

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.IE-2/367(50)/2013-IED



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

CIRCULAR No. 13 / 2013 - IED, Dated: 18-11-2013.

Sub:- DIS – Introduction of Special Incentive Scheme to the CNG KMPKg. team of garage staff on KMPKg. for maintaining CNG vehicles in VJA city and GHZ 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.M1/367(CNG)/13-RM/VJA of Dt.02-05-2013.

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. In that Circular, instructions were given on payment of special incentive to the HSD KMPL team of garage staff on improvement of HSD KMPL for maintaining HSD vehicles at depots.

Based on the request made vide reference cited 3, a detailed study is made on the CNG fuel performance and the special incentive scheme is evolved for the CNG vehicles and mixed fleet of CNG & HSD vehicles at the depots of VJA Zone & GHZ depots.

2.0 Salient Features of the Special Incentive Scheme to CNG Fuel KMPKg.Team:

At present in six depots of VJA & GH Zones, vehicles are being operated with CNG fuel along with HSD vehicles. To motivate the team monitoring the fuel performance of CNG vehicles further, a special incentive scheme is evolved. This special Incentive amount shall be allowed to the depots where there is operation of CNG vehicles also.

Fixation of Monthly CNG KMPKg. Target:

Depot wise BASE KMPKg. is fixed based on the average KMPKg. achieved during the financial year 2012-13 and shown here under:

VJA Zone City Depots			GHZ City Depots		
S. No.	Depot	Base CNG KMPKg.	S. No.	Depot	Base CNG KMPKg.
1	IBM	4.48	1	CNT	4.00
2	GVPT-2	4.69	2	HPT	4.42
2	VDPM	4.41	2	MDCL	5.11

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The CNG KMPKg. achieved during corresponding month of previous year as per the incentive claim sheet plus 0.01 shall become current month target.

OR

If the KMPKg. during the corresponding month of last year was less than BASE KMPKg. and the KMPKg. during the month of current year is achieved more than the BASE KMPKg., then the **target KMPKg.** shall become (Base + 0.01) for the current month.

Incentive is allowed when the achieved CNG KMPKg. of the Depot for that month is more than the BASE KMPKg. and Target KMPKg. fixed for that depot.

2.1 Method of payment:

- a) The depots which have completed minimum one year since commission, are eligible to receive this incentive amount.
- b) This special incentive Scheme is applicable only for CNG KMPKg. team of a Depot, in addition to the incentive amount paid under group incentive scheme along with other maintenance staff of the depot.
- c) The slabs of CNG KMPKg. and the corresponding fixed incentive amount per head on reaching the target & the incentive amount per head per unit improvement of KMPKg. on crossing the target at various levels are furnished as follows:

S.No.	KMPKg. Slab Ranges	KMPKg. on reaching the Target		KMPKg.on Crossing the Target	
		Fixed Incentive amount Per head (In Rs.)		Incentive amount per head per Unit (0.01) KMPKg. improvement(In	
		Mechanic	Assistant	Mechanic	Assistant
1	> Base & Upto (Base + 0.20)	135	90	60	40
2	> (Base + 0.20) & Upto (Base + 0.30)	150	100	75	50
3	> (Base + 0.30) & Upto (Base + 0.40)	180	120	90	60
4	> (Base + 0.40) & Upto (Base + 0.50)	210	140	120	80
5	> (Base + 0.50)	240	160	150	100


- d) The CNG KMPKg. should be rounded off to two decimals points only.
- e) The Incentive amount under the Scheme will be paid to the CNG KMPKg. team if the Depot Manager is satisfied with the performance of the CNG KMPKg. Team.
- f) If CNG or mixed fleet Schedules of a Depot are below 100, one Mechanic and one Assistant (Helper or Shramik) shall be eligible to receive incentive amount .

- g) If CNG or mixed fleet Schedules of a Depot are equal to 100 or more, maximum of two mechanics and two assistants only, shall be eligible to receive incentive amount under this scheme, provided they are deployed as CNG KMPKg. team completely in that month. A certification to that effect should be obtained from Regional Dy.CME before arranging payment.
- h) If the depot is having separate teams for maintaining CNG and HSD vehicles, then the incentive amounts shall be calculated separately and paid to the individual team members of CNG and HSD vehicles according to the scheme applicable.
- i) If the depot is having mixed fleet of CNG and HSD, based on the individual performance the incentive amount has to be calculated separately for both the CNG and HSD vehicles. Based on the separate amounts, the individual amounts for both CNG and HSD vehicles has to be arrived as per the % share of vehicles in total operation and sum of both individual incentives amounts. This incentive amount shall be paid to the team members as per the procedure.

For easy understanding Illustrations are prepared for payment of incentive to KMPL/KMPKg. Team(s) for the operation of mixed fleet of HSD & CNG vehicles and enclosed the **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 Operated Kilometers and CNG consumed by the high end vehicles shall be excluded for the purpose of calculation of depot KMPKg. as similar to the HSD KMPL team as in the existing depot incentive scheme-2010, vide para no. 15.1.8.
- 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, SWF, H.No. 01-07-130/5, Risala Khursheed Jahi, Zamistanpur, Hyderabad.

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ANNEXURE-1

ILLUSTRATION FOR PAYMENT OF INCENTIVE TO THE FUEL TEAM FOR THE MIXED FLEET OF HSD & CNG VEHICLES

1 DEPOT : MDCL DEPOT

When maintained by a team of 1 Mechanic & 1 Assistant as per circular .

2 MONTH: APRIL 2013

3 NO.OF SCHEDULES =	94	HSD VEHICLES Base =	4.80	CNG VEHICLES Base =	5.11
4 NO.OF HSD FLEET =	52	% of HSD FLEET =		51	
5 NO.OF CNG FLEET =	50	% of CNG FLEET =		49	

6 PARTICULARS	HSD VEHICLES	CNG VEHICLES
a) Operated KMs. =	461464	460000
b) HSD/CNG Consumed =	85880 Litrs.	85375 Kgs.
c) Actual KMPL/KMPKg.=	5.37	5.39
d) KMPL/KMPKg. achieved = during March 2012	5.29	5.10
e) Target KMPL/KMPKg.=	KMPL of Mar' 12 + 0.01 5.30	KMPKg.of Mar'12 + 0.01 5.12 **

** Since the KMPKg. during month of last year is < base & during month of current year is > Base, then the target is (base + 0.01).

7 **Calculation of incentive for KMPL/KMPKg. Mechanic :**

a) Fixed incentive on reaching the target (Rs.)=	240	150
b) Incentive on crossing the target per = unit KMPL/KMPKg. improvement (Rs.)	150	75
c) No.of units (0.01) improved	7	27
d) Incentive on crossing the target for all = units of KMPL/KMPKg.improvement (Rs.)	1050	2025
e) Total Incentive payable (Rs.) =	1290	2175
f) Share of Incentive eligible based = on the % of Fleet of HSD/CNG (Rs.)	657.90 (1290 x 51%)	1065.75 (2175 x 49%)
g) Total Incentive eligible (Rs.) =	657.90 + 1065.75 =	1723.65

8 **Calculation of incentive for KMPL/KMPKg. Assistant :**

a) Fixed incentive on reaching target(Rs.)=	160	100
b) Incentive on crossing the target per = unit KMPL/KMPKg. improvement (Rs.)	100	50
c) No.of units (0.01) improved	7	27
d) Incentive on crossing the target for all = units of KMPL/KMPKg.improvement (Rs.)	700	1350
e) Total Incentive payable (Rs.) =	860	1450
f) Share of Incentive eligible based = on the % of Fleet of HSD/CNG (Rs.)	438.60 (860 x 51%)	710.50 (1450 x 49%)
g) Total Incentive eligible (Rs.) =	438.60 + 710.50 =	1149.10

ANNEXURE-2

ILLUSTRATION FOR PAYMENT OF INCENTIVE TO THE SEPARATE FUEL TEAMS FOR THE MIXED FLEET OF HSD & CNG VEHICLES

1 DEPOT : **XXX DEPOT**

When maintained by a INDIVIDUAL team consisting of E 1 Mechanic & E 1 Assistant as per circular.

2 MONTH: MAY 2013

3 NO.OF SCHEDULES = 152 HSD VEHICLES Base = 4.80 CNG VEHICLES Base = 5.11

4 NO.OF HSD FLEET = 65 % of HSD FLEET = 40

5 NO.OF CNG FLEET = 99 % of CNG FLEET = 60

6 PARTICULARS	HSD VEHICLES	CNG VEHICLES
a) Operated KMs. =	576830	910800
b) HSD/CNG Consumed =	107350 Litrs.	169043 Kgs.
c) Actual KMPL/KMPKg.=	5.37	5.39
d) KMPL/KMPKg. achieved = during March 2012	5.29	5.12
e) Target KMPL/KMPKg.=	KMPL of Mar' 12 + 0.01 5.30	KMPKg.of Mar'12 + 0.01 5.13

7 <u>Calculation of incentive for Mechanic :</u>	<u>KMPL Team:</u>	<u>KMPKg. Team:</u>
a) Fixed incentive on reaching the target (Rs.)=	240	150
b) Incentive on crossing the target per = unit KMPL/KMPKg. improvement (Rs.)	150	75
c) No.of units (0.01) improved	7	26
d) Incentive on crossing the target for all = units of KMPL/KMPKg.improvement (Rs.)	1050	1950
e) Total Incentive payable per head (Rs.)	1290	2100

8 <u>Calculation of incentive for Assistant :</u>	<u>KMPL Team:</u>	<u>KMPKg. Team:</u>
a) Fixed incentive on reaching target(Rs.)=	160	100
b) Incentive on crossing the target per = unit KMPL/KMPKg. improvement (Rs.)	100	50
c) No.of units (0.01) improved	7	26
d) Incentive on crossing the target for all = units of KMPL/KMPKg.improvement (Rs.)	700	1300
e) Total Incentive payable per head (Rs.)	860	1400