

No. 6/2/2009-Estt (Pay-I), (Vol-II)
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

North Block, New Delhi
Dated the 6th June, 2016

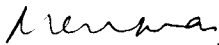
OFFICE MEMORANDUM

Subject: Participation by Central Government servants in sporting events and tournaments of National or International importance – comments invited on – reg

This Department proposes to issue clarification with regard to the term 'finals' used in OMs dated 18.05.2010 & 16.07.1985 (copies enclosed) and also with regard to the distinction between athletic/equivalent and non-athletic/equivalent sporting events, in respect of participation by Central Government Servants in Sporting Events of national/international importance.

2. A copy of draft OM is placed on this Department's website for comments. Ministries/Departments are requested to send their comments to this Department at email ID **pushpender.kumar@nic.in** and **ashok.jain62@nic.in** latest by 17th June, 2016.

Encl: A/a


(Pushpender Kumar)

Under Secretary to the Government of India
Tel. No.23040287

To

1. All Ministries/Departments of the Govt. of India, etc. (as per standard mailing list.)
2. NIC, DoPT for uploading this OM on the Department's website under OMs and Orders (Establishment --> Pay Rules) and also under "What is New".

No.6/2/2009-Estt (Pay-I), (Vol-II)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

New Delhi, , 2016.

OFFICE MEMORANDUM

Sub: Participation by Central Government servants in sporting events and tournament of National or International importance.

The undersigned is directed to refer to this Department's OM No. 6/1/85-Estt (Pay-1) dated 18th May, 2010 which clarifies *inter-alia* that sportspersons participating in sporting events (individual/team) of national/international importance will be treated as having achieved excellence for the purpose of grant of increments if they achieve 1st, 2nd or 3rd position in the finals of sporting events, if more than three individuals or teams have participated in the events. If only three or less individuals or teams have participated in the finals of a sporting event, the sportsperson / team achieving first position will be treated as having achieved excellence.

2. The question as regards treating the term 'finals' used in OM dated 18.5.2010 and also the distinction sought to be made between athletic / equivalent and non- athletic / equivalent sporting events has been engaging the attention of the Government. In the case of athletic / equivalent sporting events, which are generally decided on the basis of finishing position and which do not involve level-related concept e.g. finals, semi-finals and are held all at one go, there would be no 'finals'. The three individuals / teams that secure first three positions shall be said to have achieved excellence, if more than three individuals / teams have participated in the sporting events of national / international importance for the purpose of grant of incentive

increments. This benefit, however, is granted to the individual / team, who achieve the first position only, if the number of individuals / teams that participate in the sporting event is three or two.

3. In the case of non-athletic / equivalent sporting events, which are generally single elimination sporting events and which involve level-related concept, the individuals / members of the teams achieving first and second positions respectively in the finals and both the losing semi-finalist individuals / members of the teams achieving third and fourth positions respectively shall be said to have achieved excellence for the purpose of grant of incentive increments, if more than three individuals / teams have participated in the sporting events of national / international importance for the purpose of grant of incentive increments. This benefit, however, is allowable to only one individual / team, if the number of individuals / teams that participate in a sporting event is less than three.

4. These orders shall be in supersession of the OM No. 6/1/85-Estt(Pay-1) dated 18th May, 2010. The provision as contained in the OM No.6/1/85-Estt(Pay-1) dated 16th July, 1985 shall continue to apply. Past cases may also be decided accordingly.

(A.K. Jain)
Deputy Secretary (Pay)

To

1. All Ministries/Departments of the Government of India (as per standard list)
2. NIC, DoP&T - for uploading this OM on the Department's website under OMs & Orders (Establishment → Pay Rules) and also under "What is New"

No.6/2/2009-Pay-1
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

New Delhi, 18th May 2010.

OFFICE MEMORANDUM

Subject:-Participation by Central Government servants in sporting events and tournaments of National or International importance.

The undersigned is directed to refer to this Department's OM No.6/1/85-Pay-1 dated 16.7.85 in terms of which employees are entitled to grant of incentive increment on achieving excellence in sports events of national/international importance.

2. The question of defining the term 'Excellence' for grant of increment to a government servant has been examined in consultation with the D/Youth Affairs & Sports. It is clarified that 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 1st, 2nd or 3rd position in the finals of sporting events if more than three individuals or teams have participated in the events. If only three or less individuals or teams have participated in the finals of a sporting event, the sportsperson/team achieving first position will be treated as having achieved excellence.


(Rita Mathur)
Director(Pay)

To

All Ministries/Departments of the Government of India(as per standard list)

No.6/1/85-Estt.(Pay-I)
Government of India
Ministry of Personnel & Training, Administrative
Reforms & Public Grievances and Pension
Department of Personnel & Training

New Delhi 110 001, the 16th July, 1985.

OFFICE MEMORANDUM

Subject:- Participation by Central Government Servants
in sporting events and tournaments of national
or international importance.

At present Special casual leave is granted to
Central Government servants for a period not exceeding
30 days in any one calendar year for

- (i) participating in sporting events of national/
international importance;
- (ii) coaching/administration of teams participating
in sporting events of national/international
importance;
- (iii) attending coaching or training camps under
Rajkumari Amrit Kaur Coaching Scheme or similar
All India Coaching or Training Schemes;
- (iv) attending coaching or training camps at the
National Institute of Sports, Patiala;
- (v) participating in mountaineering expeditions;
- (vi) attending coaching camps in sports organised by
National Sports Federation/Sports Boards
recognised by All India Council of Sports; and
- (vii) participating in trekking expeditions;

2. 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 sporting events
held in and outside Delhi.

3. The Government of India have had under
consideration for some time past the question of granting
some further incentives/facilities to sportsmen and
sportswomen. The matter has been examined and the President

is pleased to decide as follows:-

(i) In the case of Central Government servants who are selected for participating in sporting events of national/international importance, the period of the actual days on which they participate in the events as also the time spent in travelling to and from such tournaments may be treated as duty. Further, if any pre-participation Coaching Camp is held in connection with the above mentioned events and the Government servant is required to attend the same, this period may also be treated as on duty. Consequently, the existing provisions regarding grant of Special Casual leave for the purposes mentioned in this item may be treated as cancelled.

(ii) The quantum of Special Casual leave for a period not exceeding 30 days in a Calendar year allowed to Central Government employees, for purposes indicated at items (iii) to (vii) in para 1 above will cover also their attending the pre-selection trials/camps connected with sporting events of national/international importance.

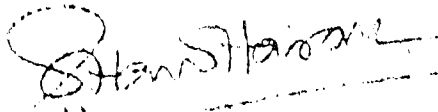
(iii) The Central Government employees who are selected for participating in sporting events of national/international importance within India, may be allowed to travel by First Class by train. In the case of events of international importance held outside India, they may be entitled to travel by economy class by air.

(iv) (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 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 increments so granted would continue to be drawn at the same rate till retirement and would count for the purpose of retirement benefits but not for pay fixation on promotion on the analogy of incentive increments awarded for promoting small family norms.

In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders are issued with the concurrence of the Comptroller and Auditor General of India.



(S. HARILALAN)
UNDER SECRETARY TO THE GOVT. OF INDIA

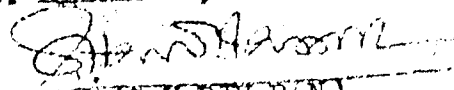
To

All the Ministries/Departments under the Government of India, etc. etc.

No. 6/1/85-Estt.P.I. New Delhi, the 16th July, 1985.

Copy to:-

1. Comptroller and Auditor General of India, New Delhi.
 2. Union Public Service Commission, New Delhi.
 3. Election Commission, New Delhi.
 4. Rajya Sabha Sectt. (Admn. Branch), New Delhi.
 5. Lok Sabha Sectt. (Admn. Branch), New Delhi.
 6. Shri D.D. Bhagwala, Senior Personnel and Executive Officer, Lok Sabha Sectt., New Delhi.
 7. Supreme Court of India, New Delhi.
 8. All State Governments and Union Territory Adms.
 9. Central Vigilance Commission, New Delhi.
 10. Commission for Scheduled Castes and Scheduled Tribes, New Delhi.
 11. Ministry of Finance (Defence Division).
 12. Shri Mohinder Singh, Deputy Secretary (AG), Ministry of Defence, New Delhi.
 13. Railway Board, New Delhi.
 14. Secretary, Staff Side, National Council, 9 Masboka Road, New Delhi.
 15. All Members of the Staff Side of the National Council of J.C.M.
 16. Indian Red Cross Society, 1-Red Cross Road, N. Delhi.
 17. All India Services Division, Department of Personnel and Administrative Reforms, New Delhi.
 18. All Integrated Financial Advisers of Admn. Mins.
 19. All Officers/Sections in the Department of Pers. & Trg.
 20. Comptroller General of Accounts, Ministry of Finance.
 21. All Controller of Accounts/Pay & Accounts Officers of all Ministries/Departments.
 22. All attached and subordinate Offices of Department of Personnel & Trg.
 23. FA, Home S.A. PSS/PAs of Home Minister and MS(P).
 24. Director, Lal Bahadur Shastri National Academy of Administration, Mussoorie.
 25. Sh. P. Muthuswamy, Post Box No. 2468, Madras-600 028.
 26. Smt Satya Chaudhri, P.O. Lakhinder, Hoshiarpur.
- Spare Copies-300.



(S. HARILALAN)
UNDER SECRETARY TO THE GOVT. OF INDIA