

# ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.APSRTC-12021(31)/5/2018-IE &  
No.AE (M)-1/367(01)/2018-IED



O/o the VC & MD,  
RTC House, Vijayawada-13.

## **CIRCULAR NO.13/2018-IED, Dt.29-11-2018.**

Sub:-DIS – Incentive scheme to the Drivers and Maintenance staff on certain A/C vehicles on HSD oil KMPL parameter - Reg.

- Ref: 1. Circular No.23/2010 – IED, Dt.26-11-2010.  
2. Circular No.12/2011 – IED, Dt.26-11-2011.  
3. Circular No.01/2012 – IED, Dt.29-01-2016.  
4. Circular No.01/2016 – IED, Dt.29-01-2016.

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The Corporation is operating prestigious & luxurious Air Conditioned (A/C) vehicles i.e., VENNELA SLEEPER, AMARAVATI, GARUDA PLUS & INDRA for more comfortable and with less running time journeys than other modes of passenger road transport to meet the requirements of esteemed passengers of A.P.S.R.T.C.

Vide ref. at 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> cited, in lieu of incentive amount based on performance of HSD KMPL a fixed amount of Rs. 25/- per duty per driver at the end of the month is being paid.

As these four types of products are well established and running since years it is now decided to link the incentive amount on HSD KMPL to the productivity of HSD KMPL of these types of buses. The other types of A/C buses i.e., Garuda & Metro Luxury buses etc., were already linked to performance to arrive incentive amount for both Drivers & Maintenance staff.

### **Methodology to earn incentive on fuel performance applicable to driver and maintenance staff:**

The existing methodology shall be applied for these types of vehicles also to arrive group incentive to maintenance staff and individual incentive to drivers based on performance on HSD KMPL parameter, with separate capping value, multiple factor, & sharing slabs.

#### **I. Capping Value:**

S.No.	Type	Capping Value
1	INDRA	4.38
2	GARUDA PLUS	3.32
3	VENNELA SLEEPER	3.78
4	AMARAVATI	3.15

Contd:2:

Once the driver achieved/crossed the eligible KMPL the driver is eligible to receive incentive amount from the calculating base HSD saved at various level of performance computed on daily basis and accumulated up to the month under consideration to pay month end incentive. If a driver HSD KMPL is less than the eligible base, no incentive shall be paid.

## II. Multiple Factor:

Multiple factors are envisaged on achievement of higher KMPL, compared with the targeted KMPL on a particular route/type applicable to drivers and maintenance staff.

S.No.	% of improvement achieved from the targeted KMPL	Multiple factor
1	<5%	1
2	=>5% and <10%	1.1
3	=>10% and <15%	1.2
4	=>15% and <20%	1.3
5	=>20%	1.4

## III. Slabs & Sharing:

The % of sharing to be allowed to drivers and maintenance staff on various level of achievement on type wise operation are tabulated as follows:

<b>Sharing Slabs</b>							
<b>VENNELA SLEEPER AMARAVATHI GARUDA PLUS</b>				<b>INDRA A/C</b>			
S.No.	Range	Sharing		S.No.	Range	Sharing	
		MNT	DRV			MNT	DRV
1	<2.40	1%	10%	1	<3.10	1%	10%
2	2.40	2%	12%	2	3.10	2%	12%
3	2.50	3%	14%	3	3.20	3%	14%
4	2.60	5%	18%	4	3.30	5%	18%
5	2.70	7%	22%	5	3.40	7%	22%
6	2.80	9%	28%	6	3.50	9%	28%
7	2.90	11%	32%	7	3.60	11%	32%
8	3.00	13%	36%	8	3.70	13%	36%
9	3.10	15%	42%	9	3.80	15%	42%
10	3.20	17%	48%	10	3.90	17%	48%
11	3.30	19%	54%	11	3.95	19%	54%
12	3.40	21%	60%	12	4.00	21%	60%
13	3.45	23%	66%	13	4.05	23%	66%
14	3.50	25%	72%	14	4.10	25%	72%
15	3.55	27%	78%	15	4.15	27%	78%
16	3.60	29%	86%	16	4.20	29%	86%

**Guide lines for arriving at the Payment of incentive for the Depots operating VENNELA Sleeper, Amaravati, GARUDA Plus & Indra Buses;**

- 1) Cancellation & BD Rate: The percentage of Cancellations and Break down rate shall be worked out duly reckoning the KMs Operated by VENNELA Sleeper, Amaravati, GARUDA Plus & Indra Buses.
- 2) HSD KMPL: The HSD KMPL team, Safety Driving Instructor, Additional Incentive to DM & Supervisor on high KMPL, the KMs operated as well as HSD oil consumed by the VENNELA Sleeper, Amaravati, GARUDA Plus & Indra Buses shall be included for arriving at the KMPL of depots.
- 3) Lub KMPL: The Lub oil consumed and KMs operated by VENNELA Sleeper, Amaravati, GARUDA Plus & Indra Buses shall be included for arriving at the LUB KMPL.
- 4) Tyre CPK: For arriving at the Tyre CPK the tyres consumed and KMs operated by VENNELA Sleeper, Amaravati, GARUDA Plus & Indra Buses shall be considered.
- 5) Spring Consumption: Spring consumption per lakh KMs shall be arrived at by excluding the KMs operated by VENNELA Sleeper, Amaravati, GARUDA Plus & Indra Buses.

The instructions already given in case of other A/C buses are applicable for these type of A/C buses also. There is no change in methodology in arriving incentive amounts to drivers and maintenance staff, except shown in this circular.

The above incentive scheme on HSD KMPL parameter will come into force w.e.f., 01.12.2018, duly withdrawn Rs.25/- in lieu of HSD KMPL per duty per driver in the existing schemes on Vennela Sleeper, Amaravati, Garuda Plus & Indra buses.

All other terms and conditions stipulated vide Cir.No.23/2010-IED, Cir.No.07/2012-IED, Cir.No.08/2014-IED, Cir.No.09/2016-IED are stands good and remains unchanged. The validity of the scheme **up to 30.11.2019** or a new scheme is introduced and implemented whichever occurs earlier.

This has approval of VC & MD with the concurrence of FA & CAO

  
**CHIEF ENGINEER (IE)**

- Copy to : ED(E), ED(A), ED(O), Director (V&S), FA&CAO & All EDs (Z) for inf. pl.  
: Sr.RAO, RTC House, VJA, All HODs & RMs  
: CE (IT) is requested to include the circular instructions in relevant software.  
: OSD to Chairman, OSD to VC&MD for kind information please.  
: All Dy.CTMs/Dy.CMEs/ Dy.CAOs/ Principals of ZSTCs & Principal of Transport Academy.  
: All DMs, ATMs & All POs of Regions.  
: PO(R&T) for inclusion in the monthly Index.  
: The General Secretary, APSRTC-E.U, PNBS,Vijayawada.  
: The General Secretary, APSRTC- National Mazdoor Union, Vijayawada.  
: The General Secretaries of APSRTC Karmika Parishat, APSRTC Staff & Workers Federation, APSRTC Bahujan Workers Union, APSRTC Karmika Sangh, APSRTC Workers Union & YSR RTC Mazdoor Union.  
: The General Secretary, APSRTC Class-II Supervisors' Association.