

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No. IE-2/367 (06)/2015 - IED.



O/o the VC & MD,
Bus Bhavan, HYD - 624.

CIRCULAR No. 03/ 2015 - IED, Dated: 30-03-2015

Sub: Depot Incentive Scheme – Introduction of Incentive Scheme for newly introduced Metro Luxury AC buses in the depots of GHZ, VSP & VJA Regions - Circular Instructions issued - Reg.

Ref: 1) Circular No. 23/2010 -IED, Dated: 26-11-2010.
2) Circular No. 34/2014-OPD(R & D),22.10.2014.
3) Circular No. 01/2015-OPD(R & D),23.01.2015.

1.0 Introduction:

The Modified Depot Incentive Scheme was introduced and implemented for all Depots of the Corporation w.e.f 01.12.2010, vide circular cited at 1, with a validity of two years initially i.e., upto 30.11.2012. Subsequently, the validity of the scheme was extended from time to time and finally it is valid upto 30.11.2016, vide circular No. 08/2014 - IED, Dated: 12.11.2014.

The Corporation has introduced 80 new LFAC Volvo Make City Buses in Greater Hyderabad Zone (GHZ) under JNNURM Scheme vide Circular cited at 2. VC & MD has accorded approval to brand this new Volvo AC city bus product as **Metro Luxury AC**. Similarly vide Circular cited at 3, 17 & 13 new LFAC (Volvo Make) buses are allotted to Visakhapatnam(VSP) and Krishna(VJA) Regions respectively under JnNURM Scheme, with the same brand name.

Now in Greater Hyderabad Zone, the buses are being operated in GHMC area as city services. In Krishna region the buses are being operated in the routes of VJA-ELR, VJA-TNL etc., and in VSP region they are planed to operate in the routes of VSP-VZM, VSP-AKP etc..

In order to promote the new range of products and to motivate the Crew for successful operation of these bus services, incentive scheme has to be designed and implemented.

VC & MD with the concurrence of FA & CAO has accorded sanction for the payment of incentive amount to the eligible categories on Earnings parameter, HSD KMPL,Tyre CPK and TIMs (one man services) for operating these services.

P.T.O

2.0 Incentive amount on Earnings parameter:

Conductors and Drivers are eligible for the payment of incentive amount on earnings parameter payable on spot and month end along with other eligible parameters subject to fulfillment of other eligibility clauses.

As per the Depot incentive schemes issued vide circular no.23/2010-IED and subsequent connected circulars, the procedure for the payment of incentive amount and target fixation on earnings parameter shall be applicable for operating these ML AC services in the depots of GHZ, VSP & VJA regions.

The rates of incentive amount for crew on earnings parameter on reaching the target and crossing the target at various levels of growth in earnings shall be applicable on par with City Sheethal / Volvo city AC/ LF AC type and the details are indicated here under;

Type & Category	On Reaching the Target	Above Target				
		>Target to 110%	>110% to 120%	>120% to 130%	>130% to 140%	>140%
For the depots of GHZ, VSP & VJA regions :						
Conductors on the Spot	0.07%	0.37%	0.73%	1.03%	1.32%	1.61%
Conductors at the month end	0.04%	0.19%	0.37%	0.52%	0.66%	0.81%
Drivers on the spot	0.07%	0.37%	0.73%	1.03%	1.32%	1.61%

All other terms & conditions communicated for the payment of incentive amount to crew on earnings parameter vide circular no. 23/2010- IED, Dated: 26.11.2010 shall hold good for these services also.

3.0 Incentive amount on HSD KMPL Parameter:

As per the Depot incentive schemes issued vide circular no.23/2010-IED and subsequent connected circulars, the procedure for the payment of incentive amount, Target fixation and HSD KMPL slabs with eligible sharing on HSD KMPL parameter to the Maintenance staff and Drivers for Volvo city services were communicated. As this product of ML AC is similar to the Volvo city AC, the same procedure shall be applicable for these services in the depots of GHZ, VJA and VSP regions for the payment of incentive amount to the Maintenance staff and Drivers.

The KMPL slabs and percentage of sharing to the Maintenance staff and Drivers on various level of performance on type wise operation are tabulated as follows;

Metro Luxury AC (Volvo)			
S.No.	KMPL RANGE	SHARING	
		MAINTENANCE STAFF	DRIVERS
1	< 1.85	1 %	2 %
2	1.85	2 %	3 %
3	1.90	3 %	5 %
4	1.95	5 %	8 %
5	2.00	5 %	9 %
6	2.05	7 %	12 %
7	2.10	8 %	14 %
8	2.15	9 %	15 %
9	2.20	11 %	18 %
10	2.25	12 %	20 %
11	2.30	13 %	22 %
12	2.35	14 %	23 %
13	2.40	15 %	25 %
14	2.45	16 %	26 %
15	2.50	17 %	28 %
16	2.55	19 %	31 %

The capping of HSD KMPL to newly introduced Metro Luxury (Volvo) AC buses will be communicated in due course if the situation warrants.

4.0 Incentive amount on Tyre CPK Parameter :

As per the Depot incentive schemes issued vide circular no.23/2010-IED and subsequent connected circulars, the procedure for the payment of incentive amount on Tyre CPK parameter shall be applicable for these services in the depots of GHZ , VJA and VSP region for the payment of incentive amount to the Maintenance staff and Drivers.

5.0 Incentive amount to the Service Drivers conducting the services with TIMs:

- a) In the depots of GHZ, incentive amount shall be calculated at the rate of 25 paise on sale of tickets issued through TIM to a passenger (adult/child) irrespective of ticket value. If the driver issues one ticket for more than one passenger, the driver is entitled to receive incentive amount 25 paise for each passenger.
- b) In the depots of VSP and VJA regions for the operations carried out beyond city limits, the driver is allowed Re.1/- as an incentive amount, when the ticket fare collected is equivalent to the fare charged upto 139 KMs. for adult passenger and thereafter Rs.2/-, for each passenger on the tickets issued through TIMs.

- c) If these buses operated in city limits of VSP and VJA, the incentive amount is allowed on par with condition 5 (a).

All other terms and conditions communicated vide circular no. 10/2014-IED, Dated: 14-11-2014 shall be applicable for these services.

6.0 Terms and Conditions for the payment of incentive amount:

1. These circular instructions will come into force with effect from 15.04.2015.
2. The validity of the scheme is co-terminus with the validity of circular No.08/2014-IED, Dated:12-11-2014 i.e., upto 30.11.2016 except the validity of the TIMs Circular No. 10/2014-IED, Dated: 14-11-2014 i.e., upto 30.11.2015.
3. All other terms and conditions communicated vide Circular no. 23/2010-IED, stands good.
4. The rates of incentive are subjected for revision, whenever the fare revision takes place.
5. The IT Department is informed to make necessary software programme (DCP) for the payment of incentive amount to the concerned.
6. The LUB oil consumed and KMs operated by these buses shall be excluded for arriving at the Lub KMPL for the payment of incentive amount.


CHIEF ENGINEER (IE)

Copy to : Secretary to Chairman for kind information please.

: Personal Secretary to VC & MD for kind information please.

: Director(V&S),JMD,All EDs/ FA & CAO/ED(Zones) for kind information please.

: All RMs / HODs.

: Sr.RAO (AG), Bus Bhavan for information please.

: All Dy. CTMs / DVMs/ Dy. CMEs/ Dy. CAOs.

: Dy. CAO(TA & I) 20 copies.

: Principals of ZSTCs / Principal of Transport Academy

: Dy.CME (Sr. Manager-IT) to provide necessary software programme for the implementation of the scheme and to keep the scanned copy of this circular in Web under " IED " Circulars.

: Training Officer / HO for inclusion in monthly index.

: All DMs / AOs.

: The Secretary General, APSRTC,E.U,Satyanarayana Reddy Marg, Hyd.

: The General Secretary, APSRTC, NMU, Vidyanagar, Hyderabad.

: The General Secretary, APSRTC, TMU, Hyderabad.

: The General Secretary, APSRTC Class-II Supervisor's Association.

: The General Secretary, APSRTC, SWF, H.No. 01-07-130/5, Risala Khursheed Jahi, Zamistanpur, Hyderabad.