

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No. AE(M)/367(24)/2019-IED



Office of the VC & MD,  
RTC House, Vijayawada-13.

**CIRCULAR No.05/2019-IED, Dated:15.11.2019.**

Sub: DIS – Incentive scheme to the Drivers and Maintenance staff on SML vehicles on cost parameters – Reg.

- Ref: 1. Circular No.23/2010-IED, dt.26.11.2010.  
2. Circular No.13/2018-IED, dt.29.11.2018.  
3. Circular No.14/2018-IED, dt.29.11.2018.

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The Corporation used to operate SML-DELUXE small wheel based vehicles from the year 2015 with E.35 seating capacity and 166” wheel base in TPT-TML Ghat for more comfortable and safe journey of the esteemed passengers of Tirupathi-Tirumala. As on today 60 SML vehicles are in operation in APSRTC.

The reputation and passenger patronage of these SML vehicles can be retained and improved cautiously, mainly by the drivers who operate these vehicles. A case was processed by the Dy.CME/TPT Region for issual of circular on monthly incentive amount on HSD KMPL parameter.

Due to technical problems, as it was stated by Tirupathi regional authorities of APSRTC that these vehicles are being utilized as Pallevelugu services to attract short distance travelling passengers and to compete with the local Maxi Cabs & Autos. Hence to motivate the drivers and for successful operation of these SML vehicles as Pallevelugu an incentive scheme is proposed to the drivers and maintenance staff.

As the operations with SML vehicles are well established, it is now decided to design and issue the incentive scheme for both Drivers and Maintenance staff to improve the productivity on cost parameter of these SML vehicles.

**Methodology to earn incentive on fuel performance applicable to drivers and maintenance staff:**

The existing methodology to arrive incentive amount on HSD KMPL is applied for these type of vehicles also to arrive group incentive to maintenance staff and individual incentive to drivers based on performance on HSD KMPL parameter, with separate capping value, multiple factor and sharing slabs.

**A. Capping Value:**

S.No.	TYPE	CAPPING VALUE
1	SML	9.50

**B. Multiple Factor:**

Further multiple factors to improve the incentive amount earnings on KMPL parameter, compared with the targeted KMPL on a particular route/type applicable to drivers and maintenance staff.

S.No	% of Improvement achieved from the target	Multiple factor
1	<5%	1.0
2	=>5% and <15%	1.1
3	=>15% and <25%	1.2
4	=>25% and <30%	1.3
5	=>30%	1.4

**C. Slabs and Sharing:**

The % of sharing to be allowed to drivers and maintenance staff on various level of achievement on type wise operation are tabulated as follows:

<b>SML VEHICLES</b>			
<b>KMPL Range Vs % of sharing of savings</b>			
<b>INCENTIVE SCHEME ( Rate of incentive Rs.6.50/Liter)</b>			
S.No	Range	Sharing	
		Maint. staff	Drivers
1	<5.25	1%	10%
2	5.50	2%	12%
3	5.55	3%	14%
4	5.60	4%	16%
5	5.65	5%	18%
6	5.70	7%	20%
7	5.75	9%	22%
8	5.80	11%	24%
9	5.85	13%	28%
10	5.90	15%	32%
11	5.95	17%	36%
12	6.00	19%	40%
13	6.25	21%	44%
14	6.50	23%	48%
15	6.75	25%	54%
16	7.00	27%	60%
17	7.25	29%	66%
18	7.50	31%	72%
19	7.5>	33%	78%

Once the driver achieved/crossed the eligible KMPL the driver is eligible to receive incentive amount from the calculating base & HSD saved at various level of performance computed on daily basis and accumulated up to the month under consideration to pay month end incentive after fulfilling other eligible clauses. If HSD KMPL is less than the eligible base, no incentive shall be paid.

**Guide lines for arriving at the Payment of incentive for the Depots operating SML Buses,**

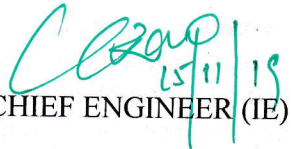
1. **Cancellation & BD Rate:** The percentage of Cancellations and Break down rate shall be worked out duly reckoning the KMs Operated by SML buses.
2. **HSD KMPL:** The HSD KMPL team, Additional Incentive to DM & Supervisor on high KMPL, the KMs operated as well as HSD oil consumed by the SML buses shall be included for arriving at the depots KMPL.
3. **Lub KMPL:** The Lube oil consumed and KMs operated by SML buses shall be included for arriving at the LUB KMPL.
4. **Tyre CPK:** For arriving at the Tyre CPK the tyres used and KMs operated by SML buses shall be considered.
5. **Spring Consumption:** Spring consumption per lakh KMs shall be arrived at by excluding the KMs operated by SML buses.

All other terms and conditions stipulated vide Circular No.23/2010-IED, dated 26.11.2010, and other relevant Circulars are stands good and remain unchanged. This scheme is valid up to 30.11.2021 or a new scheme is introduced and implemented whichever occurs earlier.

For easy understanding Illustrations are furnished for payment of incentive to the Maintenance staff and Drivers on KMPL parameter for the operation of SML vehicles are enclosed as Annexures A&B.

The IT Department is requested to make necessary modifications in the relevant software and update in DCP/CIS in units, after the approval of IED on these inclusions.

This has approval of VC & MD with the concurrence of FA&CAO.

  
CHIEF ENGINEER (IE)

Copy to: ED(E), ED(A), ED(O), Director(V&S), FA&CAO & all EDs(Z) for favour of information please.

: Sr.RAO(AG), RTC House, Vijayawada for information please.

: All RMs / HODs for information please.

: CE (IT) is requested to arrange to keep the scanned copy of this circular in web portal under "IED" circulars.

: Secretary to Chairman and Secretary to VC&MD for kind information please.

: All Dy.CMEs/Dy.CAOs/AOs/DMs/Principals of ZSTCs/Principal of Transport Academy

: PO (HRD) for inclusion in monthly index.

: The General Secretary, APSRTC, E.U, PNBS, Vijayawada.

: The General Secretary, APSRTC, National Mazdoor Union, Vijayawada.

: The General Secretaries of APSRTC Karmika Parishat, SWF, BWU, Karmika Sangh, Workers Union & YSR RTC Mazdoor Union.

: The General Secretary, APSRTC Class-II Supervisors' Association.

## ANNEXURE – A

**Illustration to calculate incentive to Maintenance staff on Fuel performance:**

Name of the Depot : XXX  
 Month : Aug'2019  
 No. of Employees Class 2/3 : 78  
 No. of Employees Class 4 : 19  
 Equivalent Men (78 X 3 + 19 X 2) : 272  
 Operational and HSD Consumed details :

<b>Illustration to calculate incentive to maintenance staff on Fuel performance of SML</b>											
S.No	Type	OPERATE D KMs	Gross HSD consumed	Gross KMPL achieved	Target KMPL	Eligible Base	Calcula ting Base	HSD Oil Saved	Eligible sharing	Multiplic ation factor	Incentive amount in Rs.
1	SUP LUX	888497	174175	5.10	5.24	5.03	4.82	10160.65	20	1	13208.85
2	INDRA	3168	1049	3.02	3.52	3.38	3.24	-70.86	0	0	0.00
3	VOLVO	7921	2190	3.62	3.64	3.49	3.35	175.21	11	1	125.28
4	ORD	14597	2421	6.03	6.08	5.84	5.59	188.35	0	1	0.00
5	PVG	610059	103495	5.89	6.00	5.76	5.52	7022.93	57	1	26019.97
6	SML	12056	1936	6.23	6.05	5.81	5.57	230.01	21	1	313.96
7	ULTRA DELUX	81869	13868	5.90	5.80	5.57	5.34	1474.94	49	1	4697.68
8	AMRAVATI	48126	17999	2.67	2.56	2.46	2.36	2434.75	3	1	474.78
9	EXPRESS	180222	30567	5.90	5.80	5.57	5.34	3208.06	49	1	10217.66
TOTAL		1846516	347700					24824.04			55058.17

Incentive amount to Class-2/3, each employee =  $55058.17 \times 3 / 272 = \text{Rs.}607.26$

Incentive amount to Class-4, each employee =  $55058.17 \times 2 / 272 = \text{Rs.}404.84$

After Ceiling, the incentive amount to class -2/3 each employee = Rs.400.00

and the incentive amount to class-4, each employee = Rs400.00

*Trace  
ATTACHED*

*F. M. W.  
By: CMPLA / REC Han*

**Illustration to calculate incentive to Drivers on Fuel performance:**

Name of the Depot : TIRUPATI  
 Name of the Driver : XYZ  
 Staff No : 012345  
 Month : AUG-2019  
 Operational and HSD consumed details :

Illustration to calculate incentive to Drivers on Fuel performance of SML vehicles.														
Optd KMs	HSD Consumed	KM PL	ROUTE	TY PE	Veh. No.	Target KM PL	Eligible KM PL	Calculating KM PL	Capping KM PL	Saving in Liters	Eligible Sharing	% of growth	Multiplication Factor	Inc. Amt. (in Rs.)
366	52	7.04	TPT-K.PALLE	SML	16Z0301	6.12	5.88	5.63	9.50	13.01	66%	15.03	1.20	66.98
366	52	7.04	TPT-K.PALLE	SML	16Z0301	6.12	5.88	5.63	9.50	13.01	66%	15.03	1.20	66.98
366	55	6.65	TPT-K.PALLE	SML	16Z0305	6.12	5.88	5.63	9.50	10.00	54%	8.66	1.10	38.63
366	56	6.54	TPT-K.PALLE	SML	16Z0305	6.12	5.88	5.63	9.50	9.00	54%	6.86	1.10	34.77
366	53	6.91	TPT-K.PALLE	SML	16Z0301	6.12	5.88	5.63	9.50	12.00	60%	12.91	1.10	51.50
366	59	6.20	TPT-K.PALLE	SML	16Z0301	6.12	5.88	5.63	9.50	6.00	44%	1.31	1.00	17.17
366	35	10.46	TPT-K.PALLE	SML	16Z0301	6.12	5.88	5.63	9.50	30.00	78%	70.92	1.40	212.97
366	62	5.90	TPT-K.PALLE	SML	16Z0311	6.12	5.88	5.63	9.50	3.00	36%	-3.59	1.00	7.03
378	60	6.30	TPT-K.PALLE	SML	16Z0301	6.12	5.88	5.63	9.50	7.14	48%	2.94	1.00	22.26
366	57	6.42	TPT-K.PALLE	SML	16Z0301	6.12	5.88	5.63	9.50	8.00	48%	4.90	1.00	24.97
366	53	6.91	TPT-K.PALLE	SML	16Z0302	6.12	5.88	5.63	9.50	12.00	60%	12.91	1.10	51.50
326	55	5.93	TPT-K.PALLE	SML	16Z0300	6.12	5.88	5.63	9.50	2.90	36%	-3.10	1.00	6.79
130	20	6.50	TPT-K.PALLE	SML	16Z0301	6.12	5.88	5.63	9.50	3.09	54%	6.21	1.10	11.93
4494	689	6.72												620.25

❖ When arriving targeted KMPL for next year, the HSD consumption shall be taken as 38.53 liters instead of 35 liters.

*Handwritten signature: A. Grace*  
*AE/IED*

*Handwritten signature: S. M. W.*

*Handwritten signature: A. C. M. (E) / RTC*