

Eastern Railway
(Personnel Department)
17 N. S. Road, Kolkata – 700 001

Serial Circular No.: 142/2016

No. E.393/0/3/SRRS/Pt.I

Kolkata, Dated: 08/11/2016

ALL CONCERNED

(As per the standard List)

Sub: LARSGESS.

Following copy of Railway Board's letter No. **E(P&A)I-2015/RT-8** dated 27.10.2016 on the above noted subject is forwarded herewith for information, strict compliance. Instructions contained in Board's letter dated 29.03.2011 mentioned therein was circulated under this office serial No. **37/2011**.


(S. Chakraborty)

Sr. Personnel Officer/BGB
For Chief Personnel Officer
Phone No. 24115

Copy of Board's letter No. **E(P&A)I-2015/RT-8** dated 27.10.2016 addressed to the GMs/All Indian Railways.

Sub: LARSGESS.

A Time Schedule has been laid down in Board's letter No. E(P&A)I-2010/RT-2 dated 29.03.2011 for completion of Retirement/Recruitment process under the LARSGESS Scheme for each cycle. As per this Schedule a month's time frame has been laid down for scrutiny of the applications received for the Scheme. During this period the Railways in the first instance, are required to check the fulfillment of eligibility conditions and process further for the Retirement/Recruitment process (of the employee/ward respectively) under the Scheme in respect of only those who fulfill the prescribed eligibility conditions including those of age and qualifying service with respect to the relevant cut-off dates.

2. It has however been observed that the eligibility conditions of the employee are being scrutinized, in several cases, after the ward qualifies the written test/Aptitude test/Medical. It may be appreciated that at this belated stage, if it is found that the employee is not fulfilling the prescribed eligibility conditions and the Voluntary retirement request with subsequent appointment of the ward is not accepted, this could result in an awkward situation and may lead to employee/ward seeking legal recourse.

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3. This situation can be avoided, if the eligibility conditions of both the employee and the ward are prima-facie determined at the initial stage itself so that those not eligible are advised early and not given false hopes/expectation by calling the wards for the tests. Further, it has also been observed that even while rejecting the claim of the employee for consideration under LARSGESS, all the grounds on account of which he/she was not found eligible, are not brought out in the Speaking Order passed by the Railways. In some cases this has resulted in Court decisions being passed in favour of employees due to the sole reason for rejection (as mentioned in the rejection order issued by the Railway) being struck down, even though other reasons were also there which were not listed in the rejection order. It should therefore be ensured that all the relevant grounds be clearly brought out whenever rejection of a request under the Scheme is communicated to the employee.

4. The Railways are once again advised to strictly adhere to the Time Schedule prescribed for each cycle for processing of Retirement/Recruitment requests under the Scheme.

**Sd/-(S. Balachandra Iyer),
Director Pay Commission
Railway Board**

INDEX No.1066: Retirement/Recruitment under LARSGESS should be processed strictly as per Time Schedule and in case of any rejection, all the relevant grounds be clearly communicated to the employee.