION – IV
CULTURAL MEET

Every year competitions at Circle and at All India levels are organized in the following cultural items:-

- (A) (i) Vocal Music (Hindustani and Karnatak style)
(ii) Vocal light, vocal folk, vocal classical
- (B) **Instrumental Music**
 - (i) String instruments: Sitar, violin, guitar.
 - (ii) Wind instruments: Flute
 - (iii) Percussion instruments: Tabla, Mridangam.
- (C) **Solo Dance**

Kathak, Odissi, Manupuri, Bharatnatyam, Kuchipuri
- (D) Group Dance: Regional Folk Dances.
- (E) One act plays (6 participants – in any of the officially recognized regional languages of India.)

Apart from the above, on the spot painting and crafts and embroidery competitions are organized at Circle level for children below 14 years of age. Craft competition has not been included at All India level competition.

From the Circle competitions/selection trails, a team comprising 18 artists are selected and deputed for participation in the All India Cultural meet. Presently from one Circle a maximum of 21 persons (18 artists, one accompanist, one escort (for children below 12 years) and one Manager) are allowed to participate in All India cultural meet.

2. **Eligibility**

All employees of BSNL, MTNL & DoT and their dependent wards are eligible to participate in the Cultural Meet.

3. **Pattern of Competition**

The competition is divided into 2 groups; (i) below 18 years and (ii) above 18 years. Crucial date for reckoning the age of 18 years is first April (date of commencement of BSNL sports calendar).

4. **Time Limit**

The time limits for the items are as follows:-

(i)	Vocal Music	5 minutes
(ii)	Vocal Classical	10 minutes
(iii)	Instrumental Music	10 minutes
(iv)	Solo and Group Dance	10 minutes
(v)	One act play (drama)	40 minutes
(vi)	On the spot painting	30 minutes

5. **Cultural Show in Delhi**

It has been decided to organize a cultural show in Delhi every year wherein selected team will be presented the first prize winning items of the All India BSNL Cultural Meet. The first such show was held on 17th May, 2002 – The World Telecommunications Day.

SECTION – V

AFILIATION WITH NATIONAL SPORTS FEDERATIONS AND PARTICIPATION IN NATIONAL TOURNAMENTS

(A) Affiliation

BSNL Sports and Cultural Board is affiliated to National Sports Federations in the Following games:-

- | | |
|--------------|-------------------|
| 1. Carrom | 6. Table Tennis |
| 2. Chess | 7. Volley Ball |
| 3. Cycling | 8. Weight Lifting |
| 4. Kabaddi | 9. Body Building |
| 5. Athletics | 10. Power Lifting |
| | 11. Badminton |

(ii) BSNL Sports and Cultural Board has also been enrolled as a Member of All India Public Sector Sports Promotion Board (AIPSSPB) which is responsible for organizing Inter PSU tournaments.

(B) Participation in National Tournaments

BSNL teams in the games stated above participate in the national level tournaments organized by the concerned National Sports Federations. Players, Managers and Coach deputed for participation in national level tournaments/championships are granted the following:-

(i) TA/DA

The period of tournament days and both ways journey time are treated as on duty and accordingly TA/DA will be admissible to them.

(ii) Kit Money

For Kit money to players /coach/ manager, the latest order of BSNL CO is to be observed. (order available in appendix)

(iii) 4 Hours Daily Off

The players selected in AIBSNL events are given 4 hours daily off for practice. (available in appendix).

(iv) Coaching Camp

BSNL teams participating in National tournaments/ championships are allowed coaching camp up to a maximum of 10 days. The period of coaching camp will vary subject to the availability of days between the approval for participation and the commencement of the tournament.

(v) **Refreshment Charges**

The participants of the national championship should be paid refreshment charges during coaching camp period at the rates as per the latest orders.

C. **Incentive**

(i) **Additional increment**

(a) For achieving excellence in national tournaments two increments are sanctioned for gold medal winning performance and one increment, if found justified, for silver and bronze medal winning performance.

(b) Performance of all coaches attached to BSNL teams for participation in national events is considered by BSNL Sports and Cultural Board and the coaches who render exemplary services and contribute to the good performance of BSNL teams, are granted a cash award of Rs.10,000/- or one increment.

Total number of increments for an individual coach should not exceed five in the entire service career.

(ii) **Cash Award**

For bringing laurels to the BSNL in national championship the cash awards be given in accordance with the relevant orders available in appendix.

(iii) **Bharat Sanchar Krida Awards**

Outstanding sports persons /teams and their coaches who achieve excellence in national /national level tournaments be given Bharat Sanchar Krida Award as per the latest BSNL CO orders. The award consists of Rs. 10,000/-, Silver medal& a citation.

SECTION – VI

PARTICIPATION IN INTERNATIONAL MEETS

BSNL sportspersons who are selected as players, managers, and coaches of the Indian team participating in international tournaments are granted financial assistance to cover travel expenses, boarding and lodging. For travel within India, AC III by train and for travel abroad, economy class by air are allowed. The period of tournament days, actual journey time and coaching camp period after selection to the Indian team are treated as on duty.

2. Incentive

For achieving excellence in international meets players are given additional increments. For award of additional increments, international meets are categorized as follows:-

Category 'A'	-	Olympic Games
Category 'B'	-	World Championships, World Cups, Asian Games.
Category 'C'	-	Commonwealth Championships, Commonwealth Games, Asian Championships.

Grant of incentive for medal winning performance in Olympic – Category 'A' will be considered on merits on receipt of results.

For medal winning performance in other International events (Gold/Silver/Bronze) in games falling in Category 'B' – up to three increments.

For medal winning performance in International events falling in Category 'C' – up to two increments.

These increments will be in addition to those, if any, granted for performance in National events.

The additional increments will be granted by the Telecom Circles on the advice of the BSNL Sports and Cultural Board.

(Ref: No. 2-31/2000-BSNL(S) dated 26.2.2002)

3. **Bharat Snachar Krida Award**

Outstanding sportspersons who represented India in the International competition either in individual event or as part of Indian team be given Bharat

Sanchar Krida Award as per the latest BSNL CO orders. The award consists of Rs. 10,000/-, Silver medal & a citation.

4. Cash Award

Cash award be given to the players on achieving excellence at international level tournaments in the following manner:-

S.No	Position	Amount
1.	First (Gold medal)	Rs. 1 (one) lac
2.	Second (Silver medal)	Rs. 50,000/-
3.	Third (Bronze medal)	Rs. 25,000/-

A player will be eligible for only one award in a calendar year to be given on the basis of his/her best performance.

(Ref: No. 27-1/2008-BSNL(S) dated 27.5.2008)

4. Incentive for wards of employees

The wards of BSNL employees who excel at national/international sports competitions are granted cash awards as indicated below:

Sl. No.	Excellence	Cash Award	
		1 st Position	2 nd Position
1.	Representing the State School Team in National School Games and winning 1 st or 2 nd position either in individual events or team games	Rs.5000/-	Rs. 4000/-
2.	Representing University in All India Inter University Championships (organized under the aegis of Association of Indian Universities) and winning 1 st or 2 nd position either in individual events or team games.	Rs.5000/-	Rs.4000/-
3.	Representing the State in National Championships (Sub- Junior, Junior or Senior) and winning 1 st or 2 nd position either in individual events or team games.	Rs.5000/-	Rs.4000/-
4.	Representing the country in International Competitions (Sub- Junior, Junior or Senior) and winning 1 st or 2 nd position either in individual events or team games. (Teams in these cases should have been selected by the concerned National Federations)	Rs.10000/-	Rs.8000/-

SECTION – VII

NAMES AND ADDRESSES OF BSNL CIRCLE SPORTS AND CULTURAL BOARD

S.No.	Name of Secretary & Address	Telephone No.	Fax No.
(1)	(2)	(3)	(4)
1.	Shri R.K. Malpani Addl.G.M.(A) O/O CGM (NTR) Circle, New Delhi-110001.	011-23329180 9968176700	011-23325987
2.	Shri K.B. Ganesh Babu, AGM MS (Op) O/o Sr. GM (IMPCS) & Secretary Karnataka BSNL Sports & Cultural Board, Sports Complex, New telephone Bldg, O/o CGM Karnataka Circle, Basveshwara Circle, Bangalore-560001.	(O)080-22385757 09448010727	080-22385788 080-22879022 080-25369165
3.	Shri Prahlad Singh Yadav, AD (WL & Sports), O/O CGM, BSNL. U.P. (East) Circle , Lucknow.	0522-2629000 0522-2623600 M-08004919199	0522-2629000 0522-2274299 0522-2627398
4.	Shri Ashok, AD(General & Sports, O/O CGM, BSNL Punjab Circle , Chandigarh.	0172-2606025 M-09463200707	0172-2600089 0172-2600385 0172-2606025
5.	Shri M.S. Tomer AD (WL & Sports) O/O CGM, BSNL, Rajasthan Circle , Jaipur.	0141-2369777 M-09413394031	0141-2560331 0141-2379900 0141-2377911
6.	Shri S. Krishana Swami DGM (HR & Admn.) O/o CGM, Kerala Circle , BSNL Kerala Circle, Thiruvananthapuram.	0471-2302222 M-09446472257	0471-2308009 0471-2304853

7.	Shri B. Manjunath, SDE(Welfare), O/O CGM, BSNL, Chennai Telephones , 7 th Floor 10-DAMS Road, Chennai.	044-26610434 M-09444952233 044-28412299	044-26402376 044-26422206
8.	Shri Prakash Nath Jha, CPRO O/O CGM, BSNL, Bihar Circle , Sanchar Sadan, Patna-800001.	0612-2213055 0612-2223444 M-09431200445	0612-2210060
9.	Sh. Rajender Kumar, D.G.M. (NWP-CFA) O/O CGM, BSNL, H.P. Circle , Kasumpti, Shimla-171009	0177-2620230 M- 09418071222	0177-2628881 0177-2625325 0177-2622949
10.	Shri D.K. Shamanta, AGM (WL &S) O/o CGM, W.B.Circle , Kolkata-700001.	033-22317481 033-22436027 033-22303333 M-09433000095	033-22135555 033-22436027 033-22108183
11.	Shri K.L. S. Shankar Rao AGM (SR), O/O PGM, BSNL, A.P. Circle , Hyderabad- 560001.	040-23202877 040-23200213 M-09490126616	040-23212163 040-23200005
12.	Shri Jyoti Baishya, A.D.(Welfare), O/O CGM, BSNL Assam Circle , New Admn. Bldg. Pan Bazar, Guwahati-781001.	0361-2736352 0361-2601432 M-09435599271	0361-2736352 0361-2540192 0361-2548484
13.	Shri R.H. Patil, AGM (Admn.) O/O CGM, BSNL, Maharashtra Circle , 4 th Floor, Admn. Bldg. Juhu Tara Road, Santa Cruz, Mumbai	022-26467583 M-09422647132	022-26619902 022-26619991 022-26603008
14.	Shri Megh Raj, Satya Veer Singh, AD(Welfare) O/O CGM, BSNL, U.P. (West) Circle , Meerut.	0121-2604017 M-09412780030	0121-2666254 0121-2604084 0121-2600026
15.	Madam Anima Roy, GM (Admn.), Secretary, O/O CGM, BSNL, Gujarat Circle , Ahmedabad-380006.	079-26481441 079-26481393 M-09409309900 M-09426004050	07926481580 079-26481857

16.	Smt Roshani Sohni, Addl GM(HR& Admn) O/O CGM, BSNL, M.P. Circle , Door Sanchar Bhawan, Bhopal-462015.	0755-2550600 0755-2555080 M-09425411800	0755-2771600 0755-2557903 0755-2559696
17.	Shri Harvinder Singh, AD(PR&Sports), Secretary, CGM, BSNL, Haryana Circle , Ambala Cantt.	0171-2601381 0171-254727(R) 9416045444	0171-2603555 0171-2603644
18.	Shri Ranjan Hastu, AGM (Admn) Secretary CS&CB, O/O CGM, BSNL, J&K Circle , 4 th Floor, North Block , Babu Plaza, Jammu-180012.	0191-2477177 0191-2477033 M-09419120444	0191-2477033
19.	Shri Ajay Kumar, AGM(Adm.) O/O CGM, BSNL, Jharkhand Circle , Ranchi.	0651-2210008 M-09431100700	0651- 2210030
20.	Shri B. Bhoutekar, AGM (Adm.)O/O CGM, BSNL, Chhattisgarh Circle , Vidhan Sabha Road, Khambardhi, Raipur -492007.	0771-2224600 M-09425201310	0771-2537100 0771-2535700
21.	Shri V.K. Srivastava, AGM (Adm.) O/O CGM, BSNL, Uttarakhand Circle , Windlass Complex, Rajpur Road, Dehradun.	0135-2714344 0135-2652100 Mob.09412000632	0135-2658444 0135-2713000
22.	Shri Ricky Sothan, AO (C.A) Secretary, CGM, BSNL, N.E.-I Circle , Shillong,- 7931001.	0364-2223931 Mob.09436735002	0364-2229091 0364-2506441 0364-2229707
23.	Shri Ganesh Shetty, AGM (HR &Admn.)Secretary, O/O CGM, BSNL, N.E.II Circle , T.E. Building,Dimapur- 797112.	03862-234343 M-09436274699	03862-233400 AGM-232685
24.	Sh. Kirat Satapaty Ad (Wl&S) O/o CGM, Orissa Circle, Bhubneshwar-751001	0674-2394649 M-09437208837	0674-2392500 0674-2392200

APPENDIX
(Copies of Orders)

(1)

No. 14-10/96-WL (T) dated 24.04.2000.

Subject: - Enhancement of Honorarium to the Treasurers of Telecom. Central / Regional Sports and Cultural Boards.

I am directed to convey the approval of the Chairman, Telecom, Sports and Cultural Board to enhance the honorarium paid to the Treasures of the Telecom. Central Sports and Cultural Board to Rs. 2100/- per annum and to the Treasurers of the Regional Telecom. Sports and Cultural Board to RS1800 /- per annum from the financial year 1999-2000 onwards.

The amount of honorarium as enhanced above may be paid to the treasurer after the annual accounts of the Board for the financial year has been finalized and certified correct.

Sd/-
Director (WL&Sports)

(2)

No. 3-1/98-S (T) dated 5.6.2000

Subject: - Enhancement of Cash Award to consecutive winners of All India Telecom Meets.

I am directed to say that a proposal for Enhancement of Cash Award to Consecutive winners in All India Telecom Meet was considered by the Telecom Sports and Cultural /Board in its 7th meeting held on 27th April, 2000 in New Delhi. The Board has decided to enhance the cash Award in All India Telecom meets as follows:

i)	First position	-	Rs. 3000/-
ii)	Second position	-	Rs. 2000/-
iii)	Third position	-	Rs. 1000/-

To become eligible for the above Award the players should secure the position continuously for two years instead of three years follows hitherto.

2. In the cash of team events the above awards will be given to those participants who are in the winning team for two consecutive years.

3. The revised rates of cash awards will come into force from the date of issue of this letter.

Sd/-
Director (WL& Sports)

(3)
No. 3-1/98-S (T) dated 5.6.2000

Subject: - Enhancement of Kit Money and rates for Award of Blazers and Track Suit of Players/ Managers /Coaches participating in National Level Tournaments.

I am directed to say that a proposal for Enhancement of Kit Money and Rates for Awards of Blazers and Track suits to Players/Coaches/ Managers who are nominated to participate in National and National level Tournaments was considered by the Telecom Sports and Cultural Board in its 7th meeting held on 27.4.2000 at New Delhi. The Board has decided to enhance the Kit Money and the rates for Awards of Blazers and Track Suits as follows:-

- | | | | |
|------|--|---|------------|
| i) | Kit Money to players | - | Rs. 1000/- |
| ii) | Track Suits to players and Coaches once in a year- | | Rs. 1000/- |
| iii) | Blazers to Managers once in five years | - | Rs. 2000/- |

2. Blazers and Track Suits to the participants of National /National Level Tournaments will be provided by the Regional Sports and Cultural Boards as per the existing practice.

3. The revised rates will come into force from the date of issue of this letter.

Sd/-
Director (WL& Sports)

(4)
No. 3-1/98-WL (T) dated 5.6.2000

Subject: - :- Enhancement of Tubular Money for Cyclists for participation in National Level Tournaments.

I am directed to say that the Telecom Sports and Cultural Board in its 7th Meeting held on 27th April 2000 in New Delhi has decided to enhance the Tubular Money given to Cyclist participating in the National Level Tournaments from Rs. 300/- to Rs. 600/-.

2. The revised rate will be effective from the date of issue of this letter.

Sd/-
Director (WL& Sports)

(5)

No. 36-7/2001-BSNL (Sports) dated 13th June, 2001

Subject: - Introduction of New Trophies/Shields for All India BSNL tournaments/Meets.

I am directed to say that it has been decided by the Chairman, BSNL Sports and Cultural Board to stop the practice of giving away rolling Trophies/shields in the All India Telecom Sports Tournaments/Meets. Till date rolling trophies were awarded to the winners/runners up of different events in the all India Sports Tournaments/Meets. From the 1st All India BSNL Sports Tournament itself, every year Trophies/Shields are to be given to the winners /runners up. Every year such new trophies/Shields are to be got prepared by the host telecom Circles.

2. While preparing new trophies/Shields /Medals the host circle has to keep in view that the total expenditure on preparation of all such Trophies/Shields/Medals should not exceed Rs. 7500/-. The amount incurred on preparation of new trophies has to be met from the grant given to the Regional Sports and Cultural Board of the Circle.

3. All the Circles who are scheduled to host all India BSNL Tournaments in 2001-2002 may take necessary action.

Sd/-

S.O. (WL&Sports)

(6)

31-1/2001-BSNL(S) dated 4th Sep. 2001.

Subject: - Grant of Financial Assistance to Sports Persons for participation in National /International Events.

Your kind attention is invited to this office letter No. 2-11/96-Sports(T) dated 30th June 1997 (copy enclosed for ready reference) wherein the heads of circles were advised to seek prior approval of the Telecom Sports and Cultural Board when sports persons from telecom department are selected for participation in National /International events. In the case of international events clearance of the Indian teams by the department of Youth Affairs and Sports is also necessary. Often for participation in International events, National Sports Federation requests the organization in which the selected persons are working to extend financial assistance to cover there Air fare, Boarding, Lodging etc. All these cases are required to be referred to the BSNL Sports and Cultural Board for prior approval.

2. Recently a case has come to the notice of the BSNL Sports & Cultural Board in which the GM concerned had accorded approval to the participation of a sports person in an International event held abroad. Neither the CGM concerned nor the BSNL Sports and Cultural Board was consulted in the matter. With the result the official had to pay the sports federation towards the expenditure on Air fare, Boarding, Lodging etc. On returned from the event the

official had put forth a claim for reimbursement of the expenditure. This has placed the BSNL Sports and Cultural Board in a very embarrassing situation.

3. To avoid recurrence of the type of the events mentioned above all the heads of Circles are requested to keep the officers working under them informed of the instructions quoted above and advise them to refer such cases in time to the BSNL Sports and Cultural Board through the regional Board, for consideration.

Sd/-

Jt. DDG (WL & Sports)

(7)

No. 28-2/2002-BSNL (Sports) dated 26th Feb. 2002

Subject: - Flag Colours and Jersey Colours of different BSNL Regional Sports and Cultural Board.

It has now been decided to allot different flag colours and Jersey colours to each of the BSNL Regional Sports and Cultural Board which are as follows:

S. No	Name of the R.S.C.B.	Flag Colour	Jersey Colour
1.	Andhra Pradesh	Mustard	Mustard -Blue
2.	Bihar	Orange	Orange-White
3.	NTR Delhi	White	White-Dark Blue
4.	Gujrat	Saffron	Saffron-Green
5.	Jammu	Pink	Pink-Yellow
6.	Kerala	Violet	Violet-White
7.	Kernataka	Brown	Brown-Light Green
8.	Madhya Pradesh	Grey	Grey- Dark Yellow
9.	Maharashtra	Dark Yellow	Dark Yellow-Blue
10.	North East	Light Yellow	Light Yellow-Dark Green
11.	Orissa	Dark green	Dark green-Orange
12.	Rajasthan	Dark Blue	Dark Blue-Red
13.	Tamilnadu	Sky Blue	Sky Blue-Chocolate
14.	Uttar Pradesh (E)	Chocolate	Chocolate-White
15.	West Bengal	Red	Red-Light Yellow
16.	Punjab	Light Green	Light Green-White
17.	Haryana	Indigo	Indigo-White
18.	Himachal Pradesh	Fawn	Fawn-Black
19.	Assam	Silver	Silver-Brown
20.	Uttarnchal	Purple	Purple-White
21.	Jharkhand	Off White	Off White-Blue
22.	Utter Pradesh (W)	Military Green	Military Green-White
23.	Chattisgarh	Magenta	Magenta-White

2. A logo of BSNL as also the words "BSNL_____ (Name of the Circle) Circle Sports and Cultural Board)" has to be printed on the regional Flag.
3. The colour of the All India BSNL Sports and Cultural Board Flag will be Bluish Green with ' Logo' of the BSNL and the words BSNL Sports and Cultural Board, New Delhi. "Printed"
4. The length and width of the Circle Sports and Cultural Board Flag will be 3'X2' while that of the BSNL Sports and Cultural Board (Central Board) will be 3.5' X 2.5'.
5. It may be noted that the Circle Team participating in the All India BSNL Tournaments /Meets should invariably buy two sets of Circle Flag to the venue of the tournament/Meet and handover the same to the organizing secretary of the tournament. Who shall make arrangements for holding the flags by the Manager of the Team during march past and also hoist all the circle Flags at the venue of the tournament after such march past.
6. It may also be noted that the players representing a circle team in the team events shall wear Jersey of the colours allotted to the circle only with chest No. and name of the circle printed on back and front of the Jersey. In individual events like T.T., Lawn Tennis, Badminton etc. the players shall wear coloured T Shirts of white based colours and Half Pants only.
7. All the circle Sports and Cultural Boards are required to keep two sets of BSNL Sports and Cultural Board (Central Board) Flag ready with them and hoist it at the venue of All India BSNL tournaments whenever any such tournament is hosted by them.
8. You are requested to get the flag and Jersey prepared as mentioned above for your Regional boards immediately.

Sd/-
S.O. (WL & Sports)

(8)

No. 2-31/2000-BSNL(S) dated 26.2.2002

Subject: - Recruitment of outstanding sportspersons in the BSNL under sports quota - sports norms and incentives.

With a view to promoting sports in the organization, the Management committee of the BSNL Board has since approved a proposal to recruit outstanding young sportspersons under sports quota for a period of 3 years commencing from the calendar year 2002. The Heads of Circles are accordingly authorized to recruit 5 outstanding young sportspersons each in a year in the direct recruitment grades of non-executive category and Group 'B' equivalent grades of the executive category. The recruitment should be made in any of the following sports disciplines:-

Individual Games

1. Athletics
2. Badminton
3. Carom
4. Chess

5. Cycling

6. Table Tennis

7. Weight Lifting/Power Lifting/ Body Building

Team Games

1. Basketball
2. Cricket
3. Kabaddi

The sportspersons recruited under the sports quota may be adjusted against any available vacancy in the Circle. In the absence of a suitable vacancy the Circle may create a supernumerary post to accommodate the sports person till such time a vacancy becomes available.

3. Till the pay scales of various grades in the non-executive category and in the group 'B' equivalent grade of executive category in the BSNL are finalized, recruitment of outstanding young sportspersons may be done in the pay scales of the existing grades.

4. MINIMUM NORMS FOR RECRUITMENT.

4.1 For recruitment to Group B equivalent posts

Sportsperson who has represented the country as a member of the Jr./Sr. Team in Olympic/world Cup/Asian Games/Asia Cup/Commonwealth Games and won first or second or third position in Team events or individual events indicated above.

4.2 For recruitment to Group C equivalent posts

(a) Sportsperson who has represented the country as member of Jr./Sr.team in prestigious international meets. Such sportsperson must have also medal winning performance in National Championships.

Or

(b) Sportsperson who has represented zonal teams within the country and the team should have obtained at least 3rd position in inter-zonal championships at All India level. The only exception will be for games like Cricket, Basketball and Kabaddi where 4th position will also be taken into consideration.

Or

© Sportsperson who has represented a State in National championships whether in senior or junior section and obtained at least 3rd position in individual events or at least 4th position in team games.

Or

(d) Sportsperson who has represented a University in All India Inter-University Championships (organized under the aegis of Association of Indian Universities) and should have obtained at least 2nd position in individual events or at least 3rd position in team games.

Or

(e) Sportsperson who has represented a State School Team in National School games for Schools (conducted under the aegis of All India School Games Federation) and should have obtained 1st position either in individual or team games.

Or

(f) Sportsperson who has represented as a member of a team securing 1st or 2nd position at the Federation Cup.

4.3 For recruitment to Group 'D' equivalent posts

(a) Sportsperson concerned should have represented a district team, Jr./ Sr. State championship and obtained at least 3rd position either in individual or team events.

Or

(b) Sportsperson concerned should have represented State School/University/State Jr or Sr. Team in National School Games/inter-University championships/Jr. or Sr. National Championships except Marathon and Cross Country. In such cases obtaining of a position need not be insisted upon.

4.4 For recruitment to posts in the above categories, achievements as mentioned above should be in the immediate preceding 2 years of the advertisement and the sportsperson should be an active player.

4.5 NOTE

(a) In Cricket (Men) players who have participated in Ranji Trophy (Knock - out stage), at least in quarter-finals stage in MA Chidambaram Trophy and Rest of India will also be eligible in addition to the norms listed above.

(b) In Table Tennis and Badminton, Players with current All India Ranking up to 16 in seniors and up to 8 in juniors will also be eligible. The ranking for the purpose of recruitment will be current Annual Ranking.

© For recruitment purpose only Senior National, Junior National will be taken into consideration. National Games, Rural Meets, Festival Meets and other similar tournaments will not be considered.

5. Age limit

5.1 The age limit for recruitment will be 18 to 25 years. In exceptional cases of merit relaxation up to a maximum of 5 years in the upper age limit will be allowed.

5.2 Cases involving relaxation of age limit will be consider by the BSNL Sports and Cultural Board.

6. Educational Qualifications.

Sports persons recruited under the sports quota should possess the minimum educational qualification as applicable to the post in which he/she is appointed. However, in cases where he/she does not possess the minimum educational qualifications, he/she may be appointed with the approval of BSNL Sports and Cultural Board by relaxing the educational qualifications.

7. Mode of recruitment.

7.1 The recruitment of sportspersons under sports quota will be done through open advertisement

7.2 The recruitment committee will be constituted by the CGM with one of the GMs as the Chairman and DGM (Admn) as a member. The Secretary of the Regional Sports and Cultural Board and a coach of that particular sports discipline in which the recruitment is made should be associated as members of the committee.

7.3 The recommendation of the recruitment committee should be submitted to the CGM for final approval.

7.4 Appointment of sports persons to group 'B' equivalent posts may be done with the prior approval of the BSNL sports and cultural Board.

8. Incentive.

8.1 Fixation of pay at higher stage on initial recruitment.

Heads of circles will have powers to fix the pay at a higher stage at the initial recruitment of sportspersons by grant of additional increments in the pay scales in which they are proposed to be appointed. The number of additional increments to be granted for fixations at a higher stage will be decided on the basis of the medal winning performance of the appointees at inter-university/state /Jr.National /Sr.National/Jr. International/Sr. International level meets.

The pay scales to which sports persons selected under the sports quota are to be initially appointed, the higher stage in each pay scale the pay has to be fixed and which of the medal winning performance is to be considered for fixation of pay at a higher stage will be spelt out clearly in the orders to be issued separately.

8.2 Additional increments for achieving excellence in National / International Meets.

8.2.1 National Meets:

- (i) Two increments for gold medal winning performance.
- (ii) One increment, if found justified, for silver or bronze winning performance.

8.2.2 International Meets:

International meets are categorized as under for award of additional increments.

Category 'A' - Olympic games.

Category 'B' - World Championships, World Cups, Asian games.

Category 'C' - Commonwealth Championships, Commonwealth Games, Asian Championships.

Grant of incentive for medal winning performance in Olympic-Category 'A' will be considered on merits on receipt of results.

For medal winning performance in other international events (gold/silver/bronze) in games falling in category 'B'- up to three increments.

For medal winning performance in International events falling in Category 'C' up to two increments.

These increments will be in addition to those, if any, granted, for performance in National events.

The additional increments will be granted by the Telecom Circles on the advice of the BSNL Sports and Cultural Board.

8.3 Additional increment to Coaches.

Performance of all coaches attached to BSNL teams for participation in National events will be considered by the BSNL Sports and Cultural Board and the Coaches who render exemplary service and contribute to the good performance of BSNL teams, will be granted a cash award of Rs. 10,000/- or one increment.

If a sportsperson from BSNL is selected as Coach for an Indian Team participating in an International Meet and the Indian Team wins a medal in the International event, the coach will be considered for award of two increments.

Total increments for an individual Coach should not exceed five in the entire service career.

8.4 Cash Awards

8.4.1 For bringing laurels to the BSNL in National Championships the following cash awards will be given:

- (i) Winners of team championships will get Rs. 3,000/- per head.

- (ii) Winners of individual events will get Rs. 5,000/- per head
- (iii) Winners of National record setters in individual events will get Rs. 25,000/- per head
- (iv) Arjuna awardees will get Rs. 10,000/- per head.
- (v) Coaches contributing to improved performance of teams will get Rs. 10,000/- per head.

8.4.2 "Sanchar Krida Awards" are given to outstanding sportspersons who achieve excellence by representing India in National/International competitions i.e. gold medal winning performance. The award will consist of Rs. 10,000/-, a silver medal and a citation.

9. The Heads of Circles are requested to initiate immediate action for recruitment of the quota of 5 outstanding young sportspersons for the calendar year 2002 following the norms of recruitment given above.

10. Receipt of this letter may please be acknowledged.

Sd/-

Jt. DDG (WL & Sports)

(9)

No. 4-25/2002-SEA dated 03.05.2002

Subject: Recruitment of outstanding sportspersons in the BSNL under sports quota-sports norms and incentives

I am directed to refer to letter No. 2-31/2000-BSNL (S) dated 26.02.2002 of Welfare & Sports Section on the subject cited above. In this connection, it is to intimate that no sportsperson should be recruited under the direct recruitment quota to the post of JAO as the JAO RRs in BSNL formulated after the approval of BSNL Board does not have any such provision.

Sd/-

ADG (SEA)

(10)

No. 27-1/2001-BSNL(S) dated 23rd May, 2002

Subject: - Revision of orders in respect of BSNL sportspersons participating in All India BSNL tournaments/Cultural event.

I am directed to say that, pursuant to the decisions taken in the 1st meeting of BSNL Sports and Cultural Board held on 6.4.2002, the facilities available to BSNL sportspersons deputed for participation in All India BSNL Meets/ Cultural event have been revised as follows:

1. TA/DA

The employees who are deputed for participation in All India BSNL tournaments/ Cultural event as Players, Artists, Manager, Coach, Technical Officials or Observer will be treated as on duty for tournament days and both ways journey period. They will be entitled to TA/DA as on tour subject to the provision that a minimum DA of Rs. 120/- and first class / AC III tier fare for train journey will be granted. The sportspersons who are eligible for higher entitlement of TA/DA can claim as per their entitlement.

Advance for TA/DA, as revised above will be paid by the offices in which the sportspersons are working. The bill for final settlement of TA/DA will also be submitted by the sportspersons to the offices where they are working.

2. Kit money

It has been decided that the Regional Sports and Cultural Board shall make payment of minimum kit money of Rs. 500/- to players participating in games like- Aquatics, Chess, Bridge, Carrom, Basketball, Weightlifting/Power lifting/ Best Physique, Lawn Tennis, Wrestling, Volleyball and Kabaddi and minimum kit money of R. 750/- to players participating in games like Cycling, Badminton, Table Tennis, Athletics, Hockey, Cricket and Football and to artists in Cultural events.

The Technical Delegates nominated by the BSNL HQ for the All India tournaments/Cultural Meet will also be paid kit money at the same rate as it is paid to the players by the concerned Regional Sports and Cultural Board to which they belong, once in three years.

3. Two hours daily off.

It has been decided that the players selected to represent the regional team in All India BSNL tournaments shall be given two hours daily off for practice soon after the Regional trial/selection is over and till the commencement of the Coaching Camp.

4. Refreshment charges during Coaching Camp

During the Coaching Camp period all the players of the regional team shall be given refreshment charges @ Rs. 35/- per day.

It has also been decided to allow the Coaching Camp up to a maximum of 10 days for BSNL teams participating in National Championships. This limit will be subject to the availability of days between the approval for participation and the commencement of championship. Refreshment charges to be paid to the participants of the National Championships have also been enhanced to Rs. 35/- per day.

5. Inclusion of Veteran Event in All India Carrom Tournament

It has been decided to include veteran singles event in the all India BSNL Carrom tournament from the year 2002-2003 onwards. One entry each from every Circle for men and women is allowed in the veteran event. With the introduction of veteran singles event, the maximum number of entries from a circle in the open category will be restricted to two. The players competing for the veteran singles event will not be allowed to participate in the open singles event. Thus, henceforth, there will be two entries from one circle in open category and one entry in the veteran category for both men and women in the Carrom tournament.

6. Participation in state sports Meets

It has been decided that when the services of a sportsperson are sought by the State Unit of Sports Federations, permission can be granted by the circles with the specific approval of the CGMs concerned. CGM is also empowered to sponsor a sportsperson for participation in a State Meet. On both the occasions, the period of participation of the sportspersons may be treated as on duty.

If the participation of a sportsperson in an open tournament is purely in an individual capacity, it cannot be treated as on duty. Sanction of special casual leave on such occasion is permissible.

7. Minimum Qualifying standard

The Circle Sports and Cultural Boards should not send any person who does not qualify the minimum standard, for participation in All India competitions. If any participant in an all India competition is found to be below the minimum qualifying standard, the concerned Regional Board will be held responsible.

The above orders / instructions will be effective for all Regional /All India competitions held from the financial year 2002-03 onwards.

Sd/-

Jt.DDG (WL & Sports)

No. 27-1/2001-BSNL (S) dated 10th June, 2002

Subject: Revision of orders in respect of BSNL Sportspersons participating in All India BSNL tournaments/cultural meets.

Please refer to your letter No. ATSCB-32/Sports/Rulling/02-03/10 dated 31.5.2002 on the above mentioned subject.

2. **Players, Artists, Manager, Coach, Technical officials participation in the All India BSNL tournaments/ meets will be treated as on duty. As far as Regional meets is concerned, only Special Casual leave may be granted.**

Sd/-

S O (W1 &Sports)

(12)

No.2-31/2000-BSNL (Sports) dated 13th June, 2002

Subject: Recruitment of outstanding sportspersons in the BSNL under sports quota - supplementary guidelines

I am directed to refer to this office letters of even number dated 26.2.2002 and 30.4.2002 on the above subject and to say that supplementary guidelines as indicated below may also be taken into account while recruiting outstanding sportspersons under the sports quota:

(a) Persons who have represented Senior/Junior team at national/international level during last two years shall only be considered.

(b) Instructions as at para 4.2(c) to para 4.2(f) of this office letter No.2-31/2000-BSNL(S) dated 26.2.2002 can only be resorted to after the circle is unable to find suitable sportspersons by applying the instructions at para 4.2(a) and para 4.2(b). Before initiating action for recruitment in such cases, the circle should intimate to this office about the non-availability of sportspersons as per standards laid down at para 4.2(a) and (b).

© The Regional Sports and Cultural Board should decide beforehand a **Maximum of Three disciplines** (out of 10 disciplines mentioned in this office letter of even number dated 26.2.2002) in which they would like to recruit against the quota of 5 sports persons for the current year and advertise only in these three events. The Regional Sports and Cultural Boards shown in the annexure to this letter may recruit sportspersons in the team games as indicated against them during the current year.

(d) After the applications are received, the Circle should shortlist the names of the applicants they want to call for the trials. This should be done by preparing

an order of merit (giving weightage for performance in International/National level tournaments etc.) and a maximum of 5 times the number of sportspersons the Circle wish to recruit in a particular discipline shall be call for trials.

(e) The trials should be held for at least three consecutive days and the performance on each day by a particular participant shall be taken into consideration for arriving at the average performance. The sportspersons figuring at the top of the list prepared on the basis of the average performance shall be selected for recruitment.

(f) The profile of the candidates selected for recruitment at group B equivalent level with copies of all relevant certificates shall be sent to this office for approval. In case of Group C & D also, the list of finally selected sportspersons with a synopsis on their past achievements shall be furnished to this office.

(g) All the Circles should recruit sportspersons normally domiciled in the territorial jurisdiction of that circle only. As such, all the circles shall invite applications from the sportspersons domiciled within the circles only.

The advertisement for this purpose should be made at the state level only.

2. It may be noted that in the recruitment of sportspersons, there is no reservation or quota for neither SC/ST/OBC/PH/OH etc. categories nor any relaxation in age or educational qualification to sportspersons belonging to these categories. The recruitment should be **made purely on the basis of merit**. A specimen of the advertisement is also enclosed.

Sd/-

Jt.DDG (WL & Sports)

ANNEXURE

Sl.No.	Circle	Team Events in which recruitment will make in the year 2002.	
		Cricket	Kabaddi
Basketball			
1	Karnataka 05	-	-
2	Kerala 02	01	02
3	UP (East) -	02	-
4	Punjab -	02	01
5	NTR Delhi -	03	-
6	Orissa 02	03	-
7	Haryana -	02	03
8	Uttaranchal -	05	-
9	Maharashtra -	03	02
10	Rajasthan -	-	03

SPECIMENT ADVERTISEMENT

**BHARAT SANCHAR NIGAM LIMITED
(A GOVT. OF INDIA ENTERPRISE)**

.....
(The name of Circle)

RECRUITMENT OF OUTSTANDING SPORTS PERSONS.

BHARAT SANCHAR NIGAM LIMITED..... (Name of Circle)
propose to recruit 5 (five) outstanding sportspersons during the year 2002 as
per the details given below:-

1. Games in which recruitment is proposed.

(i).....(ii).....
(iii).....

2. Age limit.

Age limit for recruitment will be 18 to 25 years as on 1.8.2002. In
exceptional cases of merit, relaxation upto a maximum of 5 years in the upper
age limit will be considered.

3. Educational qualification

The Sports persons selected for appointment to a post should possess
the minimum educational qualification prescribed for the post.

**4. The posts to which appointment will be considered, pay scales and
the minimum qualifications prescribed for them are given below:**

	Posts	Pay Scale	Minimum Educational Qualification.
I	Executive Category		
(i)	Junior Telecom. Officer	6500-200-10500	BE/B.Tech or equivalent degree in specified discipline
(ii)	Junior Accounts Officer	6500-200-10500	M.Com./CA/CWA from a recognized Institution / University

II (a) Non-Executive Category

(i)	Telecom. Tech. Assistant	4500-125-7000	3 year Engg. Diploma in specified discipline.
(ii)	Telecom. Mechanic	3200-85-4900	10 th Std. Pass + 2 yr. Diploma from recognized ITI.
(iii)	Stenographer Gr.III	4000-100-6000	12 th Standard Pass + pass in shorthand with speed of 80 words & typing 30 words p.m.
(iv)	Driver ordinary Grade	3200-85-4900	8 th Std.Pass & Driving license for light &heavy motor vehicle
(v)	Telecom. Operating Asstt.	3200-85-4900	Matriculation or equivalent.

(b) Non Executive Category

(i)	Regular Mazdoor/Peon	2550-55-2660-3200	8 th Std. Pass.
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5. Minimum Sports Norms

(i) For executive category posts Sportspersons should have represented the country as a Member of the Jr./Sr. Team in Olympic/World Cup/Asian Games/Asia Cup/ Commonwealth Games and won 1st or 2nd or 3rd position in Sports discipline mentioned above.

(ii) For non-executive posts should have represented as a member of Jr./Sr. Team in prestigious International Tournaments. Such persons must have also medal winning performance in National Championships.

Or

Should have represented zonal team within the Country and obtained at least 3rd position in inter- zonal championship at All India level.

Or

Should have represented a State in National Championships in Jr./Sr. Section and obtained at least 3rd position in individual or 4th position in team event.

Or

Should have represented University in All India Inter University Championships and obtained at least 2nd position in individual event or 3rd position in team games.

Or

Should have represented State school team in National School games and obtained 1st position in individual or team games.

(ii) For Regular Mazdoors /Peons Should have represented State school University/State Jr. Or Sr. Team in National School games /Inter-university championship Jr./Sr. National Meets.

6. Sports persons fulfilling the above eligibility conditions and belonging to the State ofmay submit their applications and bio-data in plain paper with attested copies of certificates in support of age, educational qualification and achievements in sports so as to reach (Give the name and address of Officer) on or before

The envelope containing the application should be superscribed in bold letters, as “**APPLICATION FOR RECRUITMENT UNDER SPORTS QUOTA**”. Application received after the date will not be considered.

(13)

No. 26-1/2001-BSNL (S) dated 13th June, 2002

Subject: Participation of MTNL, Mumbai and MTNL Delhi teams in the All India BSNL meets for the year 2002-03

Sir, I am directed to refer to the subject and to say that it has been decided to allow the MTNL teams to participate in the All India BSNL tournaments /meets to be held during 02-03. The details of the tournaments will be sent separately by the BSNL host Circles

Sd/-

Jt.DDG (W1 & Sports)

(14)

No.36-1/2002-BSNL(S) dated 9th July, 2002

Subject: Incentive Scheme for wards of employees who excel at National/International Level sports competitions

I am directed to say that, pursuant to a decision taken in the meeting of the BSNL Sports and Cultural Board held in Bhopal on 6.4.2002, the Chairman, BSNL Sports and Cultural Board has approved the following cash award incentive scheme for the wards of BSNL employees who excel at National/International sports competitions.

Sl. No.	Excellence	Cash Award	
		1 st Position	2 nd Position
1.	Representing the State School Team in National School Games and winning 1 st or 2 nd position either in individual events or team games	Rs.5000/-	Rs. 4000/-
2.	Representing University in All India Inter University Championships (organized under the aegis of Association of Indian Universities) and winning 1 st or 2 nd position either in individual events or team games.	Rs.5000/-	Rs.4000/-
3.	Representing the State in National Championships (Sub- Junior, Junior or Senior) and winning 1 st or 2 nd position either in individual events or team games.	Rs.5000/-	Rs.4000/-
4.	Representing the country in International Competitions (Sub- Junior, Junior or Senior) and winning 1 st or 2 nd position either in individual events or team games. (Teams in these cases should have been selected by the concerned National Federations)	Rs.10000/-	Rs.8000/-

2. The scheme will be operated centrally at the Corporate Office (Welfare & Sports Section). Regional Sports and Cultural Boards may forward cases falling within the purview of excellence indicated above along with the certificates, in original, to the Welfare & Sports Section for consideration. The wards should be fully dependent on the employees.

3. The above incentive scheme will be effective from the date of issue of the letter.

4. You are requested to give wide publicity to the scheme among the employees.

Sd/-

Jt. DDG (Welfare & Sports)

(15)

No. 27/Misc/2002-BSNL (S) dated 7th August, 2002

Subject: Participation in All India BSNL cultural meet by the Artist –granting of DA regarding

Sir, please refer to your letter no. ATSCB-32/Sports/Rulling/02-03/18 dated 2.7.2002 on the above mentioned subject.

2. In this regard it is intimated that the wards of the employees selected for participation in the All India BSNL cultural meet may be allowed A/C 3-Tier Train fare and fixed D.A .of Rs. 120/- i.e. the minimum TA/DA given to an employee . The expenditure on TA/DA of wards of employees may be met from the Regional Sports and Cultural Board fund.

Sd/-

S O (WI &Sports)

(16)

No. 35-3/2002-BSNL(S) dated 28th Oct. 2002

Subject: - Financial assistance to veteran players participating in International veteran meets.

The BSNL Sports and Cultural Board has been receiving requests for financial assistance from veteran players who were selected by the National Sports federations for participation in prestigious International Veteran meets, to meet the expenses on their to and fro air fare, boarding, lodging and other miscellaneous matters. The National Sports Federations have also been recommending for grant of such financial assistance to the players by the organizations in which they are employed.

2. The matter was considered and it has been decided by the Chairman, BSNL Sports & Cultural Board that sportspersons who are selected for participation in prestigious International veteran Meets will be considered for grant of financial assistance to the extent of 50% of the expenditure as estimated and recommended by the concerned Sports Federations. Only such of the veteran players who are selected by the concerned federations on the basis of their performance in the veteran meets conducted at the national level, will be considered for grant of financial assistance.

3. The Circle Sports and Cultural Boards may please ensure that requests for financial assistance received from the veteran players with the recommendation of the concerned Sports Federation along with the breakup of expenditure are forwarded to this office well in advance of the tournament. Cases received after the International Meet is over, will not be considered.

4. These orders are effective from 24.9.2002, but the cases of 5 veteran players who participated in the 11th world veteran Table Tennis Championship held at Locerna, Switzerland in June, 2002 are regulated under these orders.

Sd/-

Jt. DDG (Welfare & Sports)

(17)

No. 27-2/2003-BSNL (Sports) dated 2nd April 2003

Subject: - Implementation of decisions taken in the 2nd meeting of the BSNL Sports & Cultural Board held in Lucknow on 25.2.2003.

I am directed to say that pursuant to the decisions taken in the 2nd meeting of the BSNL Sports & Cultural Board held on 25th February, 2003 at Lucknow, the following instructions are issued to regulate sports and cultural activities in the BSNL.

1. Participation of Technical Delegates of All India BSNL Tournaments as Player/Manager or Coach of the Circle Team.

The Sportspersons who have applied for inclusion in the panel of technical delegates for a game and consequently have been included in such panel are not eligible for nomination as Player/Manager or Coach of the circle team in that game during the validity of the panel. The panel prepared by the Welfare & Sports Section of BSNL CO in each game is normally valid for a period of three years. The sportsperson empanelled as technical delegate in one game is, however, eligible for nomination as Player/Manager or Coach in other game(s).

2. Veteran players participating in National level Tournaments:

Veteran players participating in national level tournaments are not entitled to any TA or DA. However, they may be granted Special Casual Leave for the tournament period and both ways journey time.

3. Coaching camp for circle team prior to participation in the All India tournament:

The period of coaching camp at Regional Headquarters before sending the circle team for participation in All India BSNL Tournaments will continue to be treated as Special Casual Leave. The outstation members of the Circle team will be given a fixed DA of Rs. 100/- per day during the period of coaching camp. They are also entitled to train fare as per the entitled class. The DA and TA are payable from the Regional Sports & Cultural Board Fund.

4. Regional Meets:

Before conducting the Regional Meet, selection trial should be held at SSA/Division level and only the players securing 1st/2nd position in individual events and selected players for team events need to be sent for regional meet. The period of selection trial at Division/SSA level and the Regional Trial will be treated as Special Casual Leave. The outstation players selected for

participation in Regional Meets will be given 2nd Class to and fro train fare for participation in Regional Trial.

5. Inclusion of game Kho-Kho:

It has been decided to include the game “Kho-Kho” at circle level competitions from the current year (2003-2004). Accordingly, all the Regional Sports & Cultural Boards may organize regional level tournaments in the game “Kho-Kho” in this year in which teams from SSA/Divisions are to participate.

6. Indisciplined Behaviour:

Any player/manager or coach, who resort to indisciplined behavior at All India BSNL meets, will be debarred from participation in any kind of sports events for a period of 2 years. Instances of such indisciplined behavior are be confirmed by the observer/organizing secretary of the host circle are forwarded to the welfare & Sports Section.

7. Chess Tournament:

Women Chess players will henceforth be allowed to participate in Chess tournament at Regional and All India levels. If the Circle receives entry from women players that should be considered at par with other men entries. There should not be separate Chess tournaments for men and women players at circle level. If women players come in the order of merit in the regional team they are to be nominated for participation in All India BSNL Chess meet where separate competition for women players will be organized provided the host circle receives 6 or more entries in the women category.

8. Honorarium to Treasurer of Divisional SCB:

The treasurer of Divisional Sports & Cultural Board Shall is granted an honorarium of Rs. 1200/- per annum. Payment of honorarium, to the treasurer of DSCBs and RSCB, Shall be made only after the treasurer has submitted accounts of the DSCB/RSCB in time. Payment of honorarium to the treasurer of DSCB may be commenced on submission of the accounts for year 2002-2003 onwards. These payments shall be made from the Regional Sports & Cultural Board fund.

9. Participation in only two games:

A sportsperson shall be allowed to participate in not more than two games at regional as well as All India BSNL Tournaments.

These instructions may please be implemented with immediate effect.

Sd/-

(K.S. Chandrahasan)

Jt. DDG (Welfare & Sports)

(18)

No. 27-2/2003-BSNL (S) dated 10th April, 2003

Subject: Change in nomenclature of Regional Sports & Cultural Boards.

Sir, I am directed to say that the BSNL Sports & Cultural Board has decided to change the nomenclature of its Regional Boards. Accordingly, all the Regional Sports & Cultural Boards of BSNL Sports & Cultural Board will henceforth be known as "Circle Sports & Cultural Boards". For Example, BSNL Tamil Nadu RSCB will be known as BSNL Tamil Nadu Circle Sports & Cultural Board.

All the Presidents are requested to make changes to the above effect in the documents / bank account of the Board. These changes are effective from 1st April, 2003.

Sd/-

Jt.DDG (WL & Sports)

(19)

No.2-31/2000-BSNL (S) dated 28th April, 2003

Subject: - Recruitment of outstanding sportspersons in the BSNL under sports quota –inclusion of the game "Kho-Kho" in the list of games for recruitment.

Sir, I am directed to invite your attention to this office letter of even number dated 26.2.02 in which the following sports disciplines were mentioned at Para 1 for recruitment of outstanding sportspersons for a period of 3 years commencing from 2002-03.

Individual Game

1. Athletics
2. Badminton
3. Carrom
4. Chess
5. Cycling
6. Table Tennis
7. Weight Lifting/Power Lifting/Body Building

Team Games

1. Basketball
2. Cricket
3. Kabaddi

The Management Committee of the BSNL Board has since decided that the game "Kho-Kho" may also be included in the above list of games for recruitment of outstanding sportspersons.

You are, therefore, requested to include the game "Kho-Kho" in the list of team games for recruitment of outstanding sportspersons during the year 2003-04. The list of individual games mentioned above will remain unchanged.

Sd/-

Jt. DDG (WL& Sports)

(20)

No. 27-6/2003-BSNL (Sports) dated 24th December, 2003

Subject: - Decisions taken in the 3rd meeting of BSNL Sports & Cultural Board-Orders relating to implementation.

I am directed to say that pursuant to the decisions taken in the 3rd meeting of the BSNL Sports & Cultural Board held at Delhi on 24th November, 2003, the following instructions are issued to regulate sports and cultural activities in the BSNL:

1. facilities to Sportspersons:

(i) The outstanding sportspersons recruited under sports quota from the year 2002-03 onward will now be eligible for 2 Hrs. daily off for practice throughout the year.

(ii) The players selected to represent BSNL in National level Tournaments and All India Inter PSU Tournaments, in the sports in which BSNL Sports & Cultural Board is affiliated to the National Federation and /or the AIPSSCB will be eligible for 4 Hrs. daily off for practice. The 4 Hrs. off will be granted with effect from the date of their selection in the BSNL team and till their participation in the National/Inter-PSU tournaments. The names of the players selected to represent BSNL in such National / Inter-PSU tournaments will be intimated to the concerned circles by the Welfare & Sports Branch, BSNL CO.

(iii) The players selected to represent the circle teams in the All India BSNL Tournaments will continue to avail the facility of 2 Hrs. daily off from the date of their selection to the circle team till the All India tournament in that game.

2. **Limit on participation:** - The players can participate in a maximum of two sports at All India level and at Circle level competitions. The players desirous to participate in two games will however, have to give option to the Circle Sports & Cultural Board indicating their preference for the games. The Circle Sports & Cultural Boards will keep a watch over the performance of such players in the games of second preference and if there is no improvement in the second game, they shall not be allowed to participate in the game of second preference.

3. **Tubular Money:** The tubular money given to the Cyclists representing BSNL in the National level Tournaments is increased from present Rs. 600/- to Rs. 1200/- per cyclist. Each Cyclist, who is in receipt of the tubular money for participation in national level competitions, is required to purchase two tubulars.

4. **Cultural Event:** The maximum number of participants representing the Circle Cultural team in the All India BSNL Cultural Meet will continue to be 10/15. The manager of the cultural team will however be treated as an additional member over and above 10/15.

The fee of re.1 presently being collected from the participants for the cultural items at Circle level competitions will no longer be charged from the participants.

5. **Posting of sportspersons recruited under sports quota:** While deciding the place of posting of the sportspersons recruited under sports quota (from 2002-2003 onwards), the sports cell of the circle may be consulted. The sportspersons should be posted only at a place where infrastructure facilities in the game which that particular sportsperson plays, are available so that the player can get adequate practice.

These instructions are effective from the date of issue of this letter.

Sd/-
(K.S. Chandrahasan)
Jt. DDG (Welfare & Sports)

(21)

27-3/2003 BSNL (S) dated 23.02.2004

Subject: - Recruitment of outstanding sportspersons in BSNL under sports quota.

Sir, I am directed to refer to the subject and to say that the Management Committee of BSNL Board has, in its 90th meeting held on 8th January, 2004, decided that the Circles shall identify only one or two sports, in which sportspersons may be considered for recruitment in future. It has also been decided that no age relaxation shall be given even in exceptional cases.

The above changes may kindly be noted for all future recruitment.

Sd/-
SO (WL & Sports)

(22)

No. 27-2/2003-BSNL (Sports)/Pt II dated 15th April, 2004

Subject: - Decision taken in the 2nd meeting of BSNL Sports & Cultural Board- Orders relating to Kit money.

It has been decided that the kit money at the following rates - for purchasing the kit as per the requirement of the concerned games- will henceforth be given to the Players / Managers / Coaches of the Circle teams participating in the All India BSNL tournaments and the technical delegates nominated by the BSNL Sports & Cultural Board for conducting such tournaments:

1. Kit money to players, managers, coaches of every year games of Bridge, Chess and Carrom _ Rs. 500/- each
2. Kit money to players, managers, coaches of every year Aquatic, Athletics, Lawn Tennis, Table Tennis, Weightlifting/ Power lifting/Best physique, Hockey, Football, Cricket, Kabaddi, Volleyball, Basketball, Cycling, Badminton and Cultural Meet. - Rs. 800/- each
3. Kit money to technical delegates 3 years - Rs. 1000/- once in 3 years
4. Track Suits for players and coaches - Not more than Rs. 500/- each once in 3 years.

The expenditure on Kit money/Track Suit will be borne from the respective Circle Sports & Cultural Board Fund.

These orders will be effective from the sports calendar of BSNL for the year 2004-05.

Sd/-
(Rakesh Kumar)
Jt. DDG (Welfare & Sports)

(23)

No. 27-6/2003-BSNL (Sports) dated 11th June, 2004

Subject: - Decisions taken in the 3rd meeting of BSNL Sports & Cultural Board-Facility of advance increment to Referees and Umpires.

I am directed to say that the question of granting advance increments to Referees/Umpires who excel at the International level, was discussed by the BSNL Sports & Cultural Board in its 3rd meeting at Delhi on 24th November, 2003, it was decided that two advance increments, may be granted for each international event subject to total five increments in the entire career, to Referees/Umpires who excel at the International level. However, no such incentive will be allowed to those Referees/Umpires, who perform such duties at the National level. The increments so granted would continue to be drawn at the same rate till retirement. The term "excellence" would mean that the Umpire/Referee has been accepted as a Referee/ Umpire by the International Federation governing the particular sports discipline and has performed the duties in International competitions recognized by such International Federation.

2. Benefit of advance increments as above will not be treated as an anomaly for purpose of stepping up pay of seniors.

3. These orders are effective from the date of the decision, i.e. 24th November, 2003. The cases prior to this date and after the formation of BSNL shall be examined on the merit of the case.

4. The Circle Sports & Cultural Boards may forward the cases falling in the category as mentioned in para 3 to Welfare & Sports Section, BSNL CO for consideration by the BSNL Sports & Cultural Board for approval.

5. Hindi version will follow.

Sd/-

(Rakesh Kumar)

Jt. DDG (Welfare & Sports)

(24)

No.27-3/2003-BSNL (Sports)/pt dated 06.8.2004

Subject: - Recruitment of outstanding sportspersons in BSNL under sports quota - inclusion of Volley Ball game in the list of games for recruitment.

Sir, It has been decided to include the game of **Volley Ball** also in the list of team games for recruitment of sportspersons. Thus from now on, 5 team games and 7 Individual Games are allowed for recruitment of outstanding sportspersons.

You are also requested to intimate to this office the games in which your Circles would like to recruit 5 sportspersons during the year 2004-05. The games may be chosen from the list of 7 individual games and 5 team games approved for recruitment.

Sd/-

Jt. DDG (WL& Sports)

(25)

No. 36-1/2004-BSNL (Sports) dated 21st December, 2004

Subject: - Dress Code for the Players/Managers/ Coaches representing BSNL in the National level sports tournaments.

In the 2nd meeting of BSNL Sports & Cultural Board held in the chairmanship of CMD at Lucknow on 25th February, 2003, it was decided to have a Dress Code for the BSNL teams participating in National level tournaments. Accordingly, the matter for adopting a dress code for BSNL teams participating in National level tournaments was under consideration for quite some time.

2. The competent authority has now decided that all the Players, Managers and Coaches representing BSNL team in various National level sports tournaments (including Inter-PSU and Inter-Institutional tournaments) will participate in all the ceremonial functions during such tournaments (like opening/closing ceremony, march past, official dinner/lunch etc.) in the following dress :

1. For male participants: Navy Blue Blazer (Logo of BSNL printed on the left upper Pocket), Grey Trouser, Light Sky Blue Shirt, Grey Neck Tie, Navy blue socks and Black Shoes.

2. For Female participants: Navy Blue Blazer (Logo of BSNL printed on the left upper pocket), Grey Saree, Light Sky Blue Blouse, Navy Blue socks and Black shoes.

3. In addition, all the participants representing BSNL in National level tournaments shall wear track suits of Moove colour with Navy blue colours. The logo of BSNL must be printed on the left side chest of the track suit. The word "BSNL" may also be printed on the back of the upper of the tracksuit. It may be ensured that the logo of BSNL and the word BSNL are visible.

4. In games where coloured playing kit is permissible, the participants shall wear Grey top (T-shirt/Top), Blue Bottom (Half pant/Skirt) and playing shoes. The logo of BSNL shall be printed on left side chest of the Grey top. In games where coloured dress is not permitted the participants will wear the playing kit as per the instructions relating to that game.

5. The dress has to be given to each participant on his/her being selected to represent BSNL once in three years except Blazer which has to be given once in six years (in the first year of selection). The Circle Sports & Cultural Board will maintain an account of the dress provided to each participant from that circle.

6. It will be the responsibility of the Circle Sports & Cultural Board to procure the ceremonial dress as per para 2 ad 3 above for the players/coach/manager selected from their circle to represent BSNL in National level sports competitions. The ceiling limit for each item will be as under:

S. No.	Item	Qty.	Rate	Amt.	Stitching Charges	Total Amt.
1.	Blazer(Both male & Female participants)	2 Mt.	250/-	500/-	500/-	1000/-
2.	Socks (Both male & Female participants)	2 Pair	35/-	70/-		70/-
3.	Track Suit (Both male & Female participants)	1 Pair	800/-	800/-		800/-

4.	Trouser (male participants)	1.25 Mt.	150/-	185/-	175/-	360/-
5.	Shirt (male participants)	2.5 Mt.	70/-	175/-	75/-	250/-
6.	Tie(male participants)	1 Pc.	100/-	100/-		100/-
7.	Shoes(male participants)	1 Pair	700/-	700/-		700/-
8.	Saree(Female participants)	1 Pc.	550/-	550/-		550/-
9.	Blouse(Female participants)	1Mt.	90/-	90/-	60/-	150/-
10.	Shoes(Female participants)	1 Pair	500/-	500/-		500/-

7. All the above items may be procured by the CSCBs in respect for the participants of their circle. The unstitched clothes/items along with the stitching charges for Blazer, Shirt/Blouse and Pant and cost of shoes (in cash) may be given to individual participants soon after the announcement of BSNL team on the basis of concerned All India BSNL tournaments. The actual charges for individual items may slightly vary but the overall price ceiling of Rs. 3280/- for each male participants and Rs. 3070/- for each female participant for the first time shall strictly be adhered to. It may be noted that the same participant from a particular circle will be given Rs. 2280/- and Rs. 2070/- respectively to Male and Female participants in the forth year of his/her selection.

8. The specimen sample of each item in the dress code will be supplied to the CSCBs from this office separately. The CSCB shall take every effort to ensure that the colour and material of the dress do not vary.

9. The existing facility of provision of Blazers to Managers (once in 5 years) and provision of Track Suit to players & Coaches(once in 3 years) as per this office letter no. 3-1/98-Sports(T) dated 05.06.2000 for participation in National level tournaments is here by withdrawn. The ceiling limit for playing kit as per para 3 above, will henceforth be Rs. 800/- instead of Rs. 1,000/- given earlier in terms of this office letter No. 3-1/98-Sports(T) dated 05.06.2000.

10. The playing kit as per para 3 will be provided once in a financial year (for any number of nationals during that financial year) by the BSNL Sports & Cultural Board, as being done presently.

12. These orders will come into effect from the date of issue of orders.

Sd/-
(Vineet Saxena)
Jt. DDG (Welfare & Sports)

(26)

No. 27-1/2004-BSNL (Sports) dated 31st January, 2005

Subject: - Implementation of decisions taken in the 4th meeting of BSNL Sports & Cultural Board.

Sir,

The following decisions were taken in the 4th meeting of BSNL Sports & Cultural Board held in New Delhi on 14th December, 2004 under the chairmanship of CMD.

1. **INCLUSION OF NEW SPORTS FOR RECRUITMENT:** It has been decided to drop Kho-Kho from the list of games in which recruitment is being made. In place of Kho-Kho recruitment can be made in either Football or Hockey. It may be noted that the Circle can select either Football or Hockey for recruitment and in no case recruitment shall be made in both the games. The game so selected shall not be replaced by the other game for a minimum period of three years.

2. **ARRANGEMENTS TO BE MADE FOR BSNL TEAM PARTICIPATING IN NATIONAL LEVEL TOURNAMENTS:** It has been decided that the circles where the National/Inter-PSU tournament is being organized by concerned Federation/Board will henceforth make arrangements for accommodation etc. for the BSNL team participating in such tournaments during their stay in connection with the tournaments, to the extent it is possible depending upon the availability of the IQ etc.

3. **GRANT OF SPORTS FUND:** It been decided that 25 % of the amount sanctioned to each Circle Sports & Cultural Board in the previous financial year will be sanctioned to them by the end of May every year as ad-hoc grant. Remaining 75 % grant will be sanctioned to them after receipt of the audited account for the previous financial year and after adjusting the ad-hoc grant by October every year. All the Circle Sports & Cultural Board may note for compliance.

4. **MANAGERS' MEETING:** It has been decided that either Manager or Coach of the Circle team (any one of the two) may be allowed to attend the Managers' meeting at the time of All India BSNL Sports meets.

5. **CIRCLE SPORTS & CULTURAL BOARD AT ANDAMAN & NICOBAR:** The Board has taken a decision to attach A&N Circle to West Bengal Circle Sports & Cultural Board for the purpose of Sports & Cultural activities. It has also been decided that CGM, A&N will be one of the Vice-Presidents of reconstituted BSNL West Bengal Sports & Cultural Board.

6. INCENTIVE TO THE WARD OF EMPLOYEES: It has been decided that the maximum number of incentives granted to wards of BSNL employees who excel in the National/International level sports competitions will henceforth be 2. In other words, the wards can be awarded for maximum two achievements in one sports.

7. PARTICIPATION OF RECRUITED SPORTSPERSONS IN ALL INDIA BSNL TOURNAMENTS: The Board decided that the sportspersons must participate in the All India BSNL tournament and shall try to get exemption from participating in other National/State level sports competitions organized by the concerned National/State Sports bodies in case the dates of such National/State level sports competitions coincides with the All India BSNL Tournament. In case the Federation does not agree to the request of the sportsperson, he/she can be exempted from participating in All India BSNL tournament only with the specific approval of CGM. If the performance of such sportspersons, who could not participate in All India BSNL tournament, is such that he can be considered for selection in the BSNL team for representing in National level tournaments, the CGM concerned can recommend his/her inclusion on the basis of his current performance.

8. CULTURAL EVENT: Henceforth, sleeper class fare will be given to the wards of employee participating in the All India BSNL tournament. The amount of actual rail fare by sleepers class will be paid by the concerned Circle Sports & Cultural Board.

These orders will take effect from the date of decision i.e. 14.12.2004.

Sd/-
(Vineet Saxena)
Jt. DDG (Welfare & Sports)

(27)

No. 33-2/2005-BSNL (S) dated 31st March, 2005

Subject: Age relaxation in recruitment of outstanding Sports persons – case reg.

Sir, I am directed to invite your kind attention to this office letter no. 27-3/2003-BSNL (S) dated 23.2.2004 wherein it has already been intimated that the Management Committee of BSNL Board has decided that no age relaxation shall be given even in exceptional cases while recruiting Sports persons.

Sd/-

Jt.DDG (Wl &Sports)

(28)

No.29-10/2004-BSNL (Sports) dated 02.05.2005

Subject: All India BSNL Tournaments – Instructions regarding

It is has been brought to the notice of Corporate Office that during All India BSNL Tournaments, Observer/ Technical Delegates / Managers/Coaches and Players bring their family members/relatives to the host station. This tendency of the participants not only causes problems to the organizers of the tournaments but also results in avoidable expenditures. Attention of official / player also remain diverted towards his family members during tournaments and many a times it causes inconvenience to organizers/players.

This issue has been considered, at length and it has been decided that no Player/Coach/Manager/Technical Delegates/Observer shall bring his family members/ relatives to venue of All India Tournament. In case any participant wish to bring his family members/relatives with him due to unavoidable reasons, he may bring them with prior permission, of concerned CGM. However in such case the participant shall make stay arrangements of his family members privately and no accommodation will be provided by the host circle.

Violation of these instructions shall invite appropriate action including ban for participation in ensuing tournaments.

Sd/-

(Vineet Saxena)

Jt. DDG (Welfare and Sports)

(29)

No. 2-31/2000-BSNL (S)/Pt II dated 21st Sept., 2005

Subject: - Recruitment of outstanding sportspersons in BSNL under sports quota.

Sir, In the 4th Meeting of BSNL Sports & Cultural Board held on 14th December 2005 it was decided to examine the matter for filling up of backlog vacancies of sports persons for past 3 years and also the diversion of vacancies from one sports stream to another.

The matter has been examined in detail and it has been decided that the circles are allowed to fill up the backlog vacancies for the past 3 years on the basis of prevailing recruitment conditions in next 2 years i.e. upto 31st March, 2007.

The Circles are also allowed to re-advertise the vacancies for sportspersons (Out of the existing 12 sports) and also to change the sports from among the approved Sports in case they have not been able to get good sports persons against their earlier advertisement.

This issue with the approval of CMD.

Sd/-

Jt. DDG (WL& Sports)

(30)

No. 27-1/2006-BSNL (S) dated 23rd October, 2006

Subject: Provision of Kit allowance to technical delegates every year-regarding

The matter for providing Kit allowance to technical delegates (Referee & Umpires) every year has been examined in detail as decided in the 4th meeting of the BSNL Sports & Cultural Board and It has been decided by the competent authority that Rs. 800/- per year Kit allowances for purchasing the kit as per recruitment of the game will henceforth be given to the technical delegates for participation in the All India BSNL tournaments/ meets nominated by the BSNL Sports & Cultural Board every year instead of Rs. 1000/- once in three year.

2. Expenditure on kit allowance to technical delegates will be borne by the respective circle sports & cultural boards.

3. These orders will be effective from the date of issue of orders.

Sd/-

Jt.DDG (Wl &Sports)

(31)

No. 27-3/2006-BSNL (S) dated 30th November, 2006

Subject: Enhancement of Tubular money to the Cyclists representing BSNL in the National Level Meets.

The Tubular money (one pair) to the Cyclists representing BSNL in the National level meets has been increased from Rs. 1200/- to Rs. 4000/- per year. The expenditure involved will be borne by the BSNL Sports & Cultural Board.

The revised rates will be effective from the date of issue of this letter. This has the approval of the competent authority.

Sd/-

Jt.DDG (W1 &Sports)

(32)

No. 27-2/2005- BSNL (Sports) dated: 22nd December, 2006

Sub: Implementation of decisions taken in the 5th meeting of BSNL Sports and Cultural Board.

The following decisions were taken in the 5th meeting of BSNL Sports and Cultural Board held at Delhi on 24-11-2006 under the Chairmanship of CMD BSNL, for implementation:

1. **KIT MONEY**

- (i) **For participation in All India BSNL Tournaments:** It has been decided that Kit Money to Players/ Manager/ Coach/ Technical delegates participating in all India BSNL Tournaments/ Meets which is being paid @ Rs.500/- and Rs.800/- be revised to Rs.1500/- for each game and will be paid once in a financial year.
- (ii) **For participation in National level tournaments:** It has been decided that Kit Money to Players/ Manager/ Coach participating in National Level Tournaments/ Meets, which is being paid @ Rs.800/- be revised to Rs.2000/- for each game and will be paid once in a financial year.

2. **REFRESHMENT CHARGES:**

- (i) **For participation in All India BSNL Tournaments:** It has been decided that during the period of Trial/ Circle Coaching Camp days, the refreshment charges have been increased from Rs.35/- to Rs.75/- per day for local participants.
- (ii) **For participation in National Level Tournaments:** It has been decided that for Players/ Manager/ Coach during Coaching Camp and Tournament days, the Refreshment Charges be increased from Rs.35/- to Rs.75/- per day for participation in National Level tournaments/ meets.

3. **TRAVELLING ALLOWANCE/ DAILY ALLOWANCE:** It has been decided that the period of Trial/ Circle Coaching Camp days at Circle HQ before deputing the teams for participation in All India BSNL Tournaments shall be treated as "ON DUTY" and the participants will be allowed to claim TA/DA as per their entitlement subject to minimum D.A. of Rs.100/- per day to outstation participants. Local officials/ players will be given, only, refreshment charges @ Rs.75/- per day.

These orders will take effect from 1.4.2007.

Sd/-

(Vineet Saxena)

Jt.DDG(WL& S)

(33)

No.27-2/2005-BSNL (Sports) dated 22nd Dec.2006

Sub: Implementation of decisions taken in the 5th meeting of BSNL Sports and Cultural Board.

The following decisions were taken in the 5th meeting of BSNL Sports and Cultural Board held at Delhi on 24-11-2006 under the Chairmanship of CMD BSNL, for implementation:

1. **ACCOMMODATION/ TRANSPORTATION:** It has been decided that at places where National Level Tournaments are being arranged by concerned Sports Federations, the concerned Circle will compulsorily make arrangements for accommodation of BSNL Teams, preferably, in I.Q./ Vacant Quarters etc. One Telephone with STD facility and one vehicle shall also be provided to BSNL Team participating in National Level Tournaments.

2. **LOCAL COORDINATOR:** It has been decided that sports Inspector of concerned Circle, where National Level Tournament is being held by concerned Federation, will function as Local Coordinator for BSNL Team participating in the tournament. If Sports Inspector is not available, then a local official should be nominated by the Circle Sports and Cultural Board as local coordinator. The Local Coordinator will be treated as on duty and will be entitled to claim TA/DA as per rules.

3. **LOCAL LEAGUE MATCHES:** It has been decided that each Circle should select 2 or 3 games in which Circle team is strong for participation in State level tournaments. The participants be paid TA/DA as per their entitlement for the tournaments days. There shall not be any coaching Camp before participation in the said tournament.

4. **DISCIPLINE DURING TOURNAMENTS:** It has been decided that during BSNL Tournaments/ meets, a committee comprising of Observer, Chief Umpire/ Referee, Asstt Chief Umpire/ Referee and Secretary CSCB shall be

constituted and any case of indiscipline during tournament/ meet (on the ground/ off the ground) shall be considered by the said committee. This committee shall be empowered to debar Manager/ Coach/ Player/ Whole Team for one match/ matches/whole tournament and may impose any other penalty considered suitable with the approval of CGM of host circle.

The above decisions/ instructions shall be effective with immediate effect.

Sd/
(Vineet Saxena)
Jt. DDG (WL & S)

(34)

N0.-33-2/2006-BSNL (WL) dated 20.3.2007

Subject: Recruitment of outstanding Sports Persons in the BSNL under Sports quota- Sports norms

Kindly refer to this office letter no. 2-31/2000-BSNL (S) dated 26.2.2002 on the above mentioned subject.

It is reiterated again here that the appointments of Sports persons to group 'B' equivalent posts i.e. JAO or JTO should be done after taking prior approval of the BSNL Corporate office.

Sd/-
Jt. DDG (WL & Sports)

(35)

N0.-36-4/2007-BSNL (S) dated 24.5.2007

Subject: Provision of cash award to consecutive winners of All India BSNL meets – clarification regarding

Please refer to your office letter no. Sports/1-18/2005-06 dated 4.5.2007 on the above subject.

I am directed to say that if a sportsperson secured 1st, 2nd and 3rd position in one or more than one individual event consecutively for two years in the All India BSNL tournaments /meets. They will be eligible for Cash Award in respect of per game, not for per event.

Sd/-
SO (WL & Sports)

(36)

No 27-1/2007- BSNL (Sports) dated 26th July, 2007

Subject: Implementation of decisions taken in the 6th meeting of BSNL Sports and Cultural Board

The following decisions were taken in the 6th meeting of BSNL Sports and Cultural Board held at Delhi on 5th July, 2007 under the Chairmanship of CMD BSNL, for implementation:

1. **Recruitment of Outstanding sportspersons:** It has been decided that the Circles who have not completed the recruitment process be allowed to fill up the backlog vacancies by 31st March, 2008.
2. **Deletion of Sports Events:** Due to poor response and lack of participation by teams/ players, it has been decided that All India BSNL Aquatic tournament may be dropped from the Sports Calendar from next year i.e. 2008-09 onwards.
3. **Two hours daily off for practice:** It has been decided that all the players selected for the BSNL teams in the All India BSNL tournaments be allowed 2 hours daily off for practice throughout the year.
4. **Reduction in No of days of All India BSNL WL/ PL/ BP:** It has been decided that the period of All India BSNL WL / PL/ BP tournament be curtailed by 2days and it will be conducted in 3(three) days instead of 5 days from the year 2007-08.

The above decisions/ instructions shall be effective with immediate effect.

Sd/-

(Vineet Saxena)

Jt. DDG (WL&S)

(37)

No. 27-2/2007-BSNL (Sports) dated: 17th September, 2007

Subject:- Revision of norms for sanction of sports grant for All India BSNL tournaments/meets.

The matter for revision of norms for sanction of sports grant for All India BSNL meets has been discussed in the 6th meeting of BSNL Sports & Cultural Board and as per decision of the meeting, the matter has been examined in detail in consultation with Finance Branch and the revised norms for sanction of sports grant for organization of All India BSNL events are as follows:-

1	Accommodation	Prevailing rate in the place where the tournaments is
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2 3	Transportation Hiring of Grounds/equpts.	held may be indicated and should be kept minimum with the approval of CGM concerned
4	Light refreshment	For opening and closing ceremonies @ Rs.24/- per person for participants plus guests up to 100
5	Mementoes	Not exceeding Rs.240/- per piece for participants plus guests up to 100
6	Trophies/Prizes	Rs.24,000/- (Rs.9000/- fixed for Trophies and Rs. 15,000/- for prizes
7	Press Publicity	Rs. 12,000/-
8	Medical expenses	Rs. 12,000/- (for indoor games) Rs. 24,000/- (for outdoor games)
9	Dinner	Not exceeding Rs.150/- per person for participants plus guests up to 100.
10	Cultural function	Rs. 24,000/-
11	Breakfast	Rs. 50/- per person per day for tournaments days for participants plus organizers up to 50, if demanded.(revised)
12	Lunch	Rs.100/- per person per day for tournaments days for participants, if demanded (revised)
13	Miscellaneous exp.	Rs. 30000/-

You are, therefore, requested to prepare the estimates for All India BSNL events in accordance with the norms indicated above.

These orders will be effective from the date of issue.

Sd/-
Jt.DDG (WL & Sports)

(38)

N0.-27-3/2007-BSNL (S) dated 29.10.2007

Subject: Enhancement of Honorarium to the Treasurers BSNL Central / Circle Sports & Cultural Boards

The matter for Enhancement of honorarium to the Treasurers BSNL Central / Circle Sports & Cultural Boards has been discussed in the 8th meeting of BSNL Sports and Cultural Board and as per decision of the meeting, the matter has been examined in detail in consultation with Finance Branch and the revised honorarium to the Treasurers BSNL Central / Circle Sports & Cultural Boards are as follows:

1. BSNL Sports and Cultural Board New Delhi Rs. 2400/- p.a.
2. BSNL Circle Sports and Cultural Boards Rs. 2100/- p.a.

These orders will be effective from current financial year (2007-08).

Sd/-
Jt.DDG (W1 & Sports)

(39)

No. 27-4/2007-BNL (Sports) dated 19th February, 2008

Subject: - Revision of personal pay in IDA pay scales sanctioned for achieving excellence in National/International Sports disciplines.

The matter for revision of personal pay granted for achieving excellence in National/International Sports disciplines from CDA to IDA pay scale was under consideration.

2. The case has been examined in consultation with Establishment Finance Branch and it has been decided that the rate of personal pay in respect of those employees who were absorbed in BSNL and were already in receipt of personal pay prior to their absorption in BSNL, will be an amount equivalent to the lowest rate of increment in the IDA scale of pay corresponding to the pay scale of the post against which the individual had earned the personal pay in the CDA scale of pay and they will be allowed the same number of increments in the IDA scale as had been allowed in the CDA scales.

3. All other terms and conditions which were governing the grant of personal pay for achieving excellence in National/International sports disciplines while drawing it as per CDA pay scale rates shall remain unchanged.

Sd/-

(Vineet Saxena)

Jt. DDG (Welfare and Sports)

(40)

No. 32-1/2007-BSNL (S) dated 1.5.2008

Subject: - Implementation of decision taken in the 6th meeting of BSNL Sports and cultural Board- reg. formulation of Career Progression policy for the outstanding sports persons.

Sir, as per decision taken in the 6th meeting BSNL Sports and Cultural Board held at Delhi on 5.7.2007, a career Progression Policy for sports persons has been framed and the Management Committee in its 84th meeting held on 4th April, 2008 has given the approval for its implementation. Details of the same are given in Annex.-I for your information and n/a.

Annexure-I

Career progression policy for sportspersons

In order to motivate the sports persons for better performance and to grant them better status & Career prospect a career Progression policy has been formulated for outstanding sports persons winning in International / National Events which is as follows:-

Pay scales & Designations:

1. The Outstanding sportspersons meeting the criteria prescribed under the scheme may be elevated to the following designations & scales on the basis of their performance in International & National Events.

	I	II	III
S.No.	Existing Designation/ IDA Pay Scale	IDA pay scale as per criteria proposed	Proposed Designation on Career Progression
1.	R.M. (Gr.D) (4000-120-5800)	(4720-150-6970)	Sports Asstt.
2.	TOA (G) or Sports Asstt. (Proposed as Col III, Sl. (1) (4720-150-6970)	(5700-160-8100)	Sr. Sports Asstt.
3.	Sr. TOA (G) or Sr. Sports Asstt. (Proposed at Col III Sl.2) (5700-160-8100)	(6550-185-9325)	Sports Inspector/Coordinator
4.	Sports Inspector/ Coordinator (Proposed at Col III, Sl. 3) (6550-185-9325)	(7100-200-10100)	Sports Supervisor

The designations suggested above have been proposed with the limited aim of identifying such outstanding sports persons who are getting benefited under this scheme on a personal basis & should in no way be construed as creation of a separate cadre with above promotional hierarchy.

2. Eligibility criteria

The sports persons who attain the below mentioned Eligibility criteria will be allowed Career Progression as proposed at 1 above.

1. EXCELLENCE IN INTERNATIONAL TOURNAMENTS

Individual (Gold/Silver/Bronze) - one. **Or** Team event
(Gold/Silver/Bronze) - one

AND/OR

2. EXCELLENCE IN NATIONALS

Individual – (Gold/Silver/Bronze) – One **or** Team events – (Gold/Silver) – One

AND/OR

3. EXCELLENCE IN NATIONAL LEVEL TOURNAMENTS

Individual (Gold/Silver) – One **or** Individual (Bronze) – Two

OR

Team Event (Gold) – One **or** Team Event (Silver) - Two

3. Conditions for Career Progression

3.1 Excellence is required to be demonstrated in International/ National/ National level tournaments as recognized by respective sports controlling authorities/bodies at All India level, by achieving either Gold, Silver or Bronze medal winning performance.

3.2 In respect of team events, the players must have actively participated in the concerned International/ National/ National level tournaments in the team events.

3.3 For the first/ initial **Career Progression** on the implementation of this scheme, the performances after date of joining in BSNL will only be considered. And for first/ initial **Progression** no minimum period of service is required. Thereafter, the performances of the previous 4 financial years will only be considered for considering further Progression.

3.4 The Second/ subsequent **Progression** will be given after a gap of 4 years from the date of previous **Progression**. The performances after the Ist/ subsequent **Progression** will only be considered for giving the 2nd/ subsequent Progression

3.5 The first **Progression** will be effective from the date of approval of the scheme.

3.6 For first/Subsequent **Progression** the names of the eligible sports persons will be called every year and the cases will be sent by Head of Circles to BSNL Corporate Office duly recommended by them for consideration and approval.

3.7 On their career **Progression**, the pay will be fixed under F.R.-22(1) (a) (i).

4. **Residuary Issues:-**

4.1 If they are educationally age & service wise eligible, the above said sports persons shall be treated at par with other staff in that particular scale for the purpose of eligibility to appear in L.I.C.E. Examinations, for any post based promotions.

4.2 These sports persons shall also be eligible for promotion under any non-executive time bound promotion policies of the organization made applicable since 1.1.2007. Since the deliberations are still going on in the matter, consequent to declaration of the promotion policy at a later date the provisions of the instant scheme shall be reviewed, if required.

4.3 At present there is one post of Sports Inspector sanctioned for each of the 24 Sport Circles and it is filled up on deputation basis. Consequent to the implementation of this scheme the provision with regard to sanction and filling up of the post of Sports Inspector on deputation shall stand withdrawn.

4.4 In circles where Sports Inspector are working on Ad-hoc basis and Sports Inspectors/ coordinator becomes available under the instant scheme, the tenure of the Sports Inspectors working on adhoc basis will be terminated immediately.

4.5 In Circles where Regular Sports Inspector are working on deputation basis they will be allowed to complete their prescribed tenure after which they will be replaced by Sports Inspectors/coordinators available under the scheme.

4.6 If in a circle more than one Sports Inspector/Coordinator are available then only one person may be designated as Sports Inspector and others will be designated as Sports Coordinator – at the discretion of Head of Circle.

4.7 Their services, apart from existing sports activities, may be utilized for Marketing, Public Relations, Business Development activities etc. at the discretion of Head of Offices.

4.8 Consequent to Career Progression of any Sports persons under the instant scheme, no claim of any sort (e.g. Pay, Seniority, perks, increments etc.) what so ever shall be entertained from any of the official senior to the concerned sports persons on the ground of seniority / gradation list etc. in the cadre.

5. Implementation

A committee headed by DDG (Admn) will examine the cases sent by Circles. The Committee shall comprise of:

DDG (Admn)	: Chairperson
Jt. DDG (WL &S)	: Member
Jt. DDG (Pers)	: Member
ADG (EF)	: Member

The committee will scrutinize the cases sent by Circles and recommend the names of eligible sports persons for Career Progression. The CMD i.e. Chairman of the BSNL Sports & Cultural Board will be the approving authority for Career Progression of sports persons as recommended by the Committee.

Sd/-
(Vineet Saxena)
Jt. DDG (WL&S)

(41)

No.27-1/2008-BSNL (Sports) Dated 27.5.2008

Subject: - Implementation of decisions taken in the 7th meeting of BSNL Sports and Cultural Board.

The following decisions were taken in the 7th meeting of BSNL Sports and Cultural Board held at Delhi on 29th April, 2008 under the Chairmanship of CMD BSNL, for Implementation:

1. Participation of ward of employees in BSNL Cultural meets: It has been decided that the wards of employees above 18 years will continue to be allowed for participation in the Cultural meet. The number of days for the Cultural meet has been increased to 4 (four) days instead of 3 (three) days from the year 2008-09.

2. Status of tournaments organized by All India Public Sector Sports Promotion Board: The Board has given its ex-post-facto approval to treat the tournaments organized by All India Public Sector Sports Promotion Board as National level tournaments with effect 4.10.2001 i.e. date of affiliation with the All India Public Sector Sports Promotion Board.

3. Travel eligibility of Sports Persons in Shatabadi, Rajdhani and Sampark Kranti :

It has been decided that the Players/Managers /Coaches are entitled to travel by AC-III tier/ AC Chair Car for participation in All India BSNL tournaments and International (within India)/National/ National level/ Invitation tournaments in trains like Shatabadi, Rajdhani and Sampark Kranti etc.

4. Increase in duration of BSNL WL/PL/BP tournament: It has been decided to increase the duration of All India BSNL WL/PL/BP tournament from 3 (three) to 4 (four) days from the year 2008-09.

5. Cash Award to Artists of BSNL Cultural meet: It has been decided that the Cultural meet artists who fulfill the eligibility criterion will also be eligible for cash award for their performance in All India BSNL Cultural meet being given till now to outstanding sportspersons.

6. Sanchar Krida Award to Coaches: It has been decided that the Coaches of BSNL teams winning in National / National level tournaments will also be eligible for Sanchar Krida Award.

7. Special Casual leave to State representative for attending AGM of the Federations: It has been decided that the BSNL sportspersons who attend the AGM of the respective Federation as a State representative will be eligible for

Special Casual leave and CGMs of the concerned Circles are empowered to sanction the leave.

Sd/-

Jt. DDG (Welfare & Sports)

(42)

No.27-1/2008-BSNL (Sports) Dated 27.5.2008

Subject: - Implementation of decisions taken in the 7th meeting of BSNL Sports and Cultural Board

The following decisions were taken in the 7th meeting of BSNL Sports and Cultural Board held at Delhi on 29th April, 2008 under the Chairmanship of CMD BSNL, for Implementation:

1. Recruitment of Sportspersons :- It has been decided that the Circles who have not completed the recruitment process be allowed to fill up the backlog vacancies by 31st March,2009 including the vacancies created due to the resignation of players or any other reason.

2. Review of designation for the Gr. 'D' recruited under the sports quota:- It has been decided that all the Group 'D' players recruited under sports quota be designated as Junior Sports Assistant.

3. Recruitment of sportspersons from other States: - It has been decided that if National Level players in event are not available within the State, the Players from other States can also be considered for recruitment against Sports quota vacancy. However these Players will not be eligible for transfer for a period of 7 years.

The above decisions / instructions shall be effective with immediate effect.

Sd/-

Jt. DDG (WL& Sports)

(43)

No.27-1/2008-BSNL (Sports) Dated 27.5.2008

Subject: - Implementation of decisions taken in the 7th meeting of BSNL Sports and Cultural Board.

The following decisions were taken in the 7th meeting of BSNL Sports and Cultural Board held at Delhi on 29th April, 2008 under the Chairmanship of CMD BSNL, for Implementation:

1. Cash Award to Sportspersons for excellence in International meets:
It has been decided that the cash award be given to the Players on achieving excellence at International level tournaments in the following manner:

	Position	Amount
1.	First (Gold Medal)	Rs. 1 (one) Lakh
2.	Second (Silver Medal)	Rs. 50,000/-
3.	Third (Bronze Medal)	Rs. 25,000/-

A Player will be eligible for only one award in a calendar year to be given on the basis of his/her best performance. The above decision will be effective from the year 2008-09 on the basis of previous year's performance.

2. Financial powers to Circle Sports Secretaries for conduct for conduct of Trials: It has been decided that the Secretaries of Circle Sports & Cultural Boards can sanction expenditure up to Rs.10, 000/- (Rupees Ten Thousand only) for conduct of Circle trials to select the team for participation in All India BSNL tournaments

Sd/-

Jt. DDG (Welfare & Sports)

(44)

No. 35-7/2008-BSNL (Sports) dated 19th June 2008

Subject: - discipline during National/National level tournaments.

It has been observed that some players of All India BSNL team neither reach for participation in the National/National level Championship nor intimate well in advance. Due to shortage of players, it is very difficult to participate in the National/National level tournaments with full BSNL team.

Secretary of the concerned circle may ensure that players must inform well in advance to this office if they are not participating due to circumstances beyond their control, so that we may nominate the stand by player in time. The players should also maintain the eligibility conditions (like weight and fitness etc as per requirement of respective game) for participation in the National/National level tournaments.

If in future players selected for National/National level tournaments are not maintaining the discipline they may be debarred from participation in any of the sports events for one year.

Sd/-

(Vineet Saxena)

Jt. DDG (Welfare and Sports)

(45)

N0.-36-13/2008-BSNL (S) dated 24.7.2008

Subject: Uniform during All India BSNL / National / National Level Tournaments

It has been observed that Players / Managers / Coaches / Technical Delegates nominated to represent different Circles / BSNL in All India BSNL / National / National Level Tournaments are not wearing the proper kit / dress along with BSNL logo while participating.

Secretary of the respective Circles must ensure that Players / Managers / Coaches / Technical Delegates should participate in proper kit / dress with BSNL logo. In future, participation in All India BSNL / National / National Level Tournaments without proper kit and BSNL logo will be viewed seriously.

Sd/-
Jt.DDG (WL & Sports)

(46)

No.32-1/2007-BSNL(S) dated: - 03 .12.2008

Subject: - Career Progression Policy for the outstanding sports person – Case reg.

In continuation of this office letter of even number dated 1st May, 2008 on the above mentioned subject , it is further informed that :

(i) the special increments granted to sportspersons on the basis of their performances shall be stopped from the date of their Career Progression to avoid double benefit for the same achievement. These sportspersons will be eligible for special increments on achieving excellence afresh as usual, but the same will be stopped from the date of their becoming eligible for another Career Progression.

(ii) the nomination for Career Progression will be called for in the month of January every year and Career Progression will be effective from 1st May every year.

This has the approval of the competent authority.

Sd/-
(VINEET SAXENA)
DGM (WL & SPORTS)

(47)

No. 27-3/2008-BSNL (S) dated 19th August, 2009

Subject: - Implementation of decisions taken in the 8th meeting of BSNL Sports and Cultural Board

The following decisions were taken in the 8th meeting of BSNL Sports and Cultural Board held at Delhi on 27th July, 2009 under the chairman ship of CMD BSNL for implementation:

1. Cash Award to Sportspersons for excellence in National tournaments/meets

It has been decided that following Cash award be given to players for achieving excellence at National tournaments/ Meets in individual events:

<u>S.No.</u>	<u>Position</u>	<u>Amount</u>
1.	1 st (Gold Medal)	Rs.50, 000/-
2.	2 nd (Silver Medal)	Rs.25, 000/-
3.	3 rd (Bronze Medal)	Rs.15, 000/-

A Player will be eligible for only one award in a calendar year for his/her best performance and will be restricted to 15 sports events which are being recognized in BSNL. The performances in International / National tournaments will be clubbed together in a calendar year.

2. Enhancement of Honorarium to the Treasurers of BSNL /Circle Sports & Cultural Boards

It has been decided that the honorarium of the Treasurers of BSNL/Circle Sports & Cultural Boards be enhanced from Rs. 2400/- to Rs. 3600/- and from Rs. 2100/- to Rs 3000/- per annum respectively.

3. Disbursement of visa fee, medical and traveling insurance fee directly to the international sports persons

It has been decided that if the amount on account of visa, medical and traveling insurance fee is paid by the player and not borne by the respective Federation, the same may be reimbursed directly to the concerned sports persons. The players have to submit necessary receipts in original along with a certificate from Federation in this regard.

4. Dropping of Women Kabaddi and Volleyball Events from the BSNL Sports Tournaments.

Due to less participation in past 3-4 years, it has been decided to drop Women Kabaddi and Volleyball events from All India BSNL Tournaments.

5. Kit Money

(i) For participation in All India BSNL Tournaments:-

The kit money to Players/Managers/Coaches/Technical Delegates participating in All India BSNL Tournaments/Meets which is being paid @ Rs.1500/- has been increased to Rs. 2000/- for each game and will be paid once in a year.

(ii) The kit money to Players/Managers/Coaches participating in National /National level tournaments/Meets which is being paid @ Rs.2000/- has been increased to Rs. 2500/- for each game and will be paid once in a year.

6. Sanchar Krida Award:

It has been decided that the coaches of BSNL teams securing 2nd position in National/National level tournaments will also be eligible for Sanchar Krida Award.

7. Dope Test Fee:

It has been decided that the amount for Dope Test can be given as advance to a player which has to be returned after the event is over and in case the player fails in the Dope Test, the cost will be borne by the player himself.

These orders will be effective with immediate effect.

Sd/-
DGM (Admn)

(48)

No. 33-1/2010-BSNL (S) dated 17.02.2010

Subject: Posting of sportspersons recruited under sports quota.

It has come to the notice of this office that the sportspersons recruited under sports quota in various disciplines have been posted in such a place where there is no facilities are available for practicing their games such as proper grounds etc. Moreover, some officials are posted in such a far off place from their residence; they find no time to practice. In order to overcome these difficulties, you are requested to post the sportspersons as far as possible in such a place where all the facilities required for a sportsperson are available.

Sd/
(Ram Shakal)
DGM (ADMN-II)

(49)

No. 27-1/2007-BSNL(S) dated:- 01.02.2011

Subject: - Incentive to the players – case regarding.

Various references for 2 hours off on daily basis to the players selected in AIBSNL events and also for the regional team have been received. In continuation of the letter issued vide this office letter of even number dated 26.07.2007, it is reiterated that:-

- i) All the players selected for the BSNL team in the All India BSNL tournaments be allowed 2 hours off daily for their practice throughout the year.

- ii) Four hours daily off for such players to represent BSNL in the National level tournaments and inter PSU tournaments w.e.f the date of their selection in BSNL team till their participation in the National/Inter PSU tournaments.

These two arrangements are exclusion to each other.

- iii) Two hours daily off for the players selected to represent the Regional/Circle team in the AIBSNL tournaments from the date of regional trial till AIBSNL tournament may be allowed.

This may be brought to the notice of all concerned.

Sd/-
(S.P. Singh)
Addl.GM (Admn-II)

(50)

No. 27-1/2010-BSNL (S) dated 17th Feb., 2011

Subject: - Implementation of decisions taken in the 9th meeting of BSNL Sports and Cultural Board

The following decisions were taken in the 9th meeting of BSNL Sports and Cultural Board held at Delhi on 17.02.2011 under the chairman ship of CMD BSNL for implementation:

1. career progression to Shir Ankur Yadav.

It was decided that career progression to Shri Ankur Yadav does not cover under the present policy of the career progression.

2. Recruitment of Sports Persons.

It has been decided that a Committee should be formed to look into the matter after consultation with other similarly placed PSUs (having large number of manpower). Further recruitment should be discontinued. Only 46 backlog vacancies are to be filled up by Circles as per the existing procedure of recruitment. CMD emphasized that we want quality, not quantity.

3. Revision of breakfast and lunch norms for sports grant for AIBSNL tournaments/meets.

The existing Rs.20/- and Rs.60/- for breakfast and lunch respectively is increased to Rs. 50/- and Rs. 100/- respectively.

4. Rate and periodicity of track suit for national team and Circle BSNL team.

The amount is enhanced to Rs. 1000/- from Rs. 800/- for National team and Rs. 750/- from Rs. 500/- for circle BSNL team. Periodicity will remain as 3 years

5. Panel of NIS qualified Coach.

A Panel of NIS qualified coach will be formed.

(51)

No. 27-1/2010-BSNL (Sports) dated: 14.03.2011

Subject: - Revision of breakfast and lunch norms for sports grant for AIBSNL tournaments/meets.

As per the decision of 9th meeting of BSNL Sports & Cultural Board, the breakfast and lunch rate is enhanced from Rs.20/- to Rs.50/- and Rs.60/- to Rs. 100/- respectively.

These orders will be effective from the date of issue.

Sd/-

(S.P. Singh)
Addl. GM (Admn-II)

(52)

No. 27-1/2010-BSNL (Sports) dated: 14.03.2011

Subject: - Revision of refreshment charges

As per the decision of 9th meeting of BSNL Sports & Cultural Board, the refreshment charges is enhanced from Rs.75/- to Rs.100/- with no additional DA.

These orders will be effective from the date of issue.

Sd/-

(S.P. Singh)
Addl. GM (Admn-II)

(53)

No. 27-1/2010-BSNL (Sports) dated: 14.03.2011

Subject: - Revision of rates for track suit

As per the decision of 9th meeting of BSNL Sports & Cultural Board, the track suit rate is enhanced from Rs 800/- to Rs.1000/- for National team and Rs 500/- to Rs.750/- for Circle team with periodicity of 3 years.

These orders will be effective from the date of issue.

Sd/-
(S.P. Singh)
Addl. GM (Admn-II)

(54)

No. 27-1/2010-BSNL (Sports) dated: 12.07.2011

Subject: - Regarding Sports & Cultural Programme

To curtail the expenditure in Sports & Cultural events/meets. It is decided that:

1. Cultural programme and dinner thereafter during AIBSNL tournaments/meets has been stopped.
2. Each Circle Sports & Cultural Board is to participate in maximum of 7 events except Cultural meet in AIBSNL tournaments/meets every year. In each event, there should be participation of minimum of 6 teams.

Sd/-

(S.P. Singh)
Addl. GM (Admn-II)

(55)

No. 27-1/2010-BSNL (Sports) dated: 13.07.2011

Subject: - Regarding cost of participation of sports person at State level tournament.

It has been decided that cost of participation of sports person at State level tournament may be borne by BSNL subject to a limit of two tournaments per even in a year.

Sd/-

(S.P. Singh)
Addl. GM (Admn-II)

(56)

No. 26-1/2010-BSNL (Sports) dated: 11.06.2012

Subject: - Re-constitution of BSNL Sports and Cultural Board.

The BSNL Board is pleased to re-constitute the BSNL Sports and Cultural Board for the period upto 31.03.2013 as follows:

- (i) Chairman CMD, BSNL
- (ii) Vice-Chairman Dir (HR)
- (iii) Secretary DGM (WL& Sports)/Addl. GM (Admn-II)
dealing with the subject
- (iv) Joint Secretary AGM (Sports)
- (v) Treasurer Accounts officer to be nominated by the
chairman
- (vi) Members:
 - 1. Director (Finance)
 - 2. Sr. GM (Admn)
 - 3. One representative each from the recognized
Staff Federation
- (vii) One representative each from Circles preferably sports performer from
the following Circles by rotation:-

- A. Assam, Jharkhand, NE-I, NE-II
- B. Kerala, A.P, A&N, Karnataka, TN/Chennai Telephones
- C. Haryana, HP, J&K, NTR, Punjab, Uttarakhand
- D. Rajasthan, Bihar, NTR, Orissa, WB/KolkataTD/UP(E)
- E. Chattisgarh, Gujarat, MH, MP, UP(W)

The Chairman of the Board will have the powers to nominate or co-opt any other suitable person(s) to the Board as Its members(s) from within the organization. Such member (s) will hold office during the currency of the term of the Board.

(S.K. Chugh)
DGM (WL & Sports)

Copy to:

- 1. Chairman/Vice Chairman and all members of BSNL Sports & Cultural Board
- 2. All Heads of BSNL Circles/Telephone Distt./Administrative offices.
- 3. Secretary General, BSNL EA, BSNL EU, SNEA
- 4. All Secretaries, BSNL Circle Sports and Cultural

DUTIES OF THE OBSERVER

1. Being a representative of the BSNL (HQ), the Observer should be intelligent impartial and have complete knowledge of the duties and responsibilities to be performed by him during the All India BSNL tournaments and he must observe the entire tournament/meet with full intellect, wisdom and care.
2. To reach the Venue/Station of the tournament/meet on the date prescribed by the Sports and Welfare Section.
3. After reaching the desired station to remain in touch with the Secretary, Circle Sports & Cultural Board to know about all the details of the tournament/meet being conducted.
4. To meet the Chief Referee/Asstt. Chief Referee to take out draws and fixture of the matches to be played during the tournament/meet after going through the previous tournament/meet results.
5. To have proper co-ordinations with all the members of technical delegates deputed for the tournament/meet and to ensure that the Referees are deputed for different matches. The Observer should also ensure that the Referees must not belong to the state/circle of which the match is being placed.
6. To carry out physical verification of the accommodation where the Participants/technical delegates are stayed. If any deficiencies are noticed, this should be brought to the notice of the Org. Secretary.
7. To ensure that proper arrangements of transportation to carry the players to the stay and venue of tournament/meet is properly made by the host Circle.
8. The venue of the tournament/meet is fit enough for the tournament/meet the required condition prescribed as per the National rules and regulations.
9. To very minutely observe each event during the entire tournament/meet and ensure fair play and fair umpiring.
10. The observer must sign all the original result sheets along with the Chief Referee. After the tournament is over, the original results are to be enclosed along with the observer report.
11. To keep a vigilant watch on the conduct of the players on the off the ground.
12. The observer is also a member of the jury of appeal in case of Complaints/disputes related to tournament/meet and about rules and regulations.
13. The observer is also a member of the selection committee which after carefully perusing the performance of each player selects BSNL team for participation in the National level tournaments/meets.
14. After the tournament is over, Observer has to submit his report to the Sports & Welfare Section of the BSNL (HQ) at the earliest possible covering all the aspects concerning tournament/meet. The observer is also supposed to enclose original result of the tournament.

