

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

IE-2/367(03)/2012 – IED



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

CIRCULAR No. 03 / 2012 – IED, Dated. 18 – 05 - 2012.

SUB: - DIS - Payment of Incentive to Garage Employees /Garage ADC's working in all depots – Modifications carried out in the Existing Depot Incentive Scheme – Circular Instructions issued –Reg.

REF: - 1) Circular No.23 / 2010 – IED, Dated. 26.11.2010.
2) Case No.IE-2 / 367(03) / 2012 – IED, Dated.19.03.2012.

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1.0 INTRODUCTION:

Vide reference 1st cited, the Modified Depot Incentive Scheme has been introduced and implemented at all the depots of the Corporation w.e.f. 01.12.2010. In the Existing Scheme the incentive is being paid to Garage employees /Garage ADC's on Cost Parameters such as Fuel KMPL/KMPKg, Tyre CPK, Lub KMPL and Spring Consumption. The total incentive amount earned on each parameter is distributed in 3:2 ratio between Skilled & Unskilled employees subject to maximum ceiling limit.

Further the sum of incentive earned by individual employee on all cost parameters after applying ceiling limit is distributed for the employees of Garage. While distributing, 25%of the eligible incentive is linked to Breakdown Rate, 25%of the eligible incentive is linked to percentage of KMs cancelled due to mechanical reasons and 50%of the eligible incentive is being paid directly. Representations were received from the Recognised Union by stating that, due to linking the eligible incentive to qualifying parameters the garage employees/Garage ADCs are getting less amount and further it was requested to revise / enhance the incentive amount to garage staff / Garage ADC's by carrying out some modifications in the Existing Scheme for motivating maintenance staff.

After detailed study and analysis, it is observed that the present linking of incentive to the qualifying parameters (penalizing) is discouraging the Garage Employees. Hence it is decided to modify the percentage of linking of incentive to the qualifying parameters such as Breakdown rate and %of KMs cancelled due to mechanical reasons.

Keeping in view of the above, VC & MD with the concurrence of CAO has accorded permission to carry out the modifications in the existing depot incentive scheme for the purpose of payment of incentive to the Garage employees and Garage ADCs are furnished hereunder.

2.0 Breakdown Rate:

In the existing depot incentive scheme, 25% of the incentive earned on all the parameters is linked to the Breakdown rate.

Now it is decided to **link 15% of incentive shall be paid to breakdown rate as against the existing 25%**

3.0 Percentage of KMs cancelled due to Mechanical reasons:

In the existing depot incentive scheme, 25% of the incentive earned on all the parameters is linked to the % of KMs cancelled due to mechanical reasons (excluding want of bus and late supply).

Now it is decided to **link 10% of incentive shall be paid to % of KMs cancelled due to mechanical reasons as against the existing 25%**

4.0 Direct Amount:

In the existing depot incentive scheme, 50% of the incentive earned on all the parameters is paid directly.

Now it is decided to **pay remaining 75% of incentive amount directly instead of the existing 50%**

5.0 Incentive to Garage ADC's:

In the existing depot incentive scheme, the ADC's working in garage are eligible for 50% of the incentive earned by Class-III (Skilled) employees of Garage.

Now it is decided to **pay incentive to Garage ADC's equivalent incentive amount (eligible) paid to the class-3 employee of garage.**

6.0 Date of payment of Incentive :

In the existing depot incentive scheme, the date of payment of incentive is on or after 20th of succeeding month.

Now it is decided to pay incentive on or after 18th of the succeeding month. // ✓

- 7.0 The validity of the Circular is co-terminus with the validity of Circular No. 23/2010 – IED, dated 23.11.2010 i.e. 30.11.2012.
- 8.0 All other terms and conditions communicated vide circular No. 23/2010-IED, dated. 26.11.2010 shall remain unchanged.
- 9.0 These instructions for the payment of incentive will come in to force with effect from the month of May 2012, payable in June 2012.


EXECUTIVE DIRECTOR (E, IT & HRD)

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.
- : All Dy. CTMs DVMs/ Dy. CMEs/ Dy. CAOs/ Dy. CAO(TA&I) 20 copies.
- : Principals of ZSTCs / Dy.CME (Sr. Manager-IT) for necessary action.
- : All DMs / AOs / A.G. Audit, RTC Branch, Hyd.
- : Training Officer / HO for inclusion in monthly index.
- : 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 KhursheedJahi, Zamistanpur, Hyderabad.