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No. 29018/13/2015-AIS-X

Government of India

Ministry of Personnel, Public Grievances & Pensions

Department of Personnel & Training

5540/1841
1678/21
1818/24

New Delhi, dated the 03 August, 2021

To

The Chief Secretary,
All the State Governments / Union Territories.

13/8/2021
Acq (Pers)

Subject: Grant of special Increments in the form of Personal Pay to the officers of All India Service for achieving excellence in sporting events and tournaments of National or International importance - reg.

Madam / Sir,

S.I. (Pers)
6/8/21

I am directed to refer to the communications received from the State Governments regarding grant of special Increments in the form of Personal Pay to the officers of the All India Services for achieving excellence in sporting events and tournaments of National or International importance, in line with the similar benefits being provided to Central Government Servants.

2. It has now been decided to grant special Increments in the form of Personal Pay to the officers of All India Service for achieving excellence in sporting events and tournaments of National or International importance subject to following terms & conditions:

- (i) The officers of All India Services participating in sporting events and tournaments (both individual and team events and tournaments, including para games of equivalent events and tournaments) of National and International importance will be treated as having achieved excellence for the purpose of grant of special increments in the form of Personal Pay:
 - (a) In the case of athletic / equivalent sporting events and tournaments, 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 and tournaments of National / International importance, for the purpose of grant of special increments in the form of Personal Pay. 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 events and tournaments, is three or two
 - (b) In the case of non-athletic / equivalent sporting events and tournaments 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,

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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 special Increments in the form of Personal Pay, if more than three individuals / teams have participated in the sporting events and tournaments 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 and tournament is three or two.

- (c) In the case of non-athletic / equivalent sporting events and tournaments 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 loosing 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 special Increments in the form of Personal Pay, if more than four individuals / teams have participated in the sporting events and tournaments 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 and tournament is four or three or two.

- (ii) The number of special Increments in the form of Personal Pay to be awarded for achieving excellence in National events and tournaments should be laid down at a scale lower than for excellence in International events and tournaments, say one special Increment in the form of Personal Pay for National event and tournament, and two special Increments in the form of Personal Pay for International events and tournaments.
- (iii) The total number of special Increments in the form of Personal Pay to be awarded to an individual should not exceed five in his / her entire career.
- (iv) The special Increments in the form of Personal Pay so granted would continue to be drawn at the same rate till retirement but this will not count for any service matter like pay fixation on promotion, retirement benefits or DA / CCA etc.
- (v) The special Increment in the form of Personal Pay is to be granted from the first of the month following the month in which the sporting events and tournaments are completed.
- (vi) The special Increments in the form of Personal Pay so granted would be payable at the rate mentioned below and subject to further instructions issued by this Department from time to time in respect of Group 'A' officers of the Central Government:

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Sl. No.	Grade Pay (Rs.) in Pre-revised Pay Structure (6 th CPC)	Pre-revised Rates (Rs.) as per OM dated 19.09.2013 (6 th CPC)	Level of Post in the Pay Matrix (7 th CPC)	Rate of special Increment in the form of Personal Pay (Rs.) w.e.f. 01.07.2017
1	5400 (PB-3)	550	10	1240
2	6600	650	11	1470
3	7600	750	12	1690
4	8700	800	13	1800
5	8900	900	13A	2030
6	10000	1000	14	2250
7	HAG		15	2250

(vii) The entitled officers should claim the benefits within six months from the date of completion of the overall sporting event and tournament. There shall be one time relaxation, for a period of six months w.e.f. the date of issue of this letter, for submission of claim(s) by the eligible officers of All India Service who achieved such excellence in National or International events and tournaments prior to issue of this letter.

3. This issues with the approval of the competent authority.

Yours faithfully,

Kuldeep
05/08/2021

(Kuldeep Chaudhary)

Under Secretary to Government of India

Ph. 23094714

Copy to: (i) Ministry of Home Affairs, North Block, New Delhi.
(ii) Ministry of Environment Forest and Climate Change, Paryavaran Bhawan, New Delhi.

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24/8/21
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No. 11022/01/2021-AIS-II
Government of India
Ministry of Personnel, Public Grievances & Pensions
Department of Personnel & Training

New Delhi, dated the 13th August, 2021

To

23/8/21
The Chief Secretary,
All the State Governments / Union Territories.

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Subject: Grant of incentives to the AIS officers for acquiring fresh higher qualification - reg.

Madam / Sir,

24/8/21
S.S. (Pun)

I am directed to state that this Department is in receipt of references regarding grant of incentive in the form of one-time lump-sum amount to the officers of All India Services (AIS) for acquiring fresh higher qualification, in line with the similar benefits being provided to the Central Government Servants.

2. Accordingly, the matter has been examined in this Department and it has been decided to grant incentive in the form of one-time lump-sum amount to the officers of All India Service for acquiring fresh higher qualification in the fields that are directly relevant to the officers' job at the rates mentioned below:

Sl. No.	Qualification	Amount (₹)
i.	Ph.D. or equivalent	30,000
ii.	PG Degree / Diploma of duration more than one year, or equivalent	25,000
iii.	PG Degree / Diploma of duration one year or less, or equivalent.	20,000
iv.	Degree / Diploma of duration more than three years, or equivalent.	15,000
v.	Degree / Diploma of duration three years or less, or equivalent.	10,000

3. Professional courses directly relevant to the functional requirement of the respective Organizations / Ministries / Departments in State Government / Central Government but not covered by any one of the categories mentioned in table given above, shall be notified specifically under Sl. Nos. (iv) or (v) of the table in para 2 above, by the concerned Organizations / Ministries / Departments in State Government / Central Government in consultation with their respective IFD.

Administrative Authorities are free to choose courses on their own. However, the grant of incentive in the form of one-time lump-sum amount in respect of above

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qualifications will be subject to the fulfillment of the criteria laid down in the para 5 below and the same shall be considered by the administrative authorities in consultation with their IFD subject to the fulfilment of the said criteria.

5. Criteria / guidelines for granting incentive in the form of one-time lump-sum amount for acquiring fresh higher qualifications are as under:

5.1. The incentive in the form of one-time lump-sum amount will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.

✓ 5.2. No incentive in the form of one-time lump-sum amount shall be allowed for acquiring fresh higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by the officer or to the functions to be performed in the next higher post. There should be direct relation between the functions of the post and the fresh higher qualification acquired by the officer and that it should contribute to the efficiency of the officer.

5.3. The quantum of incentive in the form of one-time lump-sum amount will be uniform for all posts, irrespective of their Scale / Grade.

5.4. The incentive in the form of one-time lump-sum amount shall not be admissible where the fresh higher qualification in respect of the claimant officer has been sponsored by the government or he/she avails study leave for acquiring such fresh higher qualification.

5.5. The incentive in the form of one-time lump-sum amount would be given only for higher qualification acquired after induction into service.

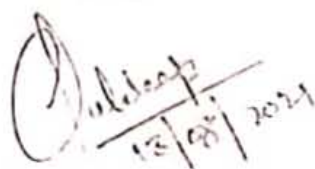
5.6. No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if the officer acquires the requisite qualification for such appointment at a later date.

5.7. The qualifications meriting grant of incentive in the form of one-time lump-sum amount should be recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/State Government or recognized by the Government.

5.8. The incentive in the form of one-time lump-sum amount shall be limited to maximum two times in an officer's career, with a minimum gap of two years between successive grants.

5.9. The incentive in the form of one-time lump-sum amount will be available to those AIS officers who have acquired their higher qualification on or after 01.07.2017.

5.10. The AIS officers should prefer the claim within six months from the date of acquisition of the higher qualification. However, as a one-time measure, the


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officers who have acquired their fresh higher qualification on or after 01.07.2017 till the date of issue of this letter, may apply for the claims within six months from the date of issue of this letter.

6. This issues with the approval of the competent authority.

Yours faithfully,


13/08/2021

(Kuldeep Chaudhary)

Under Secretary to Government of India

Ph. 23094714

Copy to:

- (i) Ministry of Home Affairs, North Block, New Delhi.
- (ii) Ministry of Environment Forest and Climate Change, Paryavaran Bhawan, New Delhi.