

FOOD CORPORATION OF INDIA
HEADQUARTERS : NEW DELHI

SPORTS PROMOTION BOARD

No.20-42/19V12-SPB

Dated: 20th June, 2013

Sub - Revision of FCI's incentive scheme for sportspersons for medal
Winning performances both at National and International level

Corporation's existing instructions for granting of in-services incentives to sportspersons for medal winning performance at National & International events have been reviewed during the various meetings held under the Chairmanship of Hon'ble Minister of State (Independent Charge).

Accordingly in compliance with the decision taken during the meeting on 31.10.2012, three members committee consisting of Executive Director (P), Executive Director (Fin.) and Executive Director (IA) examined the proposals discussed in the meeting Chaired by the Hon'ble Minister. It was observed by the Committee that the existing policy was formulated long back i.e. nearly 20 years ago and there has been significant changes in sports scenario of the Country apart from steep increase in cost of living. Moreover as a measure to encourage sportspersons, all organisations employing sportspersons are bestowing honour befitting their achievement when sportspersons have podium finishes in national/international tournaments to ensure that sportspersons stay motivated.

On the recommendations of the ED's Committee, it has been decided with the approval of Board of Directors in its 356th meeting held on 20.5.2013 that the in-service incentive to FCI's sportspersons will be admissible as under:

1. CASH INCENTIVES

(i) INTERNATIONAL TOURNAMENTS
(Individual as well as team events)

S.No.	Tournaments	Amount (in Rs.)
1.	Winner of Prestigious National & International Awards (Arjuna, Padma, Dronacharya, Rajiv Gandhi KhelRatna, Dhyani Chand Awards)	To be decided by President (SPB)/ Managing Director
2.	<u>CATEGORY - A</u> Medal winning performance in Olympics Games	Gold 10 lakhs Silver 5 lakhs Bronze 3 lakhs
	Participation (without medal)	2 lakhs
3.	<u>CATEGORY - B</u> Medal winning performance in Asian Games, World Championships, Commonwealth Games,	Gold 5 lakhs Silver 3 lakhs Bronze 2 lakhs
	Participation (without medal)	1 lakh
4.	<u>CATEGORY - C</u> Medal winning performance in Asian, Commonwealth Championship,	Gold 3 lakhs Silver 2 lakhs Bronze 1 lakhs
	Participation (without medal)	50,000/-

[Handwritten Signature]

(ii) **NATIONAL TOURNAMENTS**

(National Games, National Championship, All India Inter Institutional Championship, All India Public Sector Tournaments etc. organised by Govt. of India, Sports Authority of India/ National Sports Federations/All India Public Sector Sports Promotion Board)

1.	Individual events	Amount (in Rs.)
	a) For winning each Gold medal with a new National Record	1,00,000/-
	b) For winning each Gold medal without any new National Record	75,000/-
	c) For winning each Silver medal	50,000/-
	d) For winning each Bronze medal	25,000/-
2.	Team events (each member)	
	a) Winner (Gold medal)	30,000/-
	b) Runners up (Silver medal)	20,000/-
	c) 3 rd position (Bronze medal)	10,000/-

(iii) **STATE LEVEL**

For medal winning performance in the State League/State Championship organized by State Associations

1.	Individual events	Amount (in Rs.)
	a) For winning each Gold Medal	30,000/-
	b) For winning each Silver medal	20,000/-
	c) For winning each Bronze medal	10,000/-
2.	Team events (each member)	
	a) Winner (Gold medal)	10,000/-
	b) Runners up (Silver medal)	7,500/-
	c) 3 rd position (Bronze medal)	5,000/-

2. INCREMENTS

(i) **International Championships**

Category	Games	Increments
A	Olympics	Grant of Additional increments for medal winning performance shall be considered on merits, on receipt of result by President (SPB). Participation: One increment
B	Asian Games, World Championships, Commonwealth Games	Gold Medal 3 increments Silver Medal 2 increments Bronze Medal 1 increment
C	Asian/Commonwealth Championships	Gold Medal 2 increments Silver / Bronze Medal 1 increment

(ii) National level events:

Events	Increment
Senior National Games/Championship, All India Inter Institutional Championship, All India Public Sector Tournaments etc. organised by Govt. of India, National Sports Federations/All India Public Sector Sports promotion Board.	Gold Medal : 2 increments Silver / Bronze Medal : 1 increment

- ✓ Increments for both individual and team events.
- ✓ All Members of FCI team including Coach and Manager eligible for grant of incentive

(iii) Incentive Increments for Coaches:

- a) Two incentive increment to employees of FCI who are appointed as Coach to Senior/Junior Indian Team with medal winning performance.
- b) One incentive increment to employees of FCI who are appointed as Coach to Senior/Junior Indian Team
- c) One increment to employees of FCI who are appointed as Coach to Senior State Teams with medal winning performance.

(iv) Incentive increment to Referees/Umpire's

- a) One advance increment to Referees/Umpires for international event/tournament
- (v) An employee will be eligible to earn upto five increments during his/her service career.

3. OUT OF TURN PROMOTION(i) First out of turn promotion

- Represented the country with medal winning performance in-
 - > Olympic Games
 - > World Cup
 - > World Championship
 - > Asian Games / Championship
 - > Commonwealth Games / Championship

OR

Sportspersons representing FCI/State in the Senior National Championship/Games, All India Inter Institutional Championships & All India Public Sector Tournament org. by National Sports Federations/All India Public Sector Sports Promotion Board on **three occasions** with medal winning performance in each championship.

(ii) Second and subsequent out of turn promotion

- Represented the country with medal winning performance in-
 - > Olympic Games
 - > World Cup
 - > World Championship
 - > Asian Games / Championship
 - > Commonwealth Games / Championship

(iii) OUT OF TURN PROMOTION FOR COACH

- ✓ If he/she has trained a sportsperson or a team for at least 240 days preceding the event which goes on to win a medal in any of the international Games/Championship mentioned above.
 - ✓ A Coach who is an employee of the Corporation will be considered for out of turn promotion even if the sportsperson(s) he/she has trained is not a Govt. Servant
- 3.1 Out of Turn promotions subject to:-
- ✓ Minimum gap of 12 months between first and second out of turn promotion.
 - ✓ Employee will be eligible for upto three promotions during his/her service career.

4. RECRUITMENT OF SPORTSPERSONS

4.1 Recruitment at Higher posts depending upon the achievements of the sportspersons
"Staff Regulation provide for recruitment of sportspersons at Manager Level and at all levels in Category III"

4.2 Spot recruitment of exceptional sportspersons from the National Coaching Camps, National Sports events on the basis of their current achievements

4.3 Committee may be formed of eminent sportspersons of FCI in each discipline.

4.3.1 Dedicated Committee's may be formed of FCI's eminent sports persons who have knowledge and understanding of sports, its advantages & pitfalls, problems of the sports persons so as to facilitate & promote healthy atmosphere in FCI for all the sportspersons to have better personal and professional career. The members would be the like of S/Smt. Shiny Wilson, Karnam Malleshwari, Thoiba Singh, N. Sivaraj, Amarjeet Kaypee, Devang Gandhi etc. They may pay regular visits to all over India to find the real budding/emerging talented sportspersons by visiting i.e. Sports Authority of India (SAI) and State run coaching centres, private clubs etc. and attending different institutional/ state/ national/ international meets/games. The Committee's may recommend the name of the sportspersons to the Sports promotion Board which after examining all the names recommended by the Committee may submit the proposal for recruitment for approval of President (Sports Promotion Board)/Managing Director.

4.4 FCI can identify games from the following and emulate the same:

- i) Athletics
- ii) Archery
- iii) Badminton
- iv) Boxing
- v) Chess
- vi) Cricket
- vii) Football
- viii) Hockey
- ix) Table Tennis
- x) Weight Lifting
- xi) Wrestling

4.5 The criteria for recruitment at higher level may be considered as under:-

i) **Individual Games**

Post	Eligibility
Manager	Participation in Olympics, World Cup/Championships or Medal Winning Performance in Asian Games/Cup
AG-I	Medal Winning Performance in International Tournaments/ meet
AG-II	Gold Medalist in Senior National or represented the Country in International Tournaments/ meet

ii) **Team Games**

Post	Eligibility
Manager	Participation in Olympics, World Cup/Championships/ Asian Games/Cup
AG-I	Represented the country
AG-II	Member of India 'A' Team/ represented the Zone

4.6 Recruitment may be made in the above disciplines. However, Patron-President (SPB)/CMD will have the discretion to incorporate any other discipline for making recruitment.

4.7 Regulation 7(4) of FCI(Staff) Regulations,1971 provides "Notwithstanding anything contained in this Regulation, appointment of outstanding/meritorious sportsmen/women who have distinguished themselves in sports at State/National / International level may be made to Category-II,III and IV posts, including the promotional posts, subject to their fulfilling the conditions prescribed for such posts.

4.8 Provided that the authority specified in Column 4 of the Table set out in Appendix-2 may relax specified age limit, qualification and experience in exceptionally deserving cases.

4.9 Provided further that the appointment of sportsmen / women shall be subject to the administrative instructions issued from time to time with the approval of the Managing Director "


4.10 In accordance with the provision of the Regulation 7(4), Patron-President /CMD may exercise discretion in appointment of meritorious /outstanding sportsperson with potential to excel in relaxation to the criteria for recruitment at higher level.

IMPORTANT INSTRUCTIONS

- a) In case of prize money tournaments where FCI team participates under the banner of SPB/ZSPC/HQSPC, no cash incentive will be admissible. However, in cases where only Championship Trophy is awarded, members of the winning/runners-up/3rd position team are entitled to get Cash Incentives. If the prize money is less than cash incentive, on surrendering the prize money given by the Tournament Committee, the position holders will be entitled to the cash incentive as admissible in the Incentive Scheme.
- b) Cash Incentive as above, to the individual sportspersons or teams (in case of team events) will be released by the Zonal / Hqrs. Sports Promotion Committee under intimation to SPB. However for grant of Incentive Increments, Out of turn promotion etc. proposal with full particulars alongwith documentary proof duly recommended by the President of concerned ZSPC or the HQSPC may be sent to Secretary (SPB), FCI Hqrs. for further processing.

- c) All the proposals for grant of incentive increment / accelerated promotion received by SPB will be placed before the Incentive Committee meeting to be convened on 31st July and 31st December every year. However incentive will be given to the sportspersons from the next month of the event in which he/she won the medal.
- d) The revised instructions as above are effective from the 1st April, 2013.

(Authority: THREE HUNDRED FIFTY SIXTH MEETING - BOARD OF DIRECTORS,
NEW DELHI - 20TH MAY, 2013)


(VIJAY PARASHAR)
SECRETARY (SPB)/GM(S&C)

DISTRIBUTION

1. PS TO Chairman & MD, FCI, Hqrs. New Delhi
2. All EDs/President HQSPC/ZSPC
3. The Secretary ZSPC (East/West/South/NE/North)/HQSPC