



## EAST COAST RAILWAY

प्रधान कार्यालय/Headquarters Office  
कार्मिक विभाग/Personnel Department  
भुवनेश्वर/ Bhubaneswar - 751017

No. ECoR/Pers/R/Sports/Recrt./Guidelines

Date: 11.09.2020

All PHODs/CHODs,  
DRMs- SBP/WAT/KUR,  
CWM/CRW/MCS, Dy. CPO (Con)/BBS.  
Sr. DPOs-SBP/WAT/KUR & WPO/CRW/MCS.

Sub: Probation period for persons recruited against Sports Quota- review thereof.  
Ref: RBE No. 189 B/2010 & 95/2016.

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In terms of RBE No. 189 B/2010 para 8.3.3 and para 8.3.4 & RBE No. 95/2016 it has been decided that, person recruited against Sports Quota before completion of the probation period, the performance of the Sportsperson shall be reviewed at the Railway/unit level by three members committee comprising:-

1. President/Hony. General Secretary of the Sports Association of Zonal Railways/Unit,
2. A Personnel Officer of Sr.Scale/JAG Level and
3. Captain/Coach of the particular discipline.

If the performance of a Sportsperson is considered to be unsatisfactory, the probation period will be extended maximum up to 02 years, and employee's concern will have to improve his/her performance to get confirmed in appointment. Even after extended period, if the performance is found unsatisfactory, then the termination procedure will be followed before completion of the extended probation.

Instances have come to notice that the above instructions regarding review of performance of a Sportsperson recruited on sports account has not been followed scrupulously. The probation period of Sportsperson is 02 years but sometimes 05 years since joining Railway have passed without confirming the Sportsperson.

Therefore, the periodical performance review of a Sportsperson recruited against Sports Quota to be carried out by regular measure by the nominated committee before completion of probation period i.e. 02 years. No out of turn promotion of Sportspersons on Sports account to be reckoned during probation period and it is advised to the concerned dealers of all Units and Departments to furnish the present status of performance review of all Sportsperson recruited during last 05 years.

Copy to: President/ECoRSA/ECoR/BBS

(R.N.A.Parida)

11/9/2020

Chairman/Railway Recruitment Cell  
For Principal Chief Personnel Officer