

Government of Jammu and Kashmir
Civil Secretariat, Youth Services & Sports Department,
J&K Srinagar.

Subject: Policy for Engagements of Rehbar-e-Khel.

Reference: Cabinet Decision No. 196/12/2017 dated: 23-10-2017.

Government Order No: 141 -Edu (YSS) of 2017
D a t e d: 27 - 10 - 2017

Sanction is hereby accorded to the:-

- a- Adoption of policy formulated by the Youth Services and Sports Department, regarding engagement of Rehbar-e-khel in the Youth Services and Sports Department under the name and style "Policy for engagement of Rehbar-e-Khel" forming Annexure to this Order.
- b- Creation of 3000 positions of Rehbar-e-Khel; and
- c- Engagement of candidates against 3000 positions of Rehbar-e-Khel in terms of the policy for engagement of Rehbar-e-Khel.

By order of the Government of Jammu and Kashmir.

Sd/-
(Hilal Ahmad) IAS

Commissioner Secretary to the Government,

No: Edu/Tech/Phy/65/2015

Dated: 27 -10 - 2017

Copy to:-

1. Advisor to Hon'ble Chief Minister.
2. Principal Secretary to Government, Finance Department.
3. Principal Secretary to Hon'ble Chief Minister.
4. Divisional Commissioner, Jammu / Kashmir.
5. Commissioner/Secretary to Government, General Administration Department.
6. Director, Youth Services and Sports J&K Srinagar.
7. All District Development Commissioners _____.
8. Director, Archives, Archaeology and Museums J&K Srinagar.
9. Special Assistant to Hon'ble Minister for IT, TE/YSS Department for information of the Hon'ble Minister.
10. Special Assistant to Hon'ble Minister of State, YSS for information of the Hon'ble MoS.
11. Principal Private Secretary to Chief Secretary.
12. Private Secretary to Commissioner/ Secretary to Government, YSS for information of the Commr/Secy.
13. I/C Website YSS
14. Government order file (w.2.s.cs.).

(Rajnish Kumar)
Additional Secretary to the Government.

Annexure to Government Order No. 141 Edu(YSS) of 2017
Dated 27.10.2017.

Subject:- **Policy for Engagement of Rehbar-e-Khel.**

(I). Introduction

Vide Government Order No.68-Edu(Tech) of 2005 dated 16.05.2005, based on Cabinet Decision No.66/05 dated 22.04.2005, the sanction was accorded to the adoption of State Policy declaring Sports, Games and Physical Education compulsory in all Middle, High and Higher Secondary Schools in the State from the academic session 2005-06. The Department of Youth Services & Sports is under obligation to provide service of at least one Physical Education Teacher in the schools to implement the said Decision. The focus of the Government nowadays is on “**Fitness for all**” and promotion and popularization of sports in the State. The vision can't be achieved unless our schools are equipped with basic trainers in physical education.

(II). Concept of Rehbar-e-Khel:

The person to be provided to make up for the deficiency of the Physical Education Staff at the Middle/High School level will be designated as Rehbar-e-Khel. The underlying objective is to posit the role of Physical Education Instructor as catalyst for ensuring the overall development of the personality of the school children. The accountability of the instructor called as Rehber-i-Khel would be immediate, providing for constant interface and interaction with the community.

(III). Objectives:

- a. To ensure the adoption of State Policy declaring Sports, Games and Physical Education compulsory in all Middle, High & Higher Secondary Schools of the State.
- b. To bring in-parity in the schools in imparting Physical Education.
- c. To make up for the deficiency of the Physical Education Staff in the schools of the State.
- d. To provide gainful employment opportunities to the unemployed physical education graduates/ post graduates.

(IV). Identification of schools:

The Director, Youth Services & Sports in consultation with School Education Department shall identify the number of Government Middle/High School at Zonal level within a District in which the posts of Physical Education Teacher are yet to be sanctioned/ created.

(V). Mode of Engagement:

The engagement of candidates as Rehbar-e-Khel shall be made at Zone level within a District, given the fact that it is not possible to have candidates possessing qualification in Physical Education available in all villages/halqas.

(VI). Composition of Selection Committee:

The engagement of Rehbar-e-Khel shall be made by a District Selection Committee comprising of following who shall assess the candidates on the basis of the provisions spelt out in the Scheme and make recommendations to the competent authority for their engagement:-

1. District Development Commissioner concerned =Chairman
2. District Youth Services & Sports Officer =Member Secretary
of concerned District
3. District Employment & Counseling Officer =Member
of the concerned District.
4. Zonal Physical Education Officer (Hqr.) =Member

The process of selection would also include verification of the degree certificates of the candidates obtained from various Universities/ institutions alongwith their recognition status.

(VII). Eligibility:

The candidates to be engaged under Rehbar-e-Khel Policy shall be permanent residents of the State and concerned Zone within a District, falling within the age limit prescribed by the Government for appointment from time to time.



(VIII). Qualification:

Candidates of the concerned Zone, possessing B.P.E/ Graduation with B.P.ed., from recognized University, shall be eligible for applying for engagement as Rehbar-e-Khel. Additional points shall be given for higher qualification such as B.P.E with B.P.ed/ M.P.ed/M.Phil (Physical Education)/Ph.D (Physical Education)/ Diploma from NIS (duration one year).

(IX). Criteria

The criteria for selection of the candidates to be adopted by the Selection Committee shall be as under:-

S.No	Qualification	Points	Remarks
1.	B.P.E/ Graduation with B.P.Ed.	60	The points shall be granted on proportionate pro-rata basis.
2.	B.P.E with B.P.Ed	05	-do-
3.	M.P.Ed.	05	-do-
4.	M.Phil (in physical education)	05	-
5.	Ph.D (in physical education)	05	-
6.	Diploma from NIS	05	Duration one year
7.	Viva	15	
	Total	100	

(X). Honorarium:

- a. The Rehbar-e-Khel Teacher being a catalyst would be deemed to be a local community worker for a period of 07 years.
- b. The monthly honorarium for the first two years shall be Rs.3000/-. It shall be enhanced to Rs.4000/- for third to seventh year.

(XI). Payment of Honorarium:

The monthly honorarium shall be disbursed by the District Youth Services & Sports Officer on receipt of monthly attendance certificate from the concerned Zonal Physical Education Officer/Head of the Institution.

(XII). Regularization of Rehbar-e-Khel:

The regularization of Rehbar-e-Khel shall be done in a staggered manner on completion of seven years of satisfactory and continuous service against the available/ created posts of Physical Education Teachers. The vacancies as shall accrue to the Department shall not be filled up but shall be kept reserved for regularization of the Rehbars. For this purpose, a Committee to be constituted by the Director Youth Services and Sports comprising of Zonal Physical Education Officer of the concerned zone and Head/Principal of the institution shall furnish a certificate about the satisfactory performance of the Rehbar-e-Khel, highlighting the specific achievements and his/her overall conduct to the Director, Youth Services & Sports through concerned District Youth Services and Sports Officer. The regularization order shall be issued by the Directorate of Youth Services & Sports, J&K after the approval of the competent authority.

At the time of consideration for regularization, if the performance of Rehbar-e-Khel is not found satisfactory, then his/her engagement shall be extended for a further period of two years, after the completion of which he/she shall be considered for regularization again by the Committee mentioned above.

(XIII). Cause of vacancies of Rehbar-e-Khel:

If a vacancy of Rehbar-e-Khel is caused due to any reason, the District Youth Services & Sports Officer concerned shall advertise the said vacancy within one month from the date such vacancy arises on the recommendation of Zonal Physical Education Officer.

(XIV). Mode of Transfer:

The District Youth Services and Sports Officer shall be responsible for deployment of the engaged Rehbar-e-Khel in un-covered Middle/High Schools having adequate student roll. The Rehbar-e-

Khel shall be required to work at the places and against the position to which he/she has been engaged/deployed and shall not be eligible for transfer from his/her place of posting till he/she is regularized. The transfer in case of marriage of a female Rehbar-e-Khel may be considered subject to the availability of a position of Rehbar-e-Khel and the Department's requirement.

(XV). Allotment of Positions:-

The Cabinet has approved 3000 positions for engagement of Rehbar-e-Khel. The 3000 positions shall be allotted to the Zones on proportionate basis to the number of un-covered Middle/High Schools in the Zone to the total number of un-covered Middle/High Schools in the State.

(XVI). Right of change or interpretations:

The Government reserves to itself the right of modifying or cancelling the provisions in this Policy from time to time, at its discretion, and of interpreting the meaning of the provisions in case of a dispute.

(XVII). Power to relax:

Where the Government is satisfied that the operation of any of these provisions has caused undue hardship in a particular case, it may by order for reasons to be recorded in writing dispense with or relax the requirements of these provisions to the extent subject to such exceptions and conditions as it may consider necessary for dealing with the case in a just and equitable manner. Provided further that no such order that shall have financial implications shall be made except with the previous concurrence of the Finance Department.

(XVIII). Period of Policy:

The Policy shall cease to exist automatically after the engagement/regularization of the last Rehbar-e-Khel.


(Rajnish Kumar)KAS

Additional Secretary to Government
Youth Services & Sports Department