

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

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New Delhi, 15<sup>th</sup> July, 2016.

OFFICE MEMORANDUM

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

The undersigned is directed to refer to this Department's OM No. 6/2/2009-Pay-1 dated 18<sup>th</sup> 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 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> 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. The matter has been examined and the President is pleased to decide the conditions for grant of incentive increments as under:

(i) 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 allowable to the individual/team, who achieves the first position only, if the number of individuals/teams that participate in the sporting event, is three or two.

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(ii) In the case of non-athletic/equivalent sporting events which involve level-related concept and the Game's format provide for awarding 1 Gold + 1 Silver + 1 Bronze Medals -

*The individuals/members of the teams who have achieved first and second positions (i.e. Gold and Silver Medals) respectively, in the finals and the individual/members of the team who has/have achieved third position and has/have been awarded Bronze Medal, 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. This benefit, however, is allowable to only the individual/members of the team securing first position, if the number of individuals / teams that participate in a sporting event is three or two.*

(iii) In the case of non-athletic/equivalent sporting events which involve level-related concept and the Game's format provide for awarding 1 Gold + 1 Silver + 2 Bronze Medals and there is no "play off" match for the Bronze Medal which is awarded to both the losing semi-finalists -

*The individuals/members of the teams, achieving first and second positions (i.e. Gold and Silver Medals) respectively, in the finals and both the losing semi-finalist individuals/members of the teams who have been awarded Bronze Medals (i.e. the third position is a tie between the two semi-finalists), shall be said to have achieved excellence for the purpose of grant of incentive increments, if more than four individuals/teams have participated in the sporting events of national/international importance. This benefit, however, is allowable to only the individual/team securing first position, if the number of individuals/teams that participate in a sporting event is four or three or two.*

3. These orders shall be in supersession of the OM No. 6/2/2009 - Pay-1 dated 18<sup>th</sup> May, 2010. The provisions as contained in the OM No.6/1/85-Estt(Pay-1) dated 16<sup>th</sup> July, 1985 and subsequent orders issued on the subject shall continue to apply. Past cases may also be decided accordingly.

*Meenu*

(Pushpender Kumar)

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To

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