

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION



No.IE-2/367(49)/2013-IED

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

CIRCULAR No. 10 / 2013 - IED, Dated: 19-11-2013.

Sub:- DIS – Introduction of Incentive Scheme to the Drivers and Maintenance staff on CNG KMPKg. for operation of CNG Low Floor AC and Non AC Metro Deluxe buses at City depots - Circular Instructions issued -Reg.

- Ref:-** 1) Circular No. 23/2010 - IED, Dated: 26.11.2010.
2) Circular No. 07/2012-IED, Dated: 21-11-2012.
3) Case No.M1/843(CNG)/12-MED of RM/VJA, Dt.05-05-2012.

1.0 Introduction:

Vide Circular reference cited at 1 & 2, the Modified Depot Incentive Scheme was introduced and implemented for all District and City depots of the Corporation with effect from 01.12.2010 and valid up to 30.11.2014.

At the time of revision of Depot Incentive Scheme - 2010, separate incentive scheme was not designed to the Drivers & Maintenance staff on CNG KMPKg for operation of these LF CNG AC & Non AC Metro Deluxe buses as these buses were not in operation, at that juncture.

A detailed study is made on the fuel performance for the operation of CNG Low Floor AC and CNG Low Floor Non AC Metro Deluxe buses on the request made vide reference no. 3. 8 Low floor CNG AC and 13 Low floor CNG Non AC Metro Deluxe buses are being in operation in GVPT-2 depot of VJA Zone since July 2011 & March 2012 respectively.

Based on the fuel performance, the incentive scheme is evolved to the Drivers and Maintenance staff on CNG KMPKg. for the buses having Low Floor, at the depots of VJA city and can be applicable for other depots wherever such product of buses exists and the details are as follows;

2.0 Incentive to the Drivers and Maintenance staff on Fuel CNG KMPKg. of Low Floor buses:

The drivers and maintenance staff play a vital role in achieving good KMPL/KMPKg. To motivate them in improving the fuel performance, scheme for payment of incentive amount on KMPKg. parameter is introduced for the operation of Low Floor CNG AC & Non AC Metro Deluxe buses at month end subject to the fulfillment of other eligibility clauses.

2.1 Target KMPKg., KMPKg. Slabs and % of Sharings:

The **BASE KMPKg.** for Maintenance staff and Drivers is fixed as 2.62 and 3.40 for LF CNG AC & Non AC Metro Deluxe buses respectively, based on the average fuel performance for the years 2011-12 & 2012-13. The KMPKg. slabs and percentage of sharings on various levels of Target achievement for type wise operation are tabulated as follows;

LOW FLOOR CNG AC METRO DELUXE BUSES CITY/ SUB				LOW FLOOR CNG NON-AC METRO DELUXE BUSES CITY/ SUB			
S.No.	T/KMPKg. (Range)	SHARING (%)		S.No.	T/KMPKg. (Range)	SHARING (%)	
		MNT	DRV			MNT	DRV
1	< 2.62	1.45	3.00	1	< 3.40	1.45	3.00
2	2.62	2.89	4.50	2	3.40	2.89	4.50
3	2.67	4.34	7.50	3	3.45	4.34	7.50
4	2.72	7.23	12.00	4	3.50	7.23	12.00
5	2.77	7.23	13.50	5	3.55	10.12	16.50
6	2.82	10.12	18.00	6	3.60	11.56	21.00
7	2.87	11.56	21.00	7	3.65	14.45	25.50
8	2.92	13.00	22.50	8	3.70	17.34	30.00
9	2.97	15.89	27.00	9	3.75	20.23	35.00
10	3.02	17.34	30.00	10	3.80	21.67	38.00
11	3.07	18.78	33.00	11	3.85	23.12	40.00
12	3.12	20.23	35.00	12	3.90	24.56	43.00
13	3.17	21.67	38.00	13	3.95	27.45	49.00
14	3.22	23.12	40.00	14	4.00	28.90	54.00
15	3.27	24.56	43.00	15	4.05	31.78	59.00
16	3.32	27.45	49.00	16	4.10	34.67	64.00

The same procedure is adopted for payment of incentive amount on fuel KMPL/KMPKg. to the Maintenance staff & Drivers which was communicated in the existing circular No.23/2010-IED, Dated:26.11.2010, vide para no's 15.1 to 15.1.4, 15.1.6, 15.1.9 and 15.1.10.

The capping of CNG KMPKg. for Low Floor AC and Low Floor Non-AC Deluxe Buses shall be communicated in due course if the situation warrants.

For easy understanding Illustrations are furnished for payment of incentive to the Maintenance staff & Drivers on KMPKg. parameter for the operation of LF CNG AC & Non AC Metro Deluxe buses and enclosed as **annexures.**

3.0 Terms and Conditions:

- All other terms and conditions communicated Vide circular No. 23 / 2010- IED, Dated: 26.11.2010 shall remain unchanged.
- The validity of the scheme is co-terminus with the validity of circular No.07/2012 - IED, Dated: 21.11.2012 i.e upto 30.11.2014.
- The I.T Department is requested to make necessary Software Programme in the DCP for the implementation of the scheme.
- These Circular instructions for the payment of incentive will come into force w.e.f the month of November 2013, payable in December 2013.
- This has the approval of VC & MD with the concurrence of FA & CAO.



CHIEF ENGINEER (IE)

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 / Principal of Transport Academy

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

: Training Officer / HO for inclusion in monthly index.

: All DMs / AOs / A.G. Audit, RTC Branch, Hyd.

: 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, S&WF, H.No. 01-07-130/5, Risala Khursheed Jahi, Zamistanpur, Hyderabad.

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ILLUSTRATION FOR PAYMENT OF INCENTIVE AMOUNT TO MAINTENANCE
STAFF ON LOW FLOOR CNG AC & NON AC METRO DELUXE BUSES

DEPOT : GOVERNORPET – 2 DEPOT
MONTH: APRIL 2013

A) LF CNG AC METRO DELUXE BUSES: (Depot CNG KMPKg. is >Target)

Fleet : 08

- a) Total Operated KMs. = 76480
- b) Total CNG consumed = 27314
- c) Achieved Depot CNG KMPKg. = 2.80
- d) Target KMPKg. = 2.65 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable
- f) Calculation of Multiple factor:
% of KMPKg. improvement achieved = $(2.80 - 2.65) \times 100 / 2.65 = 5.66\%$
over the Target KMPKg.
Multiple factor = 1.10 (Since % of KMPKg. improvement is $\Rightarrow 05\% \& < 10\%$)
- g) Eligible base = $2.65 \times 96\% = 2.54$

As per the Circular the depot is eligible for payment of incentive since the actual KMPKg. is more than the Target.

- h) Calculating base = $2.65 \times 92\% = 2.44$
- i) CNG saved = $76480 / 2.44 - 27314 = 4030.26$ Kgs.
- j) Eligible share = 2.89 % (Target is between KMPKg. slab from 2.62 to 2.66)
- k) Rate of Kg. CNG saved = Rs. 4.50
- l) Total Incentive amount payable = $4030.26 \times 4.50 \times 2.89\% \times 1.10 = \underline{\text{Rs. 576.55}}$

B) LF CNG NON AC METRO DELUXE BUSES: (Depot CNG KMPKg. is >Target)

Fleet : 13

- a) Total Operated KMs. = 110745
- b) Total CNG consumed = 29982
- c) Achieved Depot CNG KMPKg. = 3.69
- d) Target KMPKg. = 3.42 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable
- f) Calculation of Multiple factor:
% of KMPKg. improvement achieved = $(3.69 - 3.42) \times 100 / 3.42 = 7.89\%$
over the Target KMPKg.
Multiple factor = 1.10 (Since % of KMPKg. improvement is $\Rightarrow 05\% \& < 10\%$)
- g) Eligible base = $3.42 \times 96\% = 3.28$

As per the Circular the depot is eligible for payment of incentive since the actual KMPKg. is more than the Target.

- h) Calculating base = $3.42 \times 92\% = 3.15$
- i) CNG saved = $110745 / 3.15 - 29982 = 5175.14$ Kgs.
- j) Eligible share = 2.89 % (Target is between KMPKg. slab from 3.40 to 3.44)
- k) Rate of Kg. CNG saved = Rs. 4.50
- l) Total Incentive amount payable = $5175.14 \times 4.50 \times 2.89\% \times 1.10 = \underline{\text{Rs. 740.33}}$

ANNEXURE-2

ILLUSTRATION FOR PAYMENT OF INCENTIVE AMOUNT TO DRIVER ON LOW FLOOR CNG AC & NON AC METRO DELUXE BUSES

DEPOT : GOVERNORPET - 2 DEPOT

MONTH: APRIL 2013

A) LF CNG AC METRO DELUXE BUSES: (Actual CNG KMPKg. is >Target)

ROUTE: Vijayawada to Guntur (For one day on 01.04.2013)

- a) Total Operated KMs. = 198
- b) Total CNG consumed = 62
- c) CNG KMPKg. achieved by the driver = 3.19
- d) Target KMPKg. = 2.80 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable
- f) Calculation of Multiple factor:

% of KMPKg. improvement achieved = $(3.19 - 2.80) \times 100 / 2.80 = 13.93\%$
over the Target KMPKg.

Multiple factor = 1.20 (Since % of KMPKg. improvement is $\geq 10\%$ & $< 15\%$)

- g) Eligible base = $2.80 \times 96\% = 2.69$

As per the Circular the Driver is eligible for payment of incentive since the actual KMPKg. is more than the Target.

- h) Calculating base = $2.80 \times 92\% = 2.58$
- i) CNG saved = $198 / 2.58 - 61 = 14.74$ Kgs.
- j) Eligible share = 13.50% (Target is between KMPKg. slab from 2.77 to 2.81)
- k) Rate of Kg. CNG saved = Rs. 4.50
- l) Total Incentive amount payable = $14.74 \times 4.50 \times 13.50\% \times 1.20 = \text{Rs. } 10.75$
for that day

B) LF CNG NON AC METRO DELUXE BUSES: (Actual CNG KMPKg. is >Target)

ROUTE: Vijayawada to Kodada (For one day on 01.04.2013)

- a) Total Operated KMs. = 200
- b) Total CNG consumed = 48.80
- c) CNG KMPKg. achieved by the driver = 4.10
- d) Target KMPKg. = 3.55 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable

- f) Calculation of Multiple factor:

% of KMPKg. improvement achieved = $(4.10 - 3.55) \times 100 / 3.55 = 15.49\%$
over the Target KMPKg.

Multiple factor = 1.30 (Since % of KMPKg. improvement is $\geq 15\%$ & $< 20\%$)

g) Eligible base = $3.55 \times 96\% = 3.41$

As per the Circular the Driver is eligible for payment of incentive since the actual KMPKg. is more than the Target.

h) Calculating base = $3.55 \times 92\% = 3.27$

i) CNG saved = $200 / 3.27 - 48.80 = 12.36$ Kgs.

j) Eligible share = 16.50 % (Target is between KMPKg. slab from 3.55 to 3.59)

k) Rate of KG. CNG saved = Rs. 4.50

l) Total Incentive amount payable = $12.36 \times 4.50 \times 16.50\% \times 1.30 = \underline{\text{Rs. 11.93}}$
for that day

Similarly the same above method for the payment of incentive to the other Drivers on CNG KMPKg. for the operation of Low Floor CNG AC and Non AC Metro Deluxe buses has to be followed on daily basis and accumulated up to the month under consideration to pay at the month end.

ILLUSTRATION FOR PAYMENT OF INCENTIVE AMOUNT TO MAINTENANCE
STAFF ON LOW FLOOR CNG AC & NON AC METRO DELUXE BUSES

DEPOT : GOVERNORPET – 2 DEPOT
MONTH: MAY 2013

**A) LF CNG AC METRO DELUXE BUSES: (Depot CNG KMPKg. is < Target & >
Eligible base)**

Fleet : 08

- a) Total Operated KMs. = 76480
- b) Total CNG consumed = 29415
- c) Achieved Depot CNG KMPKg. = 2.60
- d) Target KMPKg. = 2.65 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable
- f) Calculation of Multiple factor:

% of KMPKg. improvement achieved = $(2.60 - 2.65) \times 100 / 2.65 = -1.89\%$
over the Target KMPKg.

Multiple factor = 1.00 (Since % of KMPKg. improvement is < 05 %)

- g) Eligible base = $2.65 \times 96\% = 2.54$

As per the Circular the depot is eligible for payment of incentive since the actual KMPKg. is more than the eligible base and less than the Target .

- h) Calculating base = $2.65 \times 92\% = 2.44$
- i) CNG saved = $76480 / 2.44 - 29415 = 1929.26$ Kgs.
- j) Eligible share = 2.89 % (Target is between KMPKg. slab from 2.62 to 2.66)
- k) Rate of Kg. CNG saved = Rs. 4.50
- l) Total Incentive amount payable = $1929.26 \times 4.50 \times 2.89\% \times 1.0 = \underline{\text{Rs. 250.90}}$

**B) LF CNG NON AC METRO DELUXE BUSES: (Depot CNG KMPKg. is < Target &
> Eligible base)**

Fleet : 13

- a) Total Operated KMs. = 110745
- b) Total CNG consumed = 32572
- c) Achieved Depot CNG KMPKg. = 3.40
- d) Target KMPKg. = 3.42 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable
- f) Calculation of Multiple factor:

% of KMPKg. improvement achieved = $(3.40 - 3.42) \times 100 / 3.42 = -0.58\%$
over the Target KMPKg. .

Multiple factor = 1.00 (Since % of KMPKg. improvement is = < 05 %)

- g) Eligible base = $3.42 \times 96\% = 3.28$

As per the Circular the depot is eligible for payment of incentive since the actual KMPKg. is more than the eligible base and less than the Target.

- h) Calculating base = $3.42 \times 92\% = 3.15$
- i) CNG saved = $110745 / 3.15 - 32572 = 2585.14$ Kgs.
- j) Eligible share = 2.89 % (Target is between KMPKg. slab from 3.40 to 3.44)
- k) Rate of Kg. CNG saved = Rs. 4.50
- l) Total Incentive amount payable = $2585.14 \times 4.50 \times 2.89\% \times 1.0 = \underline{\text{Rs. 336.20}}$

ANNEXURE-4

ILLUSTRATION FOR PAYMENT OF INCENTIVE AMOUNT TO DRIVER ON LOW FLOOR CNG AC & NON AC METRO DELUXE BUSES

DEPOT : GOVERNORPET – 2 DEPOT
MONTH: MAY 2013

A) LF CNG AC METRO DELUXE BUSES: (Actual CNG KMPKg. is <Target & > Eligible base)

ROUTE: Vijayawada to Guntur (For one day on 01.04.2013)

- a) Total Operated KMs. = 198
- b) Total CNG consumed = 72
- c) CNG KMPKg. achieved by the driver = 2.75
- d) Target KMPKg. = 2.80 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable
- f) Calculation of Multiple factor:
% of KMPKg. improvement achieved = $(2.75 - 2.80) \times 100 / 2.80 = - 1.79 \%$
over the Target KMPKg.
Multiple factor = 1.0 (Since % of KMPKg. improvement is = < 05 %)
- g) Eligible base = $2.80 \times 96\% = 2.69$

As per the Circular the Driver is eligible for payment of incentive since the actual KMPKg. is more than the eligible base and less than the Target.

- h) Calculating base = $2.80 \times 92\% = 2.58$
- i) Actual CNG saved = $198 / 2.58 - 61 = 4.74$ Kgs.
- j) Eligible share = 13.50 % (Target is between KMPKg. slab from 2.77 to 2.81)
- k) Rate of Kg. CNG saved = Rs. 4.50
- l) Total Incentive amount payable = $4.74 \times 4.50 \times 13.50 \% \times 1.0 = \underline{\text{Rs. 2.88}}$
for that day

B) LF CNG NON AC METRO DELUXE BUSES: (Actual CNG KMPKg. is < Target & > Eligible base)

ROUTE: Vijayawada to Kodada (For one day on 01.04.2013)

- a) Total Operated KMs. = 200
- b) Total CNG consumed = 57.14
- c) CNG KMPKg. achieved by the driver = 3.50
- d) Target KMPKg. = 3.55 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable
- f) Calculation of Multiple factor:
% of KMPKg. improvement achieved = $(3.50 - 3.55) \times 100 / 3.55 = -1.41 \%$
over the Target KMPKg.
Multiple factor = 1.0 (Since % of KMPKg. improvement is = < 05 %)

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g) Eligible base = $3.55 \times 96\% = 3.41$

As per the Circular the Driver is eligible for payment of incentive since the actual KMPKg. is more than the eligible base and less than the Target.

h) Calculating base = $3.55 \times 92\% = 3.27$

i) CNG saved = $200 / 3.27 - 57.14 = 4.02$ Kgs.

j) Eligible share = 16.50 % (Target is between KMPKg. slab from 3.55 to 3.59)

k) Rate of KG. CNG saved = Rs. 4.50

l) Total Incentive amount payable = $4.02 \times 4.50 \times 16.50\% \times 1.0 = \underline{\text{Rs. 2.98}}$
for that day

Similarly the same above method for the payment of incentive to the other Drivers on CNG KMPKg. for the operation of Low Floor CNG AC and Non AC Metro Deluxe buses has to be followed on daily basis and accumulated up to the month under consideration to pay at the month end.

ILLUSTRATION FOR PAYMENT OF INCENTIVE AMOUNT TO MAINTENANCE
STAFF ON LOW FLOOR CNG AC & NON AC METRO DELUXE BUSES

DEPOT : GOVERNORPET – 2 DEPOT
MONTH: JUNE 2013

A) LF CNG AC METRO DELUXE BUSES: (Depot CNG KMPKg. is < Target & < Eligible base)

- Fleet : 08
- a) Total Operated KMs. = 76480
 - b) Total CNG consumed = 29415
 - c) Achieved Depot CNG KMPKg. = 2.60
 - d) Target KMPKg. = 2.75 (Average KMPKg. achieved during the last financial year)
 - e) Capping of KMPKg. = Not applicable
 - f) Calculation of Multiple factor:
% of KMPKg. improvement achieved = $(2.60 - 2.75) \times 100 / 2.75 = - 5.45 \%$
over the Target KMPKg.
Multiple factor = 1.00 (Since % of KMPKg. improvement is < 05 %)
 - g) Eligible base = $2.75 \times 96\% = 2.64$
 - h) Incentive amount = Not eligible

As per the Circular the depot is not eligible for payment of incentive since the actual KMPKg. is less than the target and eligible base.

B) LF CNG NON AC METRO DELUXE BUSES: (Depot CNG KMPKg. is < Target & > Eligible base)

- Fleet : 13
- a) Total Operated KMs. = 110745
 - b) Total CNG consumed = 32572
 - c) Achieved Depot CNG KMPKg. = 3.40
 - d) Target KMPKg. = 3.70 (Average KMPKg. achieved during the last financial year)
 - e) Capping of KMPKg. = Not applicable
 - f) Calculation of Multiple factor:
% of KMPKg. improvement achieved = $(3.40 - 3.70) \times 100 / 3.70 = - 8.11 \%$
over the Target KMPKg.
Multiple factor = 1.00 (Since % of KMPKg. improvement is = < 05 %)
 - g) Eligible base = $3.70 \times 96\% = 3.55$
 - h) Incentive amount = Not eligible

As per the Circular the depot is not eligible for payment of incentive since the actual KMPKg. is less than the target and eligible base.

ILLUSTRATION FOR PAYMENT OF INCENTIVE AMOUNT TO DRIVER ON LOW FLOOR CNG AC & NON AC METRO DELUXE BUSES

DEPOT : **GOVERNORPET – 2 DEPOT**
MONTH: JUNE 2013

A) LF CNG AC METRO DELUXE BUSES: (Actual CNG KMPKg. is <Target & < Eligible base)

ROUTE: Vijayawada to Guntur (For one day on 01.04.2013)

- a) Total Operated KMs. = 198
- b) Total CNG consumed = 72
- c) CNG KMPKg. achieved by the driver = 2.75
- d) Target KMPKg. = 2.90 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable
- f) Calculation of Multiple factor:
% of KMPKg. improvement achieved = $(2.75 - 2.90) \times 100 / 2.90 = - 5.17 \%$
over the Target KMPKg.
Multiple factor = 1.0 (Since % of KMPKg. improvement is = < 05 %)
- g) Eligible base = $2.90 \times 96\% = 2.78$
- h) Incentive amount for that day = Not eligible

As per the Circular the Driver is not eligible for payment of incentive since the actual KMPKg. is less then the Target and eligible base.

B) LF CNG NON AC METRO DELUXE BUSES: (Actual CNG KMPKg. is < Target & < Eligible base)

ROUTE: Vijayawada to Kodada (For one day on 01.04.2013)

- a) Total Operated KMs. = 200
- b) Total CNG consumed = 57.14
- c) CNG KMPKg. achieved by the driver = 3.50
- d) Target KMPKg. = 3.70 (Average KMPKg. achieved during the last financial year)
- e) Capping of KMPKg. = Not applicable
- f) Calculation of Multiple factor:
% of KMPKg. improvement achieved = $(3.50 - 3.70) \times 100 / 3.70 = -5.41 \%$
over the Target KMPKg.
Multiple factor = 1.0 (Since % of KMPKg. improvement is = < 05 %)
- g) Eligible base = $3.70 \times 96\% = 3.55$
- h) Incentive amount for that day = Not eligible

As per the Circular the Driver is not eligible for payment of incentive since the actual KMPKg. is less than the Target and eligible base.

Similarly the same above method for the payment of incentive to the other Drivers on CNG KMPKg. for the operation of Low Floor CNG AC and Non AC Metro Deluxe buses has to be followed on daily basis and accumulated up to the month under consideration to pay at the month end.
