

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No. IE-2/367(45)/2013 - IED



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

CIRCULAR No. 14/2013 - IED, Dated: 03-12-2013

Sub:- Depot Incentive Scheme: Revision of rates of incentive on earnings parameter , service targets and Driver TIM incentive consequent to fare revision with effect from 06-11-2013 – Circular Instructions issued –Reg.

- Ref: - 1) Circular No. 23/2010-IED, Dated: 26-11-2010.
 2) Circular No. 04/2012-IED, Dated: 26.09.2012.
 3) Circular No. 45/2013 - OPD (P), DT.04.11.2013.

I. Introduction:

Vide circular reference cited at 3, Corporation has revised the fares in respect of certain types of Stage Carriages - Moffussil (Dist. Ordinary, Express, Deluxe, Super Luxury etc.,) and City Services (City / Suburban Ordinary, Metro Express and Metro Deluxe etc.,) with effect from 06-11-2013.

In view of revision of the fares, it is necessary to revise the service targets, rates of incentive on earnings parameter and incentive to the drivers operating services with TIMs for different types of services, duly neutralizing the effect of the fare hike.

II. Percentage of Fare Increase:

The Impact of the fare revision on various types of services computed in term of percentages is furnished here under:

District Services				
S.No.	Type of Service	Basic Fare per KM in Ps.		% of Increase
		Pre-Revised	Revised	
1	Pallevelugu/Gramini	55.00	59.00	7.27%
2	Express	72.00	79.00	9.72%
3	Deluxe	80.00	89.00	11.25%
4	Super Luxury/Meghadooth Non AC	94.00	105.00	11.70%
5	Indra AC	120.00	132.00	10.00%
City Services				
S.No.	Type of Service	Avg.Basic Fare per KM in Ps.		% of Increase
		Pre-Revised	Revised	
1	City/Sub-Urban Ordinary	69.29	77.14	11.33%
2	Metro Express	81.90	87.38	6.69%
3	Metro Deluxe	86.67	92.14	6.31%
4	City Sheetal	153.33	167.14	9.01%

P.T.O

III. Revised Rates of Incentive:

The rates of incentive on account of fare revision in District & City Services on reaching the target and crossing the targets at various levels of growth in earnings due to fare hike on 06.11.2013 on various types of operations are as follows:

District Services:

S. No.	Type & Category	On Reaching the Target	Above Target				
			>Target to 110%	>110% to 120%	>120% to 130%	>130% to 140%	>140%
1	Pallevelugu/Gramini/Mini Buses	Basic Fare= 59 Ps.					
	Conductors on the Spot	0.23%	1.45%	1.72%	2.31%	2.90%	3.49%
	Conductors at the month end	0.12%	0.73%	0.86%	1.16%	1.45%	1.75%
	Drivers on the spot	0.23%	1.45%	1.72%	2.31%	2.90%	3.49%
2	Express	Basic Fare= 79 Ps.					
	Conductors on the Spot	0.12%	1.08%	1.19%	1.43%	1.91%	2.40%
	Conductors at the month end	0.06%	0.54%	0.60%	0.72%	0.96%	1.20%
	Drivers on the spot	0.12%	1.08%	1.19%	1.43%	1.91%	2.40%
3	Deluxe	Basic Fare= 89 Ps.					
	Conductors on the Spot	0.09%	0.95%	1.07%	1.20%	1.43%	1.67%
	Conductors at the month end	0.05%	0.48%	0.54%	0.60%	0.72%	0.84%
	Drivers on the spot	0.09%	0.95%	1.07%	1.20%	1.43%	1.67%
4	Super Luxury/Meghadooth Non AC	Basic Fare= 105 Ps.					
	Conductors on the Spot	0.09%	0.94%	1.06%	1.17%	1.41%	1.65%
	Conductors at the month end	0.05%	0.47%	0.53%	0.59%	0.71%	0.83%
	Drivers on the spot	0.09%	0.94%	1.06%	1.17%	1.41%	1.65%
5	Indra AC	Basic Fare= 132 Ps.					
	Conductors on the Spot	0.10%	0.96%	1.09%	1.21%	1.45%	1.69%
	Conductors at the month end	0.05%	0.48%	0.55%	0.61%	0.73%	0.85%
	Drivers on the spot	0.10%	0.96%	1.09%	1.21%	1.45%	1.69%

City/Town Services:

S. No.	Type & Category	On Reaching the Target	Above Target				
			>Target to 110%	>110% to 120%	>120% to 130%	>130% to 140%	>140%
1	City/Sub-urban Ordinary/Mini/Vestible	Calculated Average Basic Fare= 77.14 Ps.					
	Conductors on the Spot	0.14%	0.81%	1.40%	1.86%	2.33%	2.79%
	Conductors at the month end	0.07%	0.41%	0.70%	0.93%	1.17%	1.40%
	Drivers on the spot	0.14%	0.81%	1.40%	1.86%	2.33%	2.79%
2	Metro Express	Calculated Average Basic Fare= 87.38 Ps.					
	Conductors on the Spot	0.14%	0.83%	1.44%	1.92%	2.41%	2.89%
	Conductors at the month end	0.07%	0.42%	0.72%	0.96%	1.21%	1.45%
	Drivers on the spot	0.14%	0.83%	1.44%	1.92%	2.41%	2.89%
3	Metro Deluxe	Calculated Average Basic Fare= 92.14 Ps.					
	Conductors on the Spot	0.12%	0.64%	1.28%	1.80%	2.30%	2.81%
	Conductors at the month end	0.06%	0.32%	0.64%	0.90%	1.15%	1.41%
	Drivers on the spot	0.12%	0.64%	1.28%	1.80%	2.30%	2.81%
4	City Sheetal	Calculated Average Basic Fare= 167.14 Ps.					
	Conductors on the Spot	0.07%	0.37%	0.73%	1.03%	1.32%	1.61%
	Conductors at the month end	0.04%	0.19%	0.37%	0.52%	0.66%	0.81%
	Drivers on the spot	0.07%	0.37%	0.73%	1.03%	1.32%	1.61%

IV. Revision of Service Targets:

The basic fare of different types of services are revised upward, hence there is a need to revise the service targets to neutralize the bus fare hike.

1. Fixation of service targets from 06-11-2013 to 31-12-2013:

In the Existing circular No. 23/2010-IED, Dated: 26-11-2010, vide para 3.1, twelve months are divided into four quarters. Fixation of service targets is being done based on the quarterly average EPK multiplied by the correction factor of the unit communicated and schedule KMs of that service. Since the service target is already fixed taking the average EPK realized during previous quarter i.e., 01.07.2013 to 30.09.2013 by multiplying with the related correction factor of unit and schedule KMs of that service in district and city operation. The targets fixed in pre-revised basic fare shall be revised upward from **06-11-2013 to 31-12-2013** by the type wise % of increase shown in the tables furnished at clause No.II.

For example, a Pallevelugu service target is fixed as Rs.5920.00 in the pre-revised fare, now to fix the target of that service in revised fare, the following procedure shall be followed;

Pallevelugu Service target in Pre-revised fare (say)	: Rs. 5920.00
% of increase in basic fare of Pallevelugu Operation	: 7.27%
Pallevelugu service target in revised fare = (5920.00 X 107.27%)	: Rs. 6350.00

Similar calculations shall be carried out for all types of services.

2. Fixation of service targets from 01-01-2014 to 31-03-2014:

To fix the target for next quarter i.e from January 2014 to March 2014) for a service, the average EPK realized from 01.10.2013 to 31.12.2013 (Previous Quarter) has to be taken. Since the fare hike is implemented from **06.11.2013**, the service target for the next quarter (Jan' 2014 to Mar' 2014) shall be done in 3 stages:

Stage (i): The earnings realized for a service from **01.10.2013 to 05.11.2013** has to be raised upward by the % of increase in basic fare to that corresponding type of operation.

Stage (ii): The earning realized for a service from **06.11.2013 to 31.12.2013** has to be added to the calculated earnings arrived at stage (i) and has to be considered as the earnings realized for the period **01.10.2013 to 31.12.2013**.

Stage (iii): The total KMs operated by that service during the period from **01.10.2013 to 31.12.2013** shall be taken. The total earnings calculated at stage (ii) shall be divided by the KMs operated, to arrive at average EPK for the period from **01.10.2013 to 31.12.2013**. Finally the calculated average EPK has to be multiplied by the quarterly correction factor (Jan' 2014 to Mar' 2014) of respective unit and schedule KMs of that service to fix the service target.

3. From April 2014 onwards the service targets shall be worked out as usual as per the procedure mentioned in the existing Circular No. 23/2010-IED, Dated: 26-11-2010 vide clause no.03.0.

For better understanding an illustration is furnished as follows:

ILLUSTRATION FOR FIXATION OF SERVICE TARGETS

Name of the depot : ELURU
Type of service : District Express
Name of the service : V012

Impact of fare hike of Super Express on basic fare (%) : 9.72 --- A
Daily Schedule KMs : 488 (say) --- B
Pre-Revised Target for the quarter (Oct' 2013 to Dec' 2013) : Rs. 8955 (say) --- C

Revised Service Target for the Period from 06th November 2013 to December 2013

Revised Target for the period 06.11.2013 to 31.12.2013 {C X (100 + A) % }
= Rs.8955.00 X 109.72% = Rs. 9825.43 or Say = Rs. 9825/- --- D

Revised Service Target for the Quarter January 2014 to March 2014

Earnings realized from 01.10.2013 to 05.11.2013 (36 days) = Rs. 322380/-(say) --- E

Upward increased of earnings realized from 1.10.2013 to 05.11.2013:
{E X (100+A)%} = Rs. 322380 X 109.72% = Rs. 353715.33 : Rs.353715/- --- F

Earnings realized(Assumed) from 06.11.2013 to 31.12.2013(56 days) = Rs.550200/- ---G

Earnings to be considered from 01.10.2013 to 31.12.2013(F+G) = Rs.903915/- --- H

KMs operated (Assumed) from 01.10.2013 to 31.12.2013(92 days) = 44896 --- I

EPK to be considered from 01.10.2013 to 31.12.2013 (H/I) = Rs. 20.13 --- J

Correction factor for the Quarter (January 2014 to March 2014) = 1.03 --- K

Service target for the quarter January 2014 to March 2014 (B x J x K)

= 488 x 20.13 x 1.03 = Rs. 10118.14 Or Say = Rs. 10118/-

Service Target : Rs. 10118/-

V. Tirupathi-Tirumala (TPT-TML) Ghat road operation:

A. Operation Upto TML from far away destinations (Other than TPT):

The rates of incentive on earnings parameter for mixed operation (Plain & Ghat) irrespective of type and route length to all type of services for all depots are furnished as follows:

Rates of Incentive for Plain & Ghat Operation								
SL. No.	Type	Revised wtd. avg. Basic Fare(Ps.)	On Reaching the Target	Above Target				
				>Target to 110%	>110% to 120%	>120% to 130%	>130% to 140%	>140%
1	Conductors on the Spot	106	0.11%	1.00%	1.11%	1.34%	1.78%	2.24%
	Conductors at the month end		0.06%	0.50%	0.56%	0.67%	0.89%	1.12%
	Drivers on the spot		0.11%	1.00%	1.11%	1.34%	1.78%	2.24%

B. Operation of TML – Papavinasanam (Express) :

The rates of incentive payment on reaching the targets & crossing the targets at various levels are furnished as follows:

S. No.	Type	wtd. avg. Basic Fare in Ps.	On Reaching the Target	Above Target				
				>Target to 110%	>110% to 120%	>120% to 130%	>130% to 140%	>140%
1	Conductors on the Spot	145	0.08%	0.71%	0.78%	0.93%	1.25%	1.56%
	Conductors at the month end		0.04%	0.36%	0.39%	0.47%	0.63%	0.78%
	Drivers on the spot		0.08%	0.71%	0.78%	0.93%	1.25%	1.56%

C. Operation of TPT – Tiruchanur (Express) :

There is no change of rates of incentive payment for these services as the revised fare is not communicated in the fare revision w.e.f 06-11-2013. Hence the existing rates of incentive shall be continued as per the existing circular No. 23/2010-IED, Dated: 26-11-2010, vide para no. 03.9.4.

VI. Revision of rates of Incentive to the Drivers operating services with TIMs:

1. As per Circular No. 23/2010-IED. Dated 26.11.2010, Vide Clause No. 05.2, incentive amount on sale of tickets issued through TIM was communicated, payable to driver operating services with TIM on the spot with a ceiling limit of Rs. 2000.00 per month per driver. (Including Machine Handling Allowances). The same instructions were reiterated in para no. VI. of circular No. 04/2012-IED, Dated: 26-09-2012.
 2. Due to fare revision, the incentive to TIM driver for all type of services except City and Pallevelugu, shall be paid at the rate of Re. 1.00 towards incentive per passenger. ticket worth up to Rs. 110.00 and for the tickets worth above Rs.110.00, an amount of Rs.2.00 shall be paid towards incentive per passenger. issued through TIMs.
 3. Rest of the terms and conditions communicated time to time shall remain unchanged regulating the incentive scheme for the drivers operating services with TIMs.
- These circular instructions will come into force with effect from 06-11-2013, and rest of the terms and conditions issued time to time 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.
 - Arrears of incentive amount shall be paid after pre-audit by Regional Accounts Office.
 - 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 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 Jabi, Zamistanpur, Hyderabad.