

**रक्षा लेखा महानियंत्रक**  
**Controller General of Defence Accounts**  
**उलान बटार रोड, पालम, दिल्ली कैंट -110010**  
**Ulan Batar Road, Palam, Delhi Cantt -110010**

सं. प्रशा/XIV/19015/सरकारी आदेश/2013  
No. AN/XIV/19015/Govt. Orders/2013

दिनांक: 12/11/2013

सेवा मे,

सभी रक्षा लेखा प्रधान नियंत्रक / रक्षा लेखा नियंत्रक  
**All PCsDA/CsDA**


**(Through CGDA Mail Server)**

**Sub: Consolidated Instructions on incentives for sportspersons -  
regading.**

उपर्युक्त विषय पर भारत सरकार, कार्मिक, लोक शिकायत एवं पेंशन मंत्रालय, कार्मिक एवं प्रशिक्षण विभाग के दिनांक 03/10/2013 के कार्यालय ज्ञापन सं0 14034/01/2013-Estt.(D) की प्रति सूचना, मार्गदर्शन एवम् आवश्यक कार्यवाही हेतु अग्रेषित की जाती है।

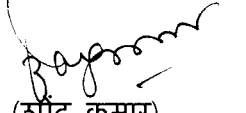
A copy of Government of India, Ministry of personnel, Public Grievances and Pensions (Department of Personnel and Training) Office Memorandum F. No. 14034/01/2013-Estt.(D) dated 03/10/2013 on the above subject is forwarded herewith for your information, guidance and necessary action please.

संलग्नक: यथोपरि।

  
(उपेंद्र कुमार)  
कृते रक्षा लेखा महानियंत्रक

**प्रतिलिपि :-**

1. प्रशासन 4 अनुभाग (स्थानीय)।
2. लेखा परीक्षा- 1,2,4 (स्थानीय)।
3. लेखा परीक्षा (समन्वय) अनुभाग (स्थानीय)।
4. ई डी पी सेन्टर (स्थानीय) ---- रक्षा लेखा महानियंत्रक वेबसाइट पर अपलोड करने हेतु।
5. प्रशिक्षण एवं संगोष्ठी केन्द्र, बरार स्क्वायर, दिल्ली छावनी।
6. पुस्तकालय अनुभाग (स्थानीय)।
7. मास्टर नोट बुक (प्रशासन 14)।
8. महासचिव, ए.आई.डी.ए.ए. (सी.बी.) पुणे [द्वारा-रक्षा लेखा प्रधान नियंत्रक (अधिकारी) पुणे]।
9. महासचिव, ए.आई.डी.ए.ई.ए. (एच.क्यू) कोलकाता [द्वारा -प्रधान लेखा नियंत्रक (फेक्ट्री) कोलकाता]।

  
(उपेंद्र कुमार)  
कृते रक्षा लेखा महानियंत्रक

F.No. 14034/01/2013-Estt.(D)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel & Training)

North Block,  
New Delhi  
Dated the 3<sup>rd</sup> October, 2013

**OFFICE MEMORANDUM**

**Subject : Consolidated instructions on incentives for sportspersons - regarding.**

The undersigned is directed to refer to the subject mentioned above and to say that various instructions have been issued by the Government from time to time to provide incentives for recruitment, promotion, increment etc. of meritorious sportsmen. All the instructions issued till date have been consolidated under easily comprehensible headings for the facility of reference and guidance of all concerned. These consolidated instructions have been uploaded on this Department's website <http://www.persmin.nic.in> in the dynamic form (OM & Orders → Establishment → (B)Personnel → (I) Service Matters → (m) Sportsperson/Sports Quota). This may be brought to the notice of all concerned for information, guidance and necessary action.

2. Hindi version will follow.

  
(Arunoday Goswami)

Under Secretary to the Government of India  
Tel.: 23040339

To

All Ministries/Departments of Government of India.

Copy to:

1. President's Secretariat, New Delhi
2. Vice-President's Secretariat, New Delhi
3. The Prime Minister's Office, New Delhi
4. Cabinet Secretariat, New Delhi
5. Rajya Sabha Secretariat/Lok Sabha Secretariat, New Delhi
6. The Registrar General, the Supreme Court of India, New Delhi.
7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi
9. The Secretary, Union Public Service Commission, New Delhi
10. The Secretary, Staff Selection Commission, New Delhi

11. All attached offices under the Ministry of Personnel, Public Grievances and Pensions
12. National Commission for Scheduled Castes, New Delhi
13. National Commission for Scheduled Tribes, New Delhi
14. National Commission for OBCs, New Delhi
15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi.
16. Establishment Officer & A.S.
17. All Officers and Sections in the Department of Personnel and Training.
18. Facilitation Center, DOP&T (20 copies)
19. NIC (DOP&T) for placing this Office Memorandum on the Website of DOP&T.
20. Establishment Section (100 copies).



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(Arunoday Goswami)  
Under Secretary to the Government of India  
Tel.: 23040339

**CONSOLIDATED INSTRUCTIONS ON INCENTIVES FOR  
SPORTSPERSONS IN GOVERNMENT OF INDIA**

**A. RECRUITMENT**

**I. Eligibility**

- (a) Appointments under these orders can be made of sportspersons considered meritorious with reference to the following criteria:
- i) Sportsmen who have represented a State or the country in the National or International competition in any of the games/sports mentioned in these instructions.
  - ii) Sportsmen who have represented their University in the Inter-University Tournaments conducted by the Inter-University Sports Boards in any of the sports/games specified in these instructions, as amended from time to time.
  - iii) Sportsmen who have represented the State School Teams in the National Sports/games for schools conducted by the All India School Games Federation in any of the games/sports mentioned in these instructions.
  - iv) Sportsmen who have been awarded National Awards in Physical Efficiency under the National Physical Efficiency Drive.
- (b) No such appointments can be made unless the candidate is, in all respects, eligible for appointment to the post applied for, and in particular, with regard to age, educational or experience qualifications prescribed under the Recruitment Rules applicable to the post, except to the extent to which relaxations thereof have been permitted in respect of class/category of persons to which the applicant belongs.

**(Para 1 of O.M. No. 14015/1/76-Estt. (D) dated 4<sup>th</sup> August, 1980)**

**II. Posts to which applicable**

- (a) Appointment of meritorious sportspersons can be made to any post in Group 'C' or erstwhile Group 'D', which under the Recruitment Rules applicable thereto, is required to be filled by direct recruitment, otherwise than through the Union Public Service Commission;
- (b) No such appointment shall be made to any post in Group 'A' or Group 'B', by direct recruitment;
- (c) A meritorious sportsperson can be considered for appointment under sub para a) above, notwithstanding the fact that he is already in service of the Government;
- (d) In making appointments to any post under the Government by promotion, no preference shall be given to meritorious sportspersons though that fact may be taken into consideration in assessing the overall merit.

**(Para 2 of O.M. No. 14015/1/76-Estt. (D) dated 4<sup>th</sup> August, 1980)**

**III. Extent of such recruitment**

- (a) Ministries/Department of Government of India can recruit meritorious sportsmen in any year in relaxation of the recruitment procedure, to the extent that these including all other reservations under existing orders do not exceed 50% of the total number of vacancies proposed to be filled by direct recruitment.

- (b) For the purpose of making appointment of meritorious sportsmen, the appointing authorities may at their discretion notify to the Staff Selection Commission, in all case where the recruitment to the posts have been entrusted to that Commission, vacancies reduced by upto 5% thereof and may fill such vacancies so held by appointing meritorious sportsmen subject to the overall limitations mentioned in sub-para (a) above.

**(Para 3 of O.M. No. 14015/1/76-Estt (D) dated 4<sup>th</sup> August, 1980)**

**IV. List of sports which qualify for appointment of meritorious sportspersons**

S.No.	Name of the Sport	S.No.	Name of Sport
1.	Archery	2.	Athletics (including Track and Field events)
3.	Atya-Patya	4.	Badminton
5.	Ball-Badminton	6.	Basketball
7.	Billiards and Snooker	8.	Boxing
9.	Bridge	10.	Carrom
11.	Chess	12.	Cricket
13.	Cycling	14.	Equestrian Sports
15.	Football	16.	Golf
17.	Gymnastics (including Body Building)	18.	Handball
19.	Hockey	20.	Ice-Skiing
21.	Ice-Hockey	22.	Ice-Skating
23.	Judo	24.	Kabaddi
25.	Karate-DO	26.	Kayaking and Canoeing
27.	Kho-Kho	28.	Polo
29.	Powerlifting	30.	Rifle Shooting
31.	Roller Skating	32.	Rowing
33.	Soft Ball	34.	Squash
35.	Swimming	36.	Table Tennis
37.	Taekwondo	38.	Tenni-Koit
39.	Tennis	40.	Volleyball
41.	Weightlifting	42.	Wrestling
43.	Yatching		

**(Annexure 'A' of O.M. No. 14015/1/76-Estt. (D) dated 4<sup>th</sup> August, 1980, Para 1 of O.M. No. 14034/4/85-Estt. (D) dated 18<sup>th</sup> September, 1985, Appendix to O.M. No. 14034/1/91-Estt. (D) dated 21<sup>st</sup> March, 1991 & Para 3 of O.M. No. 14034/1/2009-Estt. (D) dated 24<sup>th</sup> November, 2009).**

**V. List of authorities competent to award certificates on eligibility for recruitment of sportspersons**

S.No.	Competition	Authority awarding Certificate	Form in which certificate is to be awarded
1.	International Competition	Secretary of the National Federation of the Game concerned.	1
2	National Competition	Secretary of the National Federation or Secretary of the State Association of the Game concerned.	2

3	Inter-University Tournaments	Dean of Sports or other officer in overall charge of sports of the University concerned.	3
4	National/Sports/Games for Schools	Director or Additional/Joint or Deputy Director in overall charge of sports/games for Schools in the Directorate of Public Instructions/Education of the State.	4
5	Physical Efficiency Drive	Secretary or other Officer in overall charge of Physical Efficiency in the Ministry of Education & Social Welfare Government of India	5
<b>Note:</b> Specimens of the forms 1,2,3,4 and 5 referred to above are given in Annexure 'A'			

**(Annexure 'B' of O.M. No. 14015/1/78-Estt. (D) dated 4<sup>th</sup> August, 1980)**  
**Specimen of the Forms 1,2,3,4 and 5 referred to above are given in Annexure 'A'**

#### **VI. Order of preference**

- (a) First preference to those candidates who have represented the country in an International Competition with the clearance of the Department of Youth Affairs and Sports.
- (b) Next preference may be given to those who have represented a State/U.T. in the Senior or Junior level national Championships organized by the National Sports Federations recognized by Department of Youth Affairs & Sports or National Games organized by Indian Olympics Association and have won medals or positions upto 3<sup>rd</sup> place. Between the candidates participating in Senior and Junior National Championships/games, the candidates having participated and won medal in Senior National Championship should be given preference.
- (c) Next preference may be given to those, who have represented a University in an Inter-University competition conducted by Association of Indian Universities/Inter University Sports Board and have won medals or positions upto 3<sup>rd</sup> place in finals.
- (d) Next preference may be given to those who have represented the State Schools in the National sports/games for Schools conducted by the All-India School Games Federation and have won medals or positions upto 3<sup>rd</sup> place.
- (e) Next preference may be given to those, who have been awarded National Award in physical efficiency under National Physical Efficiency Drive.
- (f) Next preference may be given to those who represented a State/Union Territory/University/State Schools Teams at the level mentioned in categories (b) to (d) but could not win a medal or position, in the same order of preference.

**Note 1:** *In the event of tie those who have secured a higher position or won more than one medal may be given the preference.*

**Note 2:** *Participation in individual and team event/item may be given the same preference.*

**Note 3:** *No preference may be given for winning more than one medal/position.*

**Note 4:** *In case of any doubt about the status of a tournament, the matter will be decided by the Department of Personnel & Training in consultation with Department of Sports and Youth Affairs*

**(Para 2 of O.M. No. 14034/1/95-Estt. (D) dated 04.05.1995)**

**VII. Relaxation in age limit for recruitment**

- (a) The categories of sportsperson specified in para A.I.(a) of these instructions may be allowed relaxation in upper age limit upto a maximum of 5 years(10 years in case of those belonging to Schedule Castes and Schedule Tribes) for the purpose of appointment to posts specified earlier in these instructions.

**(O.M. No. 15012/3/84-Estt.(D) dated 12.11.1987)**

- (b) This concession will be available only to those sportspersons who satisfy all other eligibility conditions relating to educational qualifications etc. and furnish a certificate in the form and from an authority prescribed in these instructions.

**VIII. Procedure**

- (a) All the recruitment of sports persons may be made only by advertisement of vacancies in Employment News and not by considering applications received otherwise.

**(Para 1 of O.M. No. 14034/2/99-Estt. (D) dated 25<sup>th</sup> July, 2000)**

- (b) An application received by the appointing authority or a higher authority from a sportsman belonging to any of the categories mentioned in A.I.(a), may be considered by the Ministries/Department or the Head of the Department, as the case may be, in light of the evidence which the applicant may furnish of his having represented in any of the competitions mentioned in the previous paragraph, and subject also to the applicant fulfilling the requisite qualifications relating to education, age etc., as may be laid down in the rules for the post/service for which he is a candidate. Normally certificates awarded by the authorities mentioned in para A.V. should alone be taken into account while considering the eligibility of an applicant in terms of above paragraphs. Appointments may be made of such a candidate after the ministries/Department or Head of the Department, as the case may be, is satisfied about the eligibility of the candidate under these orders as well as his suitability for the post in all respects. Where the appointing authority is subordinate to a Head of Department, such authority may make a recommendation in this regard to the Head of the Department, along with the necessary details, for obtaining his concurrence in the proposed appointment of the candidate.

- (c) These instructions will not affect the orders relating to reservation for SC/ST and Ex-servicemen which may be in force from time to time. In other words, the vacancies filled in accordance with these orders in a year shall be taken into account in calculating the total number of vacancies in the service/post during that year for purpose of applying the reservation orders.

**(Para 5 of O.M. No. 14015/1/76-Estt. (D) dated 4<sup>th</sup> August, 1980)**

**IX. Adjustment of persons appointed under sports quota in reservation roster**

A person appointed under sports-quota should be adjusted in the recruitment/reservation roster against the category viz. SC/ST/OBC/General to which he/she belongs, e.g., a sportsperson from SC category will be counted against the SC reservation point; if he belongs to ST/OBC he will be counted against ST/OBC point, and if he belongs to General category he will be shown against the General category vacancy point in the reservation roster.

(Para 2 (iii) of O.M. No. 14034/3/95-Estt. (D) dated 29<sup>th</sup> November, 1996)

**B. INCREMENTS (PERSONAL PAY)**

**I. Number of increments**

**(i) Sportspersons**

- a. The number of increments to be awarded for achieving excellence in National events should be laid down at a scale lower than for excellence in International events say one increment for National event and two increments for International events.
- b. The total number of increments to be awarded to an individual should not exceed five in his/her entire career.
- c. The increment so granted, equal to the amount of the next increment due at the time of grant of the concession, would continue to be drawn at the same rate till retirement in the form of personal pay and would count for the purpose of retirement benefits but not for pay fixation on promotion on the analogy of incentive for promoting small family norms.

(Para (iv) of O.M. No. 6/1/1985-Estt.(Pay-I) . Dated 16<sup>th</sup> July, 1985)

- d. The rate of personal pay prior to 1.1.86/1.1.96 will be revised to an amount equivalent to the lowest rate of increment in the revised scale pursuant to Fourth/Fifth Central Pay Commission Recommendations, corresponding to the pay scale of the post against which the individual had earned the personal pay in the pre-revised scales of pay and they will be allowed the same number of increments in the revised scale as had been allowed in the pre-revised scale.

(O.M. No. 6/1/1985-Estt. (Pay.I) dated 07.11.1988 and O.M. No. 6/1/97-Estt.(Pay-I) dated 8.8.01)

- e. The increments so granted would continue to be drawn at the same rates till retirement but this will not count for any service matter like pay fixation on promotion, retirement benefits or DA/CCA, etc.

(Para 3 (vi) of O.M. No. 6/1/1985-Estt.(Pay.I) dated 07.11.1988 )

- d. The increment(s) is to be considered for all events of sports (both Indoor and Outdoor) at National/International events.

(Para (d) of O.M. No. 6/2/65-Estt(Pay-I) dated 30.01.1989)

- e. Consequent to the implementation of Sixth Central Pay Commission Recommendations the revised personal pay would be double the existing amount of the personal pay, subject to a minimum of Rs. 210/- per month as indicated in Column 7 of Annexure 'B'.
- f. The personal pay will be related to the Grade Pay corresponding to the post against which the employee concerned had initially earned or will earn personal pay.
- g. The revised rate shall be applicable prospectively from 1<sup>st</sup> September, 2013.

(O.M. No. 6/1/2013-Estt(Pay-1 dated 19<sup>th</sup> September, 2013)



(ii) Referees/Umpires

Two advance increments may be granted for each event subject to total five increments in the entire career, to Referees/Umpires who excel at the International level. The increments so granted would be continued 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. However no such incentive will be allowed to those Referees/Umpires, who perform such duties at the National level

(Para 2 of O.M. 13/26/92-Estt.(Pay.I) dated 11.08.1994)

(iii) Coaches

Coaches, who are associated with Gold Medal Winning Teams at the Asian Games/World Championship/Olympic Games, can be considered for grant of the same number of increments as available to the Members of the Team and thus, only Coaches, who imparted training to Teams, will be eligible for advance increments. However this benefit would not be available to (i) Coaches in whose case imparting training to National Teams is a part of their normal duties (for example SAI Coaches) (ii) Coaches training sportsperson who win gold medal in individual events.

(Para 2 of O.M. 13/26/92-Estt.(Pay.I) dated 11.08.1994)

(iv) Managers/Coaches/Masseurs/Doctors

Managers/Coaches/Masseurs/Doctors, as may be approved or required by the Federations, under rules to administer/coach/manage the team's participation in sports event of National/International importance may be treated as an integral part of the teams and these officials may also be allowed the same facilities as are available to sports persons for such participation except that the question of grant of rewards in the form of advance increments could be considered on merits, if and when sponsored by the Department concerned. However, the Technical officials concerned with the administration of the tournaments will not be treated as part of the teams for this purpose.

(Para 3 (iv) of O.M. No. 6/1/85-Estt.(Pay.I) dated 07.11.1988)

- II. The competent authority as defined under FR 27 is to decide the number of increments to be granted on the basis of performance shown by the employee.
- III. Increment is to be granted from the first of the month following the month in which the sporting events are completed.
- IV. No specific period has been laid down for claiming increment. However, the participant who achieve excellence should claim the increment as early as possible.
- V. The rate of increment should be decided with respect to the date of completion of overall completion.
- VI. The provision of O.M. dated 16.07.1985 are not applicable to veteran meets.

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

(O.M. No. 6/2/65-Estt(Pay-I) dated 30.01.1989)

VIII. **Definition of Excellence**

Sportspersons participating in sporting events (both individual and team events) of national and international importance will be treated as having achieved excellence for the purpose of grant of increment(s) if he/she achieves 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> position in the finals of sporting events if more than three individual or teams have participated in the events. If only three or less individuals or teams have participated in the final of a sporting event, the sportsperson/team achieving first position will be treated as having achieved excellence.

(Para 2 of O.M. No. 6/2/2009-Pay.I dated 18<sup>th</sup> May 2010)

C. **SCHEME FOR OUT OF TURN PROMOTION FOR SPORTSPERSONS**

I. **Objective**

To promote a sportsperson for excellence in sports events by upgradation of the post personal to the sportsperson till it is vacated by the sportsperson either by his/her subsequent promotion, resignation or on retirement.

II. **To whom applicable**

The scheme is applicable to all Central Government Civilian Employees and Central Services except Railways Services and services under the control of the Department of Atomic Energy, the erstwhile Department of Electronics, the Department of Space and the Scientific and Technical Services under the Department of Defence Research and Development.

III. **Performance to be rewarded by out of turn promotion**

The medal winning performance in sports events to be eligible for out of turn promotion will be restricted to regular disciplines of:

- i. Olympic Games,
- ii. Commonwealth Games,
- iii. Asian Games
- iv. World Championships and
- v. Record breaking medal winning performance in National Games conducted by Indian Olympic Association in the regular disciplines of Olympics, Commonwealth Games, Asian Games and World Championships
- vi. The Scheme will also cover differently-abled sportspersons for equivalent events/games organized for them.

IV. **Number of out of turn promotion to be allowed**

A maximum of three out of turn promotion in the entire service career, subject to following conditions can be allowed to sportspersons for excellence in International/National Sports events:

(a) **Excellence in international sports events**

- (i) A sportsperson winning Gold, Silver or Bronze or more than one medal in Olympic Games, Commonwealth Games, Asian Games and World Championships in a particular year will be eligible only for one out of turn promotion in that year.
- (ii) Only the medal winning performance in aforesaid sports events will be considered for out of turn promotion. If a sportsperson or more than one sportspersons while competing in a discipline in Olympic Games, Commonwealth Games, Asian Games and World Championships, does not win a medal but gives better performance than the previous national record in the discipline then no out of turn promotion will be allowed.
- (iii) In case of a team event, a sportsperson will qualify for out of turn promotion only if he has played at least 50% of the matches in the same event. Reserve player, if any, shall not be entitled for any out of turn promotion.
- (iv) An out of turn promotion be considered for performance as a Coach if he/she has trained a sportsperson or a team which goes on to win a medal in any of the international Games/Championships mentioned in para III above. A Coach who is a Government employee will be considered for out of turn promotion even if the sportsperson(s) he/she has trained is not a Government Servant provided he has already intimated his/her office the name of sportsperson(s) or team which have been receiving training from him. In case more than one Coach has trained a sportsperson or a team which eventually wins a medal then only the main Coach, subject to other conditions will be considered for out of turn promotion.
- (v) The number of out of turn promotions allowed to a Coach will be capped at two with a gap of four years. However, the total number of out of turn promotions allowed to a Coach will not exceed three in the entire career including those given to him/her in the past for performance as a sportsperson.

(b) **Excellence in national sports events**

In case of National Games conducted by Indian Olympic Association record breaking medal winning performance in an individual discipline would be considered for one out of turn promotion during the entire service career. In case more than one sportsperson gives better performance than the existing national record in the discipline in the same National Games, then all sportspersons winning medals shall be considered for one out of turn promotion.

**V. Vacancy**

As out of turn promotion to sportsperson is to be allowed by upgradation of post personal to the sportsperson, no separate post will be created for grant of out of turn promotion to a Sportsperson/Coach. Such a post will continue to be upgraded in higher grade till it is vacated by the sportsperson either by his/her subsequent promotion, resignation or on retirement. No out-of-turn promotion shall be granted during the probation period. The out of turn promotion will be granted only in the hierarchy of the post and no level jumping will be allowed.

**VI. Procedure**

Out of turn promotion would be allowed on regular basis only. The procedure for regular promotion including vigilance clearance should be followed while considering the cases for out of turn promotion. The composition of DPC for grant of out of turn promotion to the sportsperson will be same as that prescribed in the statutory recruitment rules applicable to the post to which promotion is being made.

**VII. Relaxation in qualifying/eligibility service required for promotion**

The appointing authority for the post prescribed in the relevant recruitment rules shall be competent authority for grant of relaxation from requirement of completing the qualifying service(residency period in the feeder grade), educational qualification, completion of pre-promotion training or any other condition that may be prescribed in the statutory recruitment rules applicable to the promotional post. This shall have prior approval of the Secretary concerned in case of the Ministry/Department and the Head of the organisation in the case of attached and subordinate offices.

**VIII. Time limit for out of turn promotion**

The entitlement of a sportsperson for out of turn promotion may be processed within a period of three months from the date of occurrence of event which entitles him/her for out of turn promotion. It will be responsibility of the concerned administrative Ministry/Department to consider a sportsperson for out of turn promotion within the prescribed time limit.

**IX. Date from which promotion will be effective**

The out of turn promotion will be effective from the date of conclusion of event.

**X. Fixation of seniority**

A sportsperson/Coach appointed to a post/Grade by grant of out of turn promotion in relaxation of provisions of statutory recruitment rules applicable to the post/Grade, will be assigned seniority below all the regular personnel appointed(recruited/promoted) in that particular year.

**XI. Pay fixation**

The pay on out of turn promotion of sportsperson will be fixed as in the case of regular promotion.

(O.M. No. F.No.14034 / 1 / 2012-Estt. (D) dated 26.07.2012)

**D. SPECIAL CASUAL LEAVE**

I. Special Casual Leave is granted to Central Government servants for a period not exceeding 30 days in any one calendar year for:

- (a) Participating in sporting events of national/international importance;
- (b) Coaching/administration of teams participating in sporting events of national/international importance;
- (c) Attending coaching or training camps under Rajkumari Amrit Kaur Coaching Scheme or similar All India Coaching or Training schemes
- (d) Attending coaching camps in sports organized by National Sports Federations/Sports Boards recognized by Government(Department of Youth Affairs and Sports)

(O.M. No. 6/1/85-Estt(Pay-I dated 7.11.88)

- (e) Participating in mountaineering expeditions
- (f) Attending coaching camps in sports organized by National Sports Federation/Sports Boards recognized by All India Council of Sports; and
- (g) Participating in trekking expeditions.
- (h) Attending pre-selection trials/camps connected with sporting events of national/international importance.

(Para 1 & 2 of O.M. No. 6/1/1985-Estt.(Pay-I) Dated 16<sup>th</sup> July, 1985)

II. Special Casual Leave is also granted to Central Government servants for a period not exceeding 10 days in any one calendar year for participating in inter-ministerial and inter-departmental tournaments and sports event held in and outside Delhi.

(Para 2 of O.M. No. 6/1/85-Estt. (Pay-I) dated 16.07.1985)

III. The sports-persons from the All India Civil Services Sports Control Board attending coaching camps and participating in various all India Civil Services sporting events are also covered under the O.M. with a view to giving them the facilities of special casual leave.

(Para 3 (v) of O.M. No. 6/1/85-Estt.(Pay.I) dated 07.11.1988)

IV. Provisions of O.M. dated 16.07.1985 are applicable only to Central Government sportsmen/sportswomen participating in sporting events of national/international importance. It is not necessary that they should be deputed only by Government of India.

(Para 1(a) of O.M. No. 6/2/85-Estt.(Pay .I) dated 30.01.1989)

**D. Treatment of period of participation/coaching as duty**

I. The period of the actual days on which they participate in the events of National/International importance as also the time spent in traveling to and from such tournaments may be treated as duty.

II. Attending pre-participation Coaching Camp held is treated as duty.

(Para 3(i) & (ii) O.M. No. 6/1/1985-Estt.(Pay-I) Dated 16<sup>th</sup> July, 1985)

**E. Travel concessions**

Central Government employees selected for participating in sporting events of national/international importance are allowed to –

- a) Travel by First class by train for events within India
- b) Economy class by air for international events held outside India.
- c) The employees participating in sporting events are treated as on duty and as such they are entitled to DA under the rules as on tour.

(Para 3 (iii) O.M. No. 6/1/1985-Estt.(Pay-I) Dated 16<sup>th</sup> July, 1985 and Para (c) of O.M. No. 6/2/85-Estt. (Pay-I) dated 30.01.1989)

**F. Events of national importance**

National championships/tournaments being conducted by the recognized National Sports Federations in individual disciplines and National Games conducted by Indian Olympic Association is recognized as events of national importance.

(Para 3 (ii) of O.M. No. 6/1/85-Estt.(Pay.I) dated 07.11.1988 an *para 1 of O.M. No. 6/2/2004-Esttt(Pay.I) dated 18t March 2008* )

**G. Events of international importance**

The events recognized by the International Sports bodies in the concerned disciplines and in which participation has been with prior approval of the Government(Department of Youth Affairs and Sports) may be treated as sporting event of international importance.

(Para 3 (iii) of O.M. No. 6/1/85-Estt.(Pay.I) dated 07.11.1988)

## H. List of National Youth Federations

S. No.	Name of the Federation/Address	S. No.	Name of the Federation/Address
1	Indian Olympic Association J.N. Stadium, New Delhi-110 003	34	All India Chess Federation Hall No. 82, Jawaharlal Nehru Stadium, Periamet, CHENNAI-600 003.
2	Archery Association of India Room No. 166, Gate No. 29, Jawaharlal Nehru Stadium New Delhi-110 003	35	Equestrian Federation of India Room No. 164-B, Ground Floor Gate No. 29, J.N. Stadium, New Delhi-110 003.
3	Amateur Athletic Federation of India Room No. 1148, Gate No. 28, J.N. Stadium New Delhi-110 003.	36	Indian Gold Union Room No. 1138-B, Gate No. 27, Jawaharlal Nehru Stadium, NEW DELHI-110 003.
4	Badminton Association of India D-196, A Bapunagar Jaipur, Rajasthan	37	Indian Women Hockey Federation Room No. 106, Major Dhyan Chand National Stadium, New Delhi-110 001.
5	Billiards & Snooker Federation of India 3A, Auckland Place, Suite No. 8A, 8 <sup>th</sup> Floor, Kilkata-700017	38	Judo Federation of India Room No. 1134 AB, Gate No. 27, J.N. Stadium, New Delhi.
6	Indian Amateur Boxing Federation Room No. 158A, J.N. Stadium, New Delhi-110 003	39	Kayaking & Canoeing Association of India 707, Akashdeep Building, 7 <sup>th</sup> Floor, Barakhamba Road, New Delhi.
7.	Amaeur Kabaddi Federation of India 2, Aakansha, Ajmer Road, JAIPUR, RAJASTHAN	40	Yachting Association of India Room No.707, 7 <sup>th</sup> Floor, Chanakya Bhawan, New Delhi-11
8.	National Riffle Association of India Gate No. 26, J.N. Stadium New Delhi-110 003.	41	Sports for the Deaf (2005-2009) All India Sports Council of the Deaf 8, Northern Complex, Sri Rama Krishan Ashram Marg, New Delhi-110 001
9.	Rowing Federation of India, No.7/15, Sriram Colony, , Alwarpet, Chennai – 600018 , Tamilnadu, INDIA .	42	Paralympic Committee of India, No. 25/1, 9 <sup>th</sup> Cross, J.P. Nagar, 2 <sup>nd</sup> Phase, Bangalore-560 078
10.	Squash Racket Federation of India, c/o. The Indian Cements Ltd., Dhun Building, 3 <sup>rd</sup> Floor, North Wing, 27, Anna Salai, Chennai, Tamil Nadu	43	Special Olympics Bharat, Room No. 3027, 3 <sup>rd</sup> Floor, Upper Concourse, Stand-20, J.N. Stadium, Lodhi Road Complex, New Delhi-110 003.
11	Table Tennis Federation of India Room No. 1144-A, 1 <sup>st</sup> Floor, J.N. Stadium, New Delhi-110 003.	44	Wushu Association of India Jawaharlal Nehru Stadium New Delhi-110 003
12	All India Tennis Association R.K. Khanna Tennis Stadium, Africa Avenue, New Delhi-110 029.	45	Basketball Federation of India Jawaharlal Nehru Stadium, New Delhi-110 003.
13	Indian Weightlifting Federation J.N. Stadium, New Delhi-110 003	46	Gymnastics Federation of India 160-A, Gate No. 28, JN Stadium, New Delhi-110 003.

14	Wrestling Federation of India Indira Gandhi Indoor Stadium, New Delhi-110 002.	47	Indian Hockey Federation 8/40, South Patel Nagar, New Delhi-110008.
15	Handball Federation of India C/o 27, Parade Ground, Jammu Tawi-180 001, Jammu	48	Cycle Polo (2005-2009) Cycle Polo Federation of India, 20, Aurangzeb Road, New Delhi-110 001
16	School Games Federation of India(SGFI)	49	Korfball (2003-2007) Korfball Federation of India, 31/30, East Patel Nagar, New Delhi-110 008.
17	Swimming Federation of India 27, Paraskunj Society-I, Satellite Road, Ahmedabad-38- 015	50	Netball (2003-2007) Netball Federation of India, 1/1606, Mansarover Park, Sahadara, Delhi
18	Taekwondo Federation of India,	51	Polo (2004-2008) Indian Polo Association, COAS Secretariat, South Block, DHQ PO, New Delhi-110 011.
19	Aero Club of India Safdarjung Airport, Aurobindo Marg, New Delhi-110 003.	52	Powerlifting (2005-2006) Indian Powerlifting Federation, K-641, Lane W-12-B, Western Avenue, Sainik Forms, New Delhi-110 062.
20	Bridge Federation of India Flat No. M5&6, 1-8-526, Jatkar Bhawan, Chikkadpally, Hyderabad-500 020	53	Roller Skating Federation of India, 14/2, Clive Row, Kolkata-700 001
21	Carrom (2004-2008) All India Carrom Federation, C/o. D-92, MMTC Colony, Airobindi Marg, New Delhi-110 017	54	Tug-of-War Federation of India Regd. Office : 301-302, Delhi Chamber Building, Delhi Gate, N.Delhi-110 002
22	Cricket (Men) Board of Control for Cricket in India Wankhede Stadium, D Road, Churchgate, Mumbai-400 020	55	Indian Body Building Federation, SAI Health club, plot no. 4, N-5, Gulmohar Colony, CIDCO , Aurangabad , Maharashtra, INDIA
23	Cricket (Women) (2005-2009) Women's Cricket Association of India, 147/149, South Avenue, New Delhi	46	Indian Triathlon Federation "Dhun Building", 827, Anna Salai, Chennai-600 002.
24	Atya Patya Federation of India Nagpur Sharmik Shikshan, Mahavidyalaya, Dr. Moonga Marg, Dhantoli, Nagpur-440 012	55	Malkhamb Federation of India B-14, Shanti Mugal Lane, Mahim, Mumbai-400 016
25	Ball Badminton	56	Motor Sports Federation of Motor Sports, Clubs of India, 18, Canotpah Road, II Lane, Chennai-600 018
26	Amateur Baseball Federation of India, B-4/317 B, Keshavpuram, Delhi-110 035	57	Speak Takraw Federation of India, F-2, 'Rama Samiti Apartment, Ghare Lane, Dhantoli, Nagpur-440 012, Maharashtra.
27	Cycling Federation of India Room No. 108, Yamuna Velodrome,	58	Softball Association of India, Rawaton Ka Bas,

	I.G. Complex, New Delhi-110 002		Jodhpur-342 001
28	Fencing Association of India Room No. 1152, 1 <sup>st</sup> Floor, Gate No. 28 J.N. Stadium, New Delhi-110 003	59.	Shooting Ball Federation of India, E-134, Kamla Nagar, New Delhi, 110007
29	All India Football Federation Football House, Sector-19, Dwarka, New Delhi-110 075.	60.	Tennikoit Federation of India
30	All India Karate Do Federation,	61.	Tennisball Cricket Association of India, Sports Point, Near-Post Office, Main Bazar, Gorakhpur. U.P- 273001, INDIA
31	Kho-Kho Federation of India, 6212, Hindustan park, Kolkata-700 029.	62	Throwball Federation of India, No. 36, 2 <sup>nd</sup> Corss, 20 <sup>th</sup> Main Road, Muneswaia, Bangalore.
32	Ten-Pin Bowling Ten-Pin Bowling Federation of India, G-25, First Floor, Saket, New Delhi-110 017.	65	Winter Games Federation of ndia 17/19, Ansari Road, Daryaganj, New Delhi-110 002.
33	Volleyball Federation of India Room No. 160 B, Gate No. 28, J.N. Stadium, New Delhi- 110 003		

**(Annexure to O.M. No. 6/2/2004-Estt. (Pay-I) dated 18<sup>th</sup> March, 2008)**



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**ANNEXURE 'A'**

**Specimen forms referred to in Col. 3 of the Table in para A.V**

**FORM I**

(for representing India in an international Competition in one of the recognized Games/Sports).

**NATIONAL FEDERATION / NATIONAL ASSOCIATION OF \_\_\_\_\_**

**Certificate to meritorious sportsmen for employment to Group C & D Service under the Central Government**

Certified that Shri/Smt./Kumar \_\_\_\_\_  
Son/Wife/Daughter of Shri \_\_\_\_\_ and resident of

\_\_\_\_\_ represented the  
(complete address)

country in the game/event of \_\_\_\_\_ in  
\_\_\_\_\_ competition/Tournament held at  
\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.

The position obtained by the individual/team in the above said Competition/Tournament was \_\_\_\_\_.

The Certificate is being given on the basis of record available in the office of National Federation/National Association of \_\_\_\_\_.

Place \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Name of the Federation/National Association \_\_\_\_\_

Address \_\_\_\_\_

Seal \_\_\_\_\_

Note: This Certificate will be valid only when signed personally by the Secretary, National Federation/National Association.

(Annexure B of the Department of Personnel and Administrative Reforms O.M. No. 14015/1/78-Estt(D) dated 4<sup>th</sup> August, 1980)

**FORM:-2**

(for representing a State in India in a Nation competition in one of the recognized Games/Sports.)

STATE ASSOCIATION OF \_\_\_\_\_ IN THE GAME \_\_\_\_\_ OF \_\_\_\_\_

**Certificate to a meritorious sportsman for employment to a Group C & D service under the Central Government**

Certified that Shri/Smt./Kumar \_\_\_\_\_  
son/wife/daughter of Shri \_\_\_\_\_ and resident of \_\_\_\_\_  
\_\_\_\_\_ represented the State of \_\_\_\_\_  
(complete address)

\_\_\_\_\_ in the game/event of \_\_\_\_\_  
\_\_\_\_\_ in the National Competition/Tournament held at \_\_\_\_\_  
\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.

The position obtained by the individual /team in the above said Competition/Tournament was \_\_\_\_\_.

The certificate is being given on the basis of record available in the office of the State Association of \_\_\_\_\_.

Place \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Name of the State Association \_\_\_\_\_

Address \_\_\_\_\_

Seal \_\_\_\_\_

Note: This Certificate will be valid only when signed personally by the Secretary of the State Association.

(Annexure B of the Department of Personnel and Administrative Reforms O.M. No. 14015/1/78-Estt(D) dated 4<sup>th</sup> August, 1980)

**FORM 3**

(For representing a University in the Inter-University Competition in one of the recognized Games/sports).

UNIVERSITY OF \_\_\_\_\_

**Certificate to a meritorious sportsman for employment to a Group C&D service under the Central Government**

Certified that Shri/Smt./Kumari \_\_\_\_\_  
Son/Wife/Daughter of Shri \_\_\_\_\_  
Resident of \_\_\_\_\_ student of \_\_\_\_\_  
Represented the University of \_\_\_\_\_ in Inter  
the game/event of \_\_\_\_\_ in Inter-  
University Competition/Tournament held at \_\_\_\_\_  
from \_\_\_\_\_ to \_\_\_\_\_.

The position obtained by the individual/team in the above said competition/tournament was \_\_\_\_\_.

The certificate is being given on the basis of records available in the office of Dean of Sports or Officer in overall charge of sports in the University of \_\_\_\_\_.

Place \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_  
Name \_\_\_\_\_

Designation \_\_\_\_\_

Name of the University: \_\_\_\_\_

Address \_\_\_\_\_

Seal \_\_\_\_\_

Note: This Certificate will be valid only when signed personally by Dean/Director or other officer in overall charge of sports in the University of \_\_\_\_\_

**(Annexure B of the Department of Personnel and Administrative Reforms O.M. No. 14015/1/78-Estt(D) dated 4<sup>th</sup> August, 1980)**

FORM - 4

DIRECTORATE OF PUBLIC INSTRUCTIONS/EDUCATION OF THE STATE OF \_\_\_\_\_

Certificate to a meritorious sportsmen for employment to a Group C & D services under the Central Government

Certified that Shri/Kumari \_\_\_\_\_  
son/daughter of Shri \_\_\_\_\_ resident  
of \_\_\_\_\_ student of \_\_\_\_\_  
(Complete address)

Represented the \_\_\_\_\_ State School Team in  
the game/event of \_\_\_\_\_ in the National  
Games for \_\_\_\_\_ schools held  
at \_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.

The position obtained by the individual/team in the above said Competition/Tournament was \_\_\_\_\_.

The certificate is being given on the basis of records available in the office of Directorate of Public Instructions/education of \_\_\_\_\_.

Place \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Address \_\_\_\_\_

Seal \_\_\_\_\_

Note: This Certificate will be valid only when signed personally by the Director or Additional/Joint or Deputy Director in overall charge of sports/games/for Schools in the Directorate of Public Instruction/Education of the State.

(Annexure B of the Department of Personnel and Administrative Reforms O.M. No. 14015/1/78-Estt(D) dated 4<sup>th</sup> August, 1980)

**FORM-5**

(for the awardees in Physical Efficiency performances conducted by the Ministry of Education & Social Welfare)

**GOVERNMENT OF INDIA/DEPARTMENT OF YOUTH AFFAIRS AND SPORTS**

**Certificate to a meritorious sportsman for employment to a Group C & D posts/service under the Central Government**

Certified that Shri/Kumari \_\_\_\_\_ son/daughter of  
 Shri \_\_\_\_\_ resident  
 of \_\_\_\_\_  
 (complete address)  
 represented the \_\_\_\_\_ School Team in the game /event of  
 \_\_\_\_\_ in at the National Competition held  
 at \_\_\_\_\_ from  
 \_\_\_\_\_ to \_\_\_\_\_.

The certificate is being given on the basis of records available in the Ministry of education and Social Welfare.

Place \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Address \_\_\_\_\_

Seal \_\_\_\_\_

Note: This Certificate will be valid only when signed personally by the Secretary or other Officer in overall charge of Physical Efficiency in the Ministry of Education and Social Welfare.

(Annexure B of the Department of Personnel and Administrative Reforms O.M. No. 14015/1/78-Estt(D) dated 4<sup>th</sup> August, 1980)

**Annexure -B**

**Revised Rates of Personal Pay for participating in sports events of national/international importance with reference to Revised Pay Bands and Grade Pays for posts carrying present scales in Group A, 'B', 'C' & 'D'**

Sl.No.	Pre-revised Scale		Revised Pay Structure			Rate of Revised Personal Pay
	Post/ Grade	Pre-revised Scale	Name of Pay Band/Scale	Corresponding Pay Bands/Scales	Corresponding Grade Pay	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	S-1	2550-55-2660-60-3200	-1S	4440-7440	1300	210
2	S-2	2610-60-3150-65-3540	-1S	4440-7440	1400	
3	S-2A	2610-60- 291 0-65-3300-70-4000	-1S	4440-7440	1600	
4	S-3	2650-65-3300-70-4000	-1S	4440-7440	1650	
5	S-4	2750-70-3800-75-4400	PB-I	5200-20200	1800	
6	S-5	3050-75-3950-80-4590	PB-I	5200-20200	1900	
7	S-6	3200-85-4900	PB-I	5200-20200	2000	
8	S-7	4000-100-6000	PB-I	5200-20200	2400	
9	S-8	4500-125-7000	PB-I	5200-20200	2800	250
10	S-9	5000-150-8000 \	PB-2	9300-34800	4200	400
11	S-10	5500-175-9000	PB-2	9300-34800	4200	
12	S-11	6500-200-6900	PB-2	9300-34800	4200	
13	S-12	6500-200-10500	PB-2	9300-34800	4200	
14	S-13	7450- 225-11500	PB-2	9300-34800	4600	450
15	S-14	7500-250-12000	PB-2	9300-34800	4800	500

16	S-15	8000-275-13500	PB-2	9300-34800	5400	550
17	New Scale	8000-275-13500 (Group A Entry)	PB-3	15600-39100	5400	
18	S-16	9000	PB-3	15600-39100	5400	
19	S-17	9000-275-9550	PB-3	15600-39100	5400	
20	S-18	10325-325-10975	PB-3	15600-39100	6600	650
21	S-19	10000-325-15200	PB-3	15600-39100	6600	
22	S-20	10650-325-15850	PB-3	15600-39100	6600	
23	S-21	12000-375-16500	PB-3	15600-39100	7600	750
24	S-22	12750-375-16500	PB-3	15600-39100	7600	
25	S-23	12000-375-18000	PB-3	15600-39100	7600	
26	S-24	14300-400-18300	PB-4	37400-67000	8700	800
27	S-25	15100-400-18300	PB-4	37400-67000	8700	
28	S-26	16400-450-20000	PB-4	37400-67000	8900	900
29	S-27	16400-450-20900	PB-4	37400-67000	8900	
30	S-28	14300-450-22400	PB-4	37400-67000	10000	1000
31	S-29	18400-500-22400	PB-4	37400-67000	10000	