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**Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training
Establishment (Pay-I) Section**

INCENTIVES FOR PARTICIPATING IN SPORTS EVENTS

Department of Personnel and Training has issued various instructions from time to time on grant of various incentives for participating in sports tournaments/events of national or international importance. The essence of these instructions has been summarized in the following paras for guidance and better understanding: -

Special Casual Leave

1. Special Casual Leave is granted to Central Government employee for a period not exceeding 30 days in a calendar year for:

- 1.1 attending coaching or training camps under Rajkumari Amrit Kaur Coaching Scheme or similar All India Coaching or Training schemes;
- 1.2 attending coaching or training camps at the National Institute of Sports, Patiala;
- 1.3 participating in mountaineering expeditions;
- 1.4 participating in trekking expedition;
- 1.5 for attending the pre-selection trails/camps connected with sporting events of National / International importance.

[Para 1 and 3 (ii) of [OM No. 6/1/85-Estt.\(Pay-I\) dated 16.07.1985](#)]

- 1.6 attending coaching camps in sports organized by National Sports Federations/Sports Boards recognized by Government of India, Department of Youth Affairs and Sports;

[Para 3 (i) of [OM No. 6/1/85-Estt.\(Pay-I\) dated 07.11.1988](#)]

- 1.7 participating in programme of adventure sports/similar activities conducted by Central Civil Services Cultural & Sports Board;

[OM No. 6/3/2015-Estt.(Pay-I) dated 29.02.2016]

2. Special Causal Leave is also granted to Central Government servants for a period not exceeding 10 days in a calendar year for participating in inter-ministerial and inter-departmental tournaments and sporting events held in and outside Delhi.

[Para 2 of OM No. 6/1/85-Estt.(Pay-I) dated 16.07.1985]

Periods treated as on duty

3. In 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 traveling to and from such tournaments / events 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.

[Para 3(i) of OM No. 6/1/85-Estt.(Pay-I) dated 16.07.1985]

TA/DA

4. Central Government employees who are required to travel to a station other than their headquarters for participating in any of the events mentioned in para 3(i) of this Department's [OM No. 6/1/85-Estt.\(Pay-I\) dated 16.07.1985](#), will be entitled to claim Travelling Allowance for such journey in accordance with the TA rules applicable to them.

[Para 1 of OM No. 6/1/2019-Estt.(Pay-I) dated 08.05.2020]

5. 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 1(c) of OM No. 6/2/85-Estt.(Pay-I) dated 30.01.1989]

Special Increment (Personal Pay) to Sportspersons

6. 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.

7. The total number of increments to be awarded to an individual should not exceed five in his / her entire career.

[Para 3(iv) of [OM No. 6/1/85-Estt.\(Pay-I\) dated 16.07.1985](#)]

8. The increments so granted would continue to be drawn at the same rate till retirement. They will **not** count for any service matter like pay fixation on promotion, retirement benefits or DA/CCA or ²any other allowance like HRA etc.

[Para 3(vi) of [OM No. 6/1/85-Estt.\(Pay-I\) dated 07.11.1988](#)]

[2. Para 5 of [OM No. 6/1/2017-Estt.\(Pay-I\) dated 11.06.2018](#)]

Special Increment (Personal Pay) to Referees / Umpires

9. 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 [OM No. 13/26/92-Estt.\(Pay-I\) dated 11.08.1994](#)]

Special Increment (Personal Pay) to Coaches

10. 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 medals in individual events.

[Para 3 of [OM No. 13/26/92-Estt.\(Pay-I\) dated 11.08.1994](#)]

Incentives to Managers / Coaches / Masseurs / Doctors

11. 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.

[Para 3 (iv) of [OM No. 6/1/85-Estt.\(Pay-I\) dated 07.11.1988](#)]

Incentives to Technical Officials

12. The technical officials concerned with the administration of the tournaments will not be treated as part of the teams but will be given the facilities of availing of special casual leave as is admissible in the case of persons covered in para 1(iii) to (vii) of this Department's [OM No. 6/1/85-Estt.\(Pay-I\) dated 16.07.1985](#).

[Para 3 (iv) of [OM No. 6/1/85-Estt.\(Pay-I\) dated 07.11.1988](#)]

Definition of Excellence

13.1 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.

13.2 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.

13.3 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.

[Para 2 of [OM No. 6/2/2009-Estt.\(Pay-I\)\(Vol-II\) dated 15.07.2016](#)]

Tournaments / events of National Importance

14. National Championships / Tournaments being conducted by the recognized National Sports Federations in individual disciplines and National Games conducted by Indian Olympic Associations are treated as events of National importance.

[Para 3 (ii) of [OM No. 6/1/85-Estt.\(Pay-I\) dated 07.11.1988](#)]

[Para 1 of [OM No. 6/2/2004-Estt.\(Pay-I\) dated 18.03.2008](#)]

15. Tournaments conducted by the Central Civil Services Sports Board are recognized as events of National importance.

[[OM No. 6/1/85-Estt.\(Pay-I\) dated 08.06.1989](#)]

Tournaments / events of International Importance

16. 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 [OM No. 6/1/85-Estt.\(Pay-I\) dated 07.11.1988](#)]

Revised Rates of Special Increment (Personal Pay) w.e.f. 01.07.2017

17. In respect of the Central Government employees who are already getting the special increments as Personal Pay in accordance with this Department's OM No. 6/1/2013-Estt.(Pay-I) dated 19.09.2013, the rates for them have also been revised as per Column 5 of the Annexure to this Department's [OM No. 6/1/2017-Estt\(Pay-I\) dated 11.06.2018](#). The rate of revised Personal Pay to these Government servants is to be granted based on the Grade Pay attached to the post in which they were placed at the time of participating in the sporting event for which they are getting special increment as Personal Pay.

Illustration 1:

Grade Pay at the time of participating in sporting event	: Rs.2000/-
Personal Pay granted on the basis of OM dated 19.09.2013	: Rs.210/-
Revised Personal Pay w.e.f. 01.07.2017	: Rs.480/-

Illustration 2:

Grade Pay at the time of participating in sporting event	: Rs.4200/-
Personal Pay granted on the basis of OM dated 19.09.2013	: Rs.400/-
Revised Personal Pay w.e.f. 01.07.2017	: Rs.900/-

18. The Central Government Servants who become eligible for grant of special increment in the form of personal pay on or after 01.07.2017, shall be entitled to the Personal Pay prescribed in Column (5) of the Annexure to DoPT's [OM No. 6/1/2017-Estt.\(Pay-I\) dated 11.06.2018](#), corresponding to the level of the post in the Pay Matrix [indicated in Column (4)], in which the Government Servant is placed at the time of participating in the sporting event.

Illustration:

Level of the post in the Pay Matrix in which the Government Servant is placed at the time of participating in sporting event	: Level 7
Amount corresponding to Level 7 in Column (5) of the Annexure to OM No. 6/1/2017-Estt.(Pay-I) dated 11.06.2018	: Rs.1020/-

19. The table comprising revised rates of Personal Pay for participating in sporting events of National / International importance, in the 7th CPC Scenario, is as under:

Sl. No.	Grade Pay (in Rs.) in Pre-Revised Pay Structure (6th CPC)	Pre-revised Rates (in Rs.) as per OM dated 19.09.2013 (6th CPC)	Level of Post in the Pay Matrix (7th CPC)	Rates of Revised Personal Pay (in Rs.) (7th CPC) w.e.f. 01.07.2017
(1)	(2)	(3)	(4)	(5)
1.	1800	210	1	480
2.	1900	210	2	480
3.	2000	210	3	480
4.	2400	210	4	480
5.	2800	250	5	570
6.	4200	400	6	900
7.	4600	450	7	1020
8.	4800	500	8	1130
9.	5400 (PB-2)	550	9	1240
10.	5400 (PB-3)	550	10	1240
11.	6600	650	11	1470
12.	7600	750	12	1690
13.	8700	800	13	1800
14.	8900	900	13A	2030
15.	10000	1000	14	2250
16.	HAG		15	2250

[Para 2-4 and Annexure to [OM No. 6/1/2017-Estt.\(Pay-I\) dated 11.06.2018](#)]

Time Limit for claiming Special Increment (Personal Pay)

20. The entitled Central Government employee should claim the benefits within six months from the date of completion of the overall sporting event.

[Para 6 of [OM No. 6/1/2017-Estt.\(Pay-I\) dated 11.06.2018](#)]

Date of effect for grant of Special Increment (Personal Pay)

21. Increment is to be granted from the first of the month following the month in which the sporting events are completed.

[Para 1(f) of [OM No. 6/2/65-Estt.\(Pay-I\) dated 30.01.1989](#)]

Competent Authority

22. Since advance increments are to be granted under F.R. 27, the authority competent to grant advance increments will be as defined under F.R. 27.

[[OM No. 6/2/85-Estt.\(Pay-I\) dated 02.07.1986](#)]

Other Terms and Conditions

23. Provisions of [OM No. 6/1/85-Estt.\(Pay-I\) 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 [OM No. 6/2/85-Estt.\(Pay-I\) dated 30.01.1989](#)]

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

[Para 1(d) of [OM No. 6/2/85-Estt.\(Pay-I\) dated 30.01.1989](#)]

25. The provision of [OM No. 6/1/85-Estt.\(Pay-I\) dated 16.07.1985](#) are not applicable to veteran meets.

[Para 1(l) of [OM No. 6/2/85-Estt.\(Pay-I\) dated 30.01.1989](#)]

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

[Para 4 of [OM 13/26/92-Estt.\(Pay-I\) dated 11.08.1994](#)]

Incentives for participating in All India Civil Services (AICS) Music, Dance and Drama

27. The participation of Central Government servants in the All India Civil Services (AICS) Competitions / events in Music, Dance and Drama conducted by the Central Civil Services Cultural & Sports Board or under its aegis, may be treated as on duty, and such Central Government servants may also be considered for travel entitlements for Journey on Tour.

[\[OM No. 6/2/2019-Estt.\(Pay-I\) dated 11.02.2020\]](#)

Note: List of the OMs mentioned in this document is annexed. In case any reference to the relevant OM is required, the same may be accessed from the Archive Section of DOPT's website.

List of OMs mentioned in this Document

1. [DoPT OM No. 6/1/85-Estt.\(Pay-I\) dated 16.07.1985](#)
2. [DoPT OM No. 6/2/85-Pay I dated 02.07.1986](#)
3. [DoPT OM No. 6/1/85-Estt.\(Pay-I\) dated 07.11.1988](#)
4. [DoPT OM No. 6/2/85-Estt.\(Pay.I\) dated 30.01.1989](#)
5. [DoPT OM No. 6/1/85-Estt.\(Pay-I\) dated 08.06.1989](#)
6. [DoPT OM No. 13/26/92-Estt.\(Pay-I\) dated 11.08.1994](#)
7. [DoPT OM No. 6/2/2004-Estt.\(Pay.I\) dated 18.03.2008](#)
8. [DoPT OM No. 6/3/2015-Estt.\(Pay-I\) dated 29.02.2016](#)
9. [DoPT OM No. 6/2/2009-Estt.\(Pay-I\)\(Vol-II\) dated 15.07.2016](#)
10. [DoPT OM No. 6/1/2017-Estt.\(Pay-I\) dated 11.06.2018](#)
11. [DoPT OM No. 6/2/2019-Estt.\(Pay-I\) dated 11.02.2020](#)
12. [DoPT OM No. 6/1/2019-Estt.\(Pay-I\) dated 08.05.2020](#)