

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.IE-2/367(14)/2011-IED



O/o the VC & MD,
MSRD, HYDERABAD.

CIRCULAR No. 12 / 2011 – IED, Dated. 26-11-2011.

SUB: - **DIS** - Incentive Scheme to the Crew on earnings parameter and a fixed amount to the Drivers in lieu of incentive on HSD KMPL for operating **INDRA** A/C Buses – Circular instructions issued – Reg.

REF: - 1) Circular No. 23 / 2010 - IED, dated. 26.11.2010.

2) Circular No. 39/2011 - OPD(R& D), dated: 30.07.2011.

1.0 INTRODUCTION:

Corporation has introduced new type of prestigious A/C product under the brand name “**INDRA**” to serve intermediate segment passengers in-between the Garuda and Super Luxury vide reference 2 cited above. Since the product introduced is new in nature, for operating these services the drivers and conductors are eligible for Incentive on earnings parameter and an incentive scheme is evolved and for implementation **with effect from 1st December, 2011** and the details are as follows;

2.0 EARNINGS PARAMETER:

Drivers and Conductors are eligible to receive incentive on earnings parameter payable on the spot and month end subject to fulfillment of other eligibility clauses. The rates of incentive to earn incentive on earnings parameter by the Conductors and Drivers are furnished here under;

Type & Category	On Reaching the Target	Above Target				
		>Target to 110%	>110% to 120%	>120% to 130%	>130% to 140%	>140%
INDRA AC Buses		Basic Fare = 120 Ps.				
Conductors on the Spot	0.11%	1.06%	1.20%	1.33%	1.59%	1.86%
Conductors at the month end	0.06%	0.53%	0.60%	0.67%	0.80%	0.93%
Drivers on the spot	0.11%	1.06%	1.20%	1.33%	1.59%	1.86%

3.0 HSD KMPL PARAMETER:

Similarly for operating these services, the drivers and garage staff are eligible for month end incentive on HSD KMPL parameter. Since the product is at initial stage, it requires at least six months time to establish and develop a methodology to pay incentive on HSD KMPL parameter for drivers and garage staff based on the data supplied by the depots.

P.T.O

Mean while, in order to promote the new range of products and to motivate the drivers for successful operation of these bus services considering as prestigious operation, it is felt necessary to pay a fixed amount to the drivers in lieu of incentive on HSD KMPL parameter.

Accordingly, the Fixed amount of ₹ 25/- shall be paid per duty per driver at the end of the month to the Drivers in lieu of incentive on HSD KMPL while operating INDRA A/C buses.

4.0 Terms and Conditions:

1. The rate of incentive allowed to Crew is subjected to revision, whenever basic fare of the operation is revised.
2. The fixed amount of ₹ 25/- per duty per driver shall be paid at the end of the month in lieu of incentive on HSD KMPL apart from incentive on earnings subjected to eligibility clauses stipulated vide Circular no. 23/2010-IED, dated 26.11.2010
3. The kilometers operated and HSD oil consumed by the INDRA buses shall be excluded for the purpose of calculation of incentive to garage staff.
4. The kilometers operated and LUB oil consumed by the INDRA buses shall be exempted for the purpose of calculation of incentive and also the kilometers shall be excluded while arriving spring consumption per lakh KMs.
5. The kilometers shall be included for the purpose of calculation of incentive on Tyres, Cancellation and Brake down rate
6. The validity of the scheme is co-terminus with the validity of circular No. 23/2010 - IED, dated 26.11.2010
7. All other terms and conditions communicated vide circular No. 23 / 2010- IED, Dated. 26.11.2010 shall remain unchanged.

This has the approval of VC & MD with the concurrence of 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.
: 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, Hyderabad.
: The General Secretary, APSRTC, SWF, H.No. 01-07-130 / 5, Risala Khursheed Jahi, Zamistanpur, Hyderabad.

