

# ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.IE -2/367(05)/2012 - IED



O/o the VC & MD, MSRD,  
Bus Bhavan, Hyderabad.

## **CIRCULAR No. 05 / 2012-IED, Dated: 11-10-2012**

Sub:- REWARDS: Reward Scheme to the Drivers of private Hire Buses - Payment of reward to the private hire bus drivers on earnings parameter – Reg.

Ref:- 1. Circular No. 23 / 2010 – IED, dated 26-11-2010.  
2. Circular No. 04 / 2012 – IED, dated 26.09.2012

### 1. INTRODUCTION:

In the existing Depot incentive scheme Drivers and conductors are getting equal amount of incentive on service earnings parameter after the spell of the duty. In case of Hire bus services, conductor is eligible to receive incentive on earning parameter. The driver share is not being paid as he is engaged by the private hire bus owner. In order to enhance the co-ordination between the hire bus driver and Corporation Conductor so that the crew will jointly function towards a common goal of maximizing the service earnings, it is proposed to extend some monetary benefit to the drivers of private hire buses also, on earnings parameter.

### 2. TITLE OF THE SCHEME:

The scheme is called as “**REWARD Scheme for the Drivers of Private Hire Buses**” in APSRTC.

### 3. OBJECTIVES OF THE SCHEME:

The main objectives of the scheme are,

- a. To enhance the co-ordination between the private hire bus driver and the service conductor in operating the service, in order to motivate them to improve the service earnings.
- b. To create awareness to pick up the passengers at Bus stations, Bus stops and enroute so as to increase the earnings.
- c. To extend monetary benefit to the private hire bus drivers on earnings parameter, daily, on par with the conductors of the same service.

#### 4. DETAILS OF THE SCHEME:

- a. The driver of the private hire bus shall be given monetary benefit of an amount which will be equivalent to the incentive amount to be paid to the APSRTC driver if he operates on that service, on the spot, on earnings parameter.
- b. This monetary benefit shall be termed as “REWARD”.
- c. The REWARD paid shall be calculated based on the rate of incentive vide circular No. 04/2012- IED, dated. 26.09.2012, with respect to drivers for all types of services except Garuda, Garuda plus A/C and Vennela A/C.
- d. The REWARD shall be paid to the private hire bus driver on the spot on par with the conductor of the service who is paid the incentive on spot.
- e. There is no month end amount to the driver of private hire bus.
- f. The REWARD amount to the hire bus driver shall be paid to him after obtaining his acknowledgement in the prescribed claim sheet, as having received the reward amount.
- g. Separate claim sheets have to be maintained in the prescribed proforma, which is enclosed as **Annexure ‘A’** for the payment of Rewards to the hire bus drivers.
- h. There is no individual monthly ceiling limit on the Reward amount.
- i. The monetary motivation in the name of Reward on earnings parameter to the drivers of private hire buses is purely based on the discretionary powers of the Management of APSRTC and the Management reserve the right to withdraw the scheme at any time without any notice to any one and **the hire bus drivers cannot claim this reward as a matter of right.**
- j. The payment of Reward does not create the relationship of Master and Servant and is purely a motivating concept.
- k. The Driver of Private Hire bus cannot claim any type of employment in APSRTC, on the basis of this system. For which individual private hire bus driver has to give under taking as per the **Anneure ‘B’**.

#### 5. CONDITIONS OF ELGIBILITY:

The reward amount shall not be paid to the hire bus driver for the day if the following irregularities are noticed.

- a. Not wearing proper uniform.
- b. Not reporting to duty with the proper vehicle on time.
- c. Unpunctual operation.
- d. If any public complaints received against the driver on the behaviour of the driver with passengers or non-stopping of bus at stages on request or when passengers on the road hailed their hands, to board the bus.
- e. If the driver is involved in Cash & Ticket irregularities.

All the conditions governing the payment of incentive amount on earnings parameter to the driver of APSRTC vide circular No.23/2010 – IED, dated.26.11.2010 and circular No.04/2012-IED, dated.26.09.2012, regarding.

- i. Fixation of target to the service
- ii. Rates of Payment of incentive to different types of Services
- iii. Conditions of eligibility for the payment of spot incentive,

shall be applicable in the case of payment of reward to the drivers of private hire bus also.

The detailed Illustration is given hereunder.

### **Illustration of Fixation of Service Target For Private Hire service**

The illustration for fixation of service target and method of calculation of reward amount to private hire bus service is as follows.

- a. A private hire bus is being operated by Nalgonda depot between Nalgonda to Hyderabad as Express.
- b. For Example the average EPK of July '12 to September '12 is taken as = Rs.21/-
- c. Correction Factor for the period October to December = 1.03
- d. Targeted EPK for the period October'12 to December '12  
= (b X c) = 21.00 X 1.03 = Rs. 21.63
- e. Schedule Kilometer of the service = 424
- f. Targeted earnings of the service for the quarter October '12 to December '12  
= (d x e) = 21.63 X 424 = Rs.9171.12 = or Say Rs.9171/-
- g. Earnings realized for the service = Rs.12000/-,
- h. Earnings over & above the Target = (g - f) = 12000-9171 = Rs.2829/-
- i. % of Earnings over & above the target = (g x 100/f) = 12000 x 100/9171 = 130.85%
- j. Reward amount to be paid to the Private Hire Bus Driver (Spot amount) =  
= (Target amount X 0.13%) + (Earnings over & above Target X 2.10%)  
= (9171 X 0.13%) + (2829 X 2.10%) = 11.92 + 59.41 = Rs. 71.33

The Depot managers shall obtain undertaking from the individual Hire bus driver as per the Annexure 'B' enclosed to the Circular.

The Depot Accounts wing has to check the drivers name as per the payment of Annexure 'A' with the Annexure 'B' for every fortnight.

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The monthly post audited sheets by the accounts wing of the office of the Regional Manager concerned, shall send a copy of the same to Industrial Engineering Department for analysis and record.

The computers department shall incorporate necessary modifications in the software concerned.

To allocate separate Account Head to book the expenditure on the incentive amount paid to the private hire bus driver.

The circular instructions come into force with effect from 01-11-2012 and valid for a period of one year.

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

  
EXECUTIVE DIRECTOR (E & IT)

- Copy to :
- : Secretary to Chairman for kind information please.
  - : Personal Secretary to VC & MD for kind information please.
  - : Director(V&S), All EDs/ FA/CAO/ED(Zones) for kind information please.
  - : All RMs / HODs.
  - : **Chief Manager(A&S) to allocate separate Account Head for the payment.**
  - : 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 for the implementation of the scheme.**
  - : Training Officer / HO for inclusion in monthly index.
  - : All DMs / AOs / A.G. Audit, RTC Branch, Hyd.
  - : The General Secretary, APSRTC, NMU, Vidyanagar, Hyderabad.
  - : The Secretary General, APSRTC, E.U, Satyanarayana Reddy Marg, Hyd.
  - : The General Secretary, APSRTC, SWF, H.No. 01-07-130/5, Risala Khursheed Jahi, Zamistanpur, Hyderabad.

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FORTNIGHT REPORT ON REWARD PAYMENT PARTICULARS

NAME OF THE DEPOT:  
 NAME OF THE SERVICE:  
 SERVICE NUMBER:

PERIOD FROM 01.11.2012 TO 15.11.2012 (15 DAYS)  
 PERIOD FROM 16.11.2012 TO 30.11.2012 (15 DAYS)

## OPERATIONAL REWARD AMOUNT TO HIRE BUS DRIVERS ( IN Rs.)

S.No	DATE	NAME OF THE DRIVER	BADGE NO. OF THE DRIVER	BUS NO	SCHEDULE KMs	OPERATED KMs	COACH EARNINGS (Rs.)	TARGETED EARNINGS (Rs.)	ELIGIBLE REWARD AMOUNT (Rs.)	IRREGULARITIES IF ANY	PAID REWARD AMOUNT (Rs.)	REMARKS	SING. OF THE DRIVER WITH BADGE NO.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
1													
2													
3													

SIGNATURE OF DEPOT CLERK:

SIGNATURE OF TRAFFIC INCHARGE:

SIGNATURE OF ACCOUNTS SUPERVISOR:

SIGNATURE OF DEPOT MANAGER:

UNDERTAKING

I \_\_\_\_\_, S/O \_\_\_\_\_, B.No. \_\_\_\_\_, Driver of Hire Bus No. \_\_\_\_\_ having gone through the Circular No. 05 /2012 - IED, dated. 11.10.2012 . I am aware that the Reward Scheme can be with drawn by the Corporation without notice, the payment of reward is gratuitous in nature and I cannot claim regular employment by virtue of receiving the reward.

Place:

Signature:

Date :

Name :

WITNESSES:

- 1.
- 2.