

WELCOME

To

All the Officers/Delegates present

in

the seminar on

LARSGESS and RESTRUCTURING

Liberalized Active Retirement Scheme for Guaranteed Employment for Safety staff (LARSGESS)

Prelude

The Safety related retirement scheme (erstwhile) was initially introduced on the consideration that with advancing age, the physical fitness and reflexes of the staff concerned deteriorate, thereby causing a safety hazard. Initially, the scheme would cover two safety categories viz. Drivers (excluding shunters) & Gangman. Subsequently, the benefit of this scheme was extended to other safety categories of staff with a grade pay of Rs.1800/- & Rs. 1900 with certain modifications on eligibility criterion and nomenclature. This modified scheme is called as 'Liberalized Active Retirement Scheme for Guaranteed Employment for Safety staff' (LARSGESS).

Others categories of staff with Grade Pay of Rs.1800 & Rs. 1900 covered under the scheme:

A. Operating Department.

1. Pointsman

2. Shuntman

3. Leverman

4. Gateman

5. Traffic Porters.

A. Civil Engineering Department.

1. Gateman
2. Trolleyman
3. Keyman
4. Gangman/Trackman

B. Signal & Telecommunication Department.

1. Khalasi/Khalasi Helper re-designated as Helper Grade II & I to
ESM/MSM/TCM/WTM

A. Mechanical & Electrical Department.

1. Khalasi/Khalasi Helper re-designated as Helper Grade II & I assisting Loco Fitters/C&W Fitters/ Fitters in Diesel Sheds (Open line & Workshops)/EMU/Elect. Sheds (Open Line & Workshops) and Train Lighting & AC Fitters (Open Line & Workshops)

2. Crane Jamadar & Crane Khalasis.

1. Trolleyman of departments other than Civil Engineering is also covered under the scheme.

Eligibility conditions for seeking retirement under the Scheme in respect of Safety categories of staff including Gangman/Trackman with a Grade pay of Rs. 1800/- p.m.:

1. The qualifying service – 20 years as on 1st January/1st July.
2. The eligibility age group – 50 – 57 years as on 1st January/1st July.

Eligibility conditions for seeking retirement under the Scheme in respect of Safety categories of staff with a Grade pay of Rs. 1900/- p.m. including Drivers:

1. The qualifying service – 33 years as on 1st January/1st July.
2. The eligibility age group – 55 – 57 years as on 1st January/1st July.

The conditions of eligibility, in the case of wards, being considered for appointment would be the same as prescribed for direct recruitment from the open market.

Time Schedule:

Time schedule for completing the retirement/recruitment process of the eligible employees and their wards has been divided into two cycles of the respective year as under effective from July 2011 for the calendar year 2011:-

(a) 1st Half January – June

The process of retirement/recruitment of the eligible employees and their wards as on the cut-off date must be completed by 30th June of the respective year for the first cycle.

(b) 2nd half July – December

The process of retirement/recruitment of the eligible employees and their wards as on the cut-off date must be completed by 31st December of the respective year for the second cycle.

NOTE: THE PRESCRIBED TIME SCHEDULE ANNEXED WITH RBE NO. 42/2011 CIRCULATED UNDER CPO'S SERIAL NO.37/2011 NEEDS TO BE STRICTLY FOLLOWED AND THE UNITS MAY PLAN THE STAGE-WISE PROCESS OF RETIREMENT/RECRUITMENT IN A MANNER SO THAT DELAYS IN COMPLETING THE WHOLE PROCESS ARE COMPLETELY AVOIDED.

Check-list for scrutinizing applications received under LARSGESS

1. A check-list will be prepared, indicating eligibility criterion viz. date of birth of the employee, length of the service rendered by the staff, educational qualification and age of wards, etc.
2. All applications received under LARSGESS should be scrutinized initially by a committee consisting of 3 Sr. Supervisors/Inspectors as per check-list and a report to this effect should be submitted by the Committee for further consideration.
3. The report so submitted by the Supervisors' Committee should be verified by a Committee of 3 Asstt. Scale Officers, including one APO and then the Committee will make recommendations to the appropriate authority.
4. The recommended applications by the Committee will be put up to the Assessment Committee for further action as per laid down procedures.
5. Ineligible employees and their wards will be informed along with reasons thereof.

Composition of Assessment Committee

1. For specified safety categories with Grade Pay of Rs. 1800 and Rs.1900: Three (3) JAG Officers at Divisional Level.

Note: Instructions on Assessment Committee of 3 JAG Officers at Divisional level for specified safety categories with Grade Pay of Rs. 1900 (other than Divers) in stead of 3 SAG Officers at Zonal level came into being from 1st cycle 2014 onwards. Past cycle will be governed by earlier instructions.

2. For Drivers/ALPs: Three (3) SAG Officers at Head Quarters Level.
3. For the purpose of Workshops, the same Assessment Committee of 3 JAG officers in existence at the adjacent Division concerned, viz. for Liluah, Kanchrapara and Jamalpur Workshops, the concerned Divisional Assessment Committees would be of Howrah, Sealdah and Malda respectively.

Allotment/Retention of Railway quarters to the wards of Railway employees recruited under the LARSGESS on the Railways

The quarters occupied by the employees taking VRS under the LARSGESS Scheme may be allowed retention of accommodation in the name of only those wards who are eligible for the same type of accommodation, and for others, the wards may be considered for a fresh allotment as per their entitlement on out of turn basis.

Authority: Railway Board's letter No. E(G)2012 QR-1-12 dated 21/02/2014 (RBE No. 07/2014) circulated under CPO's Sl. Circular No. 21/2014

In Southern Railway some employees seeking voluntary retirement under LARSGESS, who were declared ineligible being over-aged on the cut-off date notified by the railway administration, had approached the Hon'ble CAT, Chennai against the decision of the railway administration. In its judgement dated 26th August 2013, while dismissing the above O. As., Hon'ble CAT has upheld the conditions prescribed relating to age limit under the LARSGESS.

The above decision of CAT, Chennai, as uploaded on Railway Board's internet website "www.indianrailways.gov.in under Railway Board Directorate Establishment E(P&A) Circulars", circulated under CPO/ER's letter No. E.393/0/3/SRRS (Dup) dated: 29/11/2013 may be quoted while defending the Railways interests in similar cases, if any.

Other important Instructions/Clarifications regarding LARSGESS:-

- The request for retirement will be on a Voluntary basis and there will be no element of compulsion on the part of the Administration.
- The retirement of the employee be considered only if the ward is found suitable in all respects. Retirement of the employee and appointment of the ward should take place simultaneously.
- The ward will be considered for appointment only in the lowest recruitment Grade pay of Rs. 1800/- of the respective category from which the employee seek retirement, subject to his/her eligibility/suitability in all respects. However, the wards of Drivers would continue to be considered for appointment in the initial recruitment Grade Pay of Rs. 1900/- p.m. as ALP.
- The staff working on the post with Grade Pay of Rs. 1900/- & Rs. 1800/- will continue to be eligible for seeking retirement under the Scheme even after getting financial upgradation in Grade Pay higher than Rs. 1900/- & Rs. 1800/- under MACPS.

Other important Instructions/Clarifications regarding LARSGESS:-

- Last date for receiving the applications for the 1st cycle and the 2nd cycle is 31st January and 31st July of the year respectively.
- Last date for withdrawal of application is 28th/29th February and 31st August of the respective year for the 1st cycle and the 2nd cycle respectively.
- The requirement of PET for recruitment in the relevant categories under the Scheme has been dispensed with w.e.f. January 2012 onwards.
- Relaxation of the prescribed minimum educational qualifications for recruitment under the scheme in exceptional circumstances under the GM's power is permissible in the minimum of the (-1S) scale without any Grade Pay and the period spent as such will not be counted as service for any purpose.

Other important Instructions/Clarifications regarding LARSGESS:-

- The prescribed time schedule for retirement/recruitment under the Scheme should be strictly adhered to. Any delay in completing the whole process as per schedule would dilute the objective/purpose of the scheme.
- While submitting the panel of successful wards for recruitment to the competent authority for approval, it should be certified by CPO that he was personally satisfied that the whole process of recruitment of wards has been completed within time schedule fixed by Board.
- The prescribed terms & conditions for retirement/recruitment under the scheme should be strictly adhered to and any deviation should not be resorted to locally.
- "Ward" for the purpose of LARSGESS will cover only son/daughter of the Railway employee, irrespective of the marital status, for recruitment under the scheme.

Other important Instructions/Clarifications regarding LARSGESS:-

- In case the ward of the employee fails in the medical examination of a particular cycle after passing the written test; then the employee's request for consideration of other ward for recruitment under the scheme may be considered in the next retirement/recruitment cycle, provided both the employee and ward fulfill the prescribed eligibility conditions. This benefit, however, is not admissible in the same cycle.
- For the purpose of reckoning 20 years' of qualifying service in respect of those staff who have rendered service in both non-safety and safety category post for being eligible for VR under the scheme, 20 years' of qualifying service should be in the specified safety category posts.

Thank You!