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
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).

(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 4th 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 4th August, 1980)

III. Extent of such recruitment

(a) Ministries/Department of Government of India can recruit meritorious sportspersons 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 4th August, 1980)

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

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name of the Sport</th>
<th>S.No.</th>
<th>Name of Sport</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Archery</td>
<td>2.</td>
<td>Athletics (including Track and Field events)</td>
</tr>
<tr>
<td>3.</td>
<td>Atya-Patya</td>
<td>4.</td>
<td>Badminton</td>
</tr>
<tr>
<td>5.</td>
<td>Ball-Badminton</td>
<td>6.</td>
<td>Basketball</td>
</tr>
<tr>
<td>7.</td>
<td>Billiards and Snooker</td>
<td>8.</td>
<td>Boxing</td>
</tr>
<tr>
<td>17.</td>
<td>Gymnastics (including Body Building)</td>
<td>18.</td>
<td>Handball</td>
</tr>
<tr>
<td>19.</td>
<td>Hockey</td>
<td>20.</td>
<td>Ice-Skiing</td>
</tr>
<tr>
<td>21.</td>
<td>Ice-Hockey</td>
<td>22.</td>
<td>Ice-Skating</td>
</tr>
<tr>
<td>23.</td>
<td>Judo</td>
<td>24.</td>
<td>Kabaddi</td>
</tr>
<tr>
<td>29.</td>
<td>Powerlifting</td>
<td>30.</td>
<td>Rifle Shooting</td>
</tr>
<tr>
<td>31.</td>
<td>Roller Skating</td>
<td>32.</td>
<td>Rowing</td>
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<td>33.</td>
<td>Soft Ball</td>
<td>34.</td>
<td>Squash</td>
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<tr>
<td>35.</td>
<td>Swimming</td>
<td>36.</td>
<td>Table Tennis</td>
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<tr>
<td>37.</td>
<td>Taekwondo</td>
<td>38.</td>
<td>Tenni-Koit</td>
</tr>
<tr>
<td>39.</td>
<td>Tennis</td>
<td>40.</td>
<td>Volleyball</td>
</tr>
<tr>
<td>41.</td>
<td>Weightlifting</td>
<td>42.</td>
<td>Wrestling</td>
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<tr>
<td>43.</td>
<td>Yatching</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>


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

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Competition</th>
<th>Authority awarding Certificate</th>
<th>Form in which certificate is to be awarded</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>International</td>
<td>Secretary of the National Federation of the Game concerned.</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Competition</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>National Competition</td>
<td>Secretary of the National Federation or Secretary of the State Association of the Game concerned.</td>
<td>2</td>
</tr>
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</tr>
<tr>
<td>3</td>
<td><strong>Inter-University Tournaments</strong></td>
<td>Dean of Sports or other officer in overall charge of sports of the University concerned.</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td><strong>National/Sports/Games for Schools</strong></td>
<td>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.</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td><strong>Physical Efficiency Drive</strong></td>
<td>Secretary or other Officer in overall charge of Physical Efficiency in the Ministry of Education &amp; Social Welfare Government of India</td>
<td>5</td>
</tr>
</tbody>
</table>

**Note:** Specimens of the forms 1, 2, 3, 4 and 5 referred to above are given in Annexure ‘A’

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**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 up to 3rd 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 up to 3rd 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 up to 3rd 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 25th 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-Esst. (D) dated 4th 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 29th 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 16th 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.


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 1st September, 2013.

(O.M. No. 6/1/2013-Estt(Pay-1 dated 19th 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 1st, 2nd or 3rd 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 18th 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-Esst(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.

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 16th 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.


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.


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)
### List of National Youth Federations

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Name of the Federation/Address</th>
<th>S. No.</th>
<th>Name of the Federation/Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Indian Olympic Association J.N. Stadium, New Delhi-110 003</td>
<td>34</td>
<td>All India Chess Federation Hall No. 82, Jawaharlal Nehru Stadium, Periamet, CHENNAI-600 003.</td>
</tr>
<tr>
<td>2</td>
<td>Archery Association of India Room No. 166, Gate No. 29, Jawaharlal Nehru Stadium New Delhi-110 003</td>
<td>35</td>
<td>Equestrian Federation of India Room No. 164-B, Ground Floor Gate No. 29, J.N. Stadium, New Delhi-110 003.</td>
</tr>
<tr>
<td>3</td>
<td>Amateur Athletic Federation of India Room No. 1148, Gate No. 28, J.N. Stadium New Delhi-110 003.</td>
<td>36</td>
<td>Indian Gold Union Room No. 1138-B, Gate No. 27, Jawaharlal Nehru Stadium, NEW DELHI-110 003.</td>
</tr>
<tr>
<td>4</td>
<td>Badminton Association of India D-196, A Bapunagar Jaipur, Rajasthan</td>
<td>37</td>
<td>Indian Women Hockey Federation Room No. 106, Major Dhyan Chand National Stadium, New Delhi-110 001.</td>
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<td>5</td>
<td>Billiards &amp; Snooker Federation of India 3A, Auckland Place, Suite No. 8A, 8th Floor, Kilkata-700017</td>
<td>38</td>
<td>Judo Federation of India Room No. 1134 AB, Gate No. 27, J.N. Stadium, New Delhi.</td>
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<td>6</td>
<td>Indian Amateur Boxing Federation Room No. 158A, J.N. Stadium, New Delhi-110 003</td>
<td>39</td>
<td>Kayaking &amp; Canoeing Association of India 707, Akashdeep Building, 7th Floor, Barakhamba Road, New Delhi.</td>
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<td>7</td>
<td>Amateur Kabaddi Federation of India 2, Aakansha, Ajmer Road, JAIPUR, RAJASTHAN</td>
<td>40</td>
<td>Yachting Association of India Room No. 707, 7th Floor, Chanakya Bhawan, New Delhi-11</td>
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<td>National Riffle Association of India Gate No. 26, J.N. Stadium New Delhi-110 003.</td>
<td>41</td>
<td>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</td>
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<td>9</td>
<td>Rowing Federation of India, No.7/15, Sriram Colony, Alwarpet, Chennai – 600018, Tamilnadu, INDIA.</td>
<td>42</td>
<td>Paralympic Committee of India, No. 25/1, 9th Cross, J.P. Nagar, 2nd Phase, Bangalore-560 078</td>
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<td>10</td>
<td>Squash Racket Federation of India, c/o. The Indian Cements Ltd., Dhun Building, 3rd Floor, North Wing, 27, Anna Salai, Chennai, Tamil Nadu</td>
<td>43</td>
<td>Special Olympics Bharat, Room No. 3027, 3rd Floor, Upper Concourse, Stand-20, J.N. Stadium, Lodhi Road Complex, New Delhi-110 003.</td>
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<td>11</td>
<td>Table Tennis Federation of India Room No. 1144-A, 1st Floor, J.N. Stadium, New Delhi-110 003.</td>
<td>44</td>
<td>Wushu Association of India Jawaharlal Nehru Stadium New Delhi-110 003</td>
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<td>12</td>
<td>All India Tennis Association R.K. Khanna Tennis Stadium, Africa Avenue, New Delhi-110 029.</td>
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<td>Basketball Federation of India Jawaharlal Nehru Stadium, New Delhi-110 003.</td>
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<td>13</td>
<td>Indian Weightlifting Federation J.N. Stadium, New Delhi-110 003</td>
<td>46</td>
<td>Gymnastics Federation of India 160-A, Gate No. 28, JN Stadium, New Delhi-110 003.</td>
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<tr>
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<td>Name of the Federation</td>
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<td>14</td>
<td>Wrestling Federation of India</td>
<td>Indira Gandhi Indoor Stadium, New Delhi-110 002.</td>
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<td>15</td>
<td>Handball Federation of India</td>
<td>C/o 27, Parade Ground, Jammu Tawi-180 001, Jammu</td>
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<td>17</td>
<td>Swimming Federation of India</td>
<td>27, Paraskunj Society-I, Satellite Road, Ahmedabad-38- 015</td>
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<td>Aero Club of India</td>
<td>Safdarjung Airport, Aurobindo Marg, New Delhi-110 003.</td>
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<td>20</td>
<td>Bridge Federation of India</td>
<td>Flat No. M5&amp;6, 1-8-526, Jatkar Bhawan, Chikkadpally, Hyderabad-500 020</td>
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<td>22</td>
<td>Cricket (Men)</td>
<td>Board of Control for Cricket in India Wanckhede Stadium, D Road, Churchgate, Mumbai-400 020</td>
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<td>Atya Patya Federation of India</td>
<td>Nagpur Sharmik Shikshan, Mahavidyalaya, Dr. Moonga Marg, Dhanotli, Nagpur-440 012</td>
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<td>Amateur Baseball Federation of India</td>
<td>B-4/317 B, Keshavpuram, Delhi-110 035</td>
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<td>27</td>
<td>Cycling Federation of India</td>
<td>Room No. 108, Yamuna Velodrome,</td>
<td>58</td>
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<td>28</td>
<td><strong>Fencing Association of India</strong>&lt;br&gt;Room No. 1152, 1st Floor, Gate No. 28&lt;br&gt;J.N. Stadium, New Delhi-110 003</td>
<td>59. <strong>Shooting Ball Federation of India</strong>,&lt;br&gt;<strong>E-134, Kamla Nagar, New Delhi, 110007</strong></td>
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<td><strong>All India Football Federation</strong>&lt;br&gt;Football House, Sector-19, Dwarka,&lt;br&gt;New Delhi-110 075.</td>
<td>60. <strong>Tennikoit Federation of India</strong></td>
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<td><strong>All India Karate Do Federation</strong>,</td>
<td>61. <strong>Tennisball Cricket Association of India</strong>,&lt;br&gt;<strong>Sports Point, Near-Post Office, Main Bazar, Gorakhpur. U.P- 273001, INDIA</strong></td>
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<td>31</td>
<td><strong>Kho-Kho Federation of India</strong>,&lt;br&gt;6212, Hindustan park,&lt;br&gt;Kolkata-700 029.</td>
<td>62. <strong>Throwball Federation of India</strong>,&lt;br&gt;<strong>No. 36, 2nd Corss,</strong>&lt;br&gt;<strong>20th Main Road, Muneswaia, Bangalore.</strong></td>
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<td><strong>Ten-Pin Bowling</strong>&lt;br&gt;<strong>Ten-Pin Bowling Federation of India</strong>,&lt;br&gt;G-25, First Floor, Saket,&lt;br&gt;New Delhi-110 017.</td>
<td>65. <strong>Winter Games Federation of India</strong>&lt;br&gt;<strong>17/19, Ansari Road,</strong>&lt;br&gt;Daryaganj, New Delhi-110 002.</td>
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<td>33</td>
<td><strong>Volleyball Federation of India</strong>&lt;br&gt;Room No. 160 B, Gate No. 28,&lt;br&gt;J.N. Stadium, New Delhi-110 003</td>
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*(Annexure to O.M. No. 6/2/2004-Estt. (Pay-I) dated 18th March, 2008)*
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 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 4th 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____________________________ and resident of ________________ represented the State of

____________________________ represented 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________________________ Signature________________________

Date________________________ 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 4th 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________________________
Signature___________________________
Date________________________
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 4th 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________________________

Signature___________________________

Date________________________

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 4th 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 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________________________
Signature___________________________
Date________________________
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 4th 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’*

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Post/ Grade</th>
<th>Pre-revised Scale</th>
<th>Pre-revised Scale</th>
<th>Revised Pay Structure</th>
<th>Rate of Revised Personal Pay</th>
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<td>S-1</td>
<td>2550-55-2660-60-3200</td>
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<td>S-3</td>
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