



Case No. AE(M)/367(35)/2019-IED

O/o the VC & MD,
RTC House, VJA.

CIRCULAR No.02/2020-IED, Dt.21.01.2020

Sub: - **DIS:** Revision of rates of incentive on earnings parameter & service targets consequent to fare revision vide Circular No.26/2019-OPD, Dt.10.12.2019, w.e.f.11-12-2019 (i.e., from 00.00 Hrs) – Communication of instructions issued – Reg.

Ref: 1. Circular No.23/2010-IED, Dt.26-11-2010
2. Circular No.05/2019-IED, Dt.15.11.2019
3. Circular No.06/2019-IED, Dt.28.11.2019
4. Circular No.26/2019-OPD, Dt.10.12.2019
5. Circular No.01/2020-IED, Dt.08.10.2020

I. Introduction:

Vide Circular reference cited at 4, APSRTC has revised the fares of certain types of Stage Carriages – Mofussil (Pallevelugu, Ultra Pallevelugu, Express, Deluxe, Ultra Deluxe, Super luxury, Super Luxury AC Economy, Indra AC, Garuda and Garuda Plus, Amaravati, Night Rider 42, Night Rider 48), Metro Luxury AC District and City Services (City / Suburban Ordinary, Metro Express.) w.e.f 11.12.2019.

In view of the revision of 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, to neutralize the effect of the fare hike, with respect to the incentive amounts payable.

Vide ref.5th cited, instructions on threshold slab rates of incentive to the drivers operating services with TIMs, incentive payable on issuing of passenger tickets based on the ticket fare collected for different type of services was already issued.

II. Revised Rates of Incentive:

The rates of incentive payable to the each crew member, on reaching the targets & crossing the targets at various slabs of growth in earnings, on various types of products on revised fares in District, City, TPT-TML & TML-Papavinasanam (Express) services are furnished here under:

S.No	Type of Service	For Conductor / Driver on spot					
		On Reaching Target (%)	> Target & Up to 110%	> 110% & Up to 120%	> 120% & Up to 130%	> 130% & Up to 140%	> 140%
DIST. SERVICES							
1	PVG	0.20%	1.19%	1.42%	1.90%	2.38%	2.87%
2	Ultra PVG.	0.20%	1.21%	1.44%	1.93%	2.42%	2.92%
3	EXPRESS	0.10%	0.80%	0.88%	1.06%	1.41%	1.77%
4	Delux	0.09%	0.72%	0.81%	0.91%	1.08%	1.26%
5	Ultra DLX	0.09%	0.74%	0.83%	0.92%	1.10%	1.29%
6	Sup.Lux	0.09%	0.73%	0.82%	0.90%	1.09%	1.27%
7	INDRA A/C	0.07%	0.74%	0.83%	0.93%	1.11%	1.30%
8	Metro Luxury A.C. Dist.	0.07%	0.32%	0.62%	0.88%	1.03%	1.24%
CITY SERVICES							
1	CITY ORD.	0.12%	0.68%	1.15%	1.53%	1.92%	2.31%
2	METRO EXP.	0.11%	0.60%	1.05%	1.40%	1.77%	2.11%
Operations up to TML from faraway destinations (Other than TPT) & TPT - PAPA VINASANAM							
1	Sap.Exp. (TPT-TML)	0.08%	0.79%	0.86%	1.04%	1.37%	1.73%
2	Sap.Exp. (TML-PVNM)	0.07%	0.49%	0.54%	0.65%	0.86%	1.07%

THE ABOVE REVISED INCENTIVE SLAB RATES ON EARNINGS PARAMETER IS VALID UP TO 31.12.2019 ONLY.

III. REVISION OF SERVICE TARGETS VALID FROM 11.12.2019 to 31.12.2019:

The basic fare of all types of buses is revised upward, need to revise the service targets to neutralize fare revision, in respect of payment of incentive amount to the crew.

A. Fixation of service targets valid from 11.12.2019 to 31.12.2019:

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., 01.07.2019 to 30.09.2019 by multiplying with the related CORRECTION FACTOR OF UNIT and schedule KMs of that service in district and city operation with pre-revised fares. The targets fixed in pre-revised basic fare shall be revised upward from 11-12-2019 to 31-12-2019 by the type wise % of increase in basic fare as shown below:

For example, a Palle velugu service target is fixed as Rs.9427.00 in the pre-revised fare, now the target of that service has to be fixed in revised fare, the following procedure shall be followed;

Palle velugu (District Ordinary) Service target in Pre-revised fare : Rs. 9427
% of increase in basic fare Pallevelugu Operation : 15.87%
Pallevelugu service target in revised fare = (9427.00 X 115.87%) : Rs. 10923.00

Similar calculation shall be done for all types of services to arrive service targets.

IV. ELIGIBILITY TO EARN INCENTIVE ON EARNINGS PARAMETER:

- i. The Conductors / Drivers are eligible to receive incentive on earnings parameter on spot as per eligibility clauses. The incentive rates shall be applied only on coach earnings and shall not include the amount due to collection of passenger cess, tollgate plaza earnings, luggage earnings, TAYL, sale proceeds of RFID cards, Recharge amounts on RFID cards & GST etc. The incentive amounts shall be calculated purely based on earnings realized due to sale of basic passenger tickets only.
- ii. At the calendar month end, the total incentive amount paid on spot to the Conductor for that month shall be arrived. 50% of that amount shall be paid to that Conductor subject to the terms and conditions, along with other depot employees. This incentive amount of Conductor shall be rounded off to the nearest rupee.
- iii. The drivers operating TIMs are eligible to receive incentive on earnings, besides TIM Incentive on spot for having issued tickets through TIMs without conductors and TIM Driver Allowance (TDA) at month end (for RTC drivers only) vide Cir.No.03/2019-IED.

V. A fixed amount of Rs.50/- per duty per driver shall be paid to the drivers after the spell of the duty in lieu of incentive on earnings parameter for the 5 types of AC service operations remains unchanged for Garuda, Garuda plus, Amaravati, Vennela Economy & Vennela-24.

VI. PHB DRIVERS : The REWARD amount shall be paid to the private hire bus driver on spot on par with the RTC Driver on Earnings parameter for all the services of Private Hire Buses.

VII. Travel as you Like (TAYL) Tickets: The incentive amount payable on sale of TAYL tickets @ Rs.0.50 per ticket up to sale of 5 tickets per duty and above 5 tickets onwards Rs.1.00 per ticket remains unaltered.

VIII. Tirupathi - Tirumala (TPT-TML) Ghat Operation:

Vide clause no.3.9.2 of Circular No.23/2010-IED, Dt.26-11-2010, incentive amount payable to conductor on sale of Single Journey Tickets (SJT) & Return Journey Tickets (RJT) for the journey between TPT-TML (Adult & Child) @ Rs.0.50 for SJT Adult; Rs.0.25 for SJT Child and Rs.1.00 for RJT adult; Rs.0.50 for RJT Child is issued, is remains unchanged and also the same rates of incentive is also applicable to the services of TPT – TML – Papavinasanam for SJT & RJT tickets.

IX. TPT – TIRUCHANUR (CITY ORDINARY):

For TPT – Tiruchanuru services, the rates of incentive of City Ordinary shall be applied.


X. TPT-KANIPAKAM (EXPRESS):

For TPT-Kanipakam (Express, Deluxe) services, the rates of incentive of Express and Deluxe type of services shall be applied.

XI.

- i. *These revised incentive slab rates & fixation of service targets (i.e., targets fixed with Depot/ Unit Correction factor) is valid between 11.12.2019 and 31.12.2019.*
- ii. The all other terms and conditions issued vide Cir.No.23/2010-IED, Cir.No.05/2019-IED & Cir.No.06/2019-IED shall remain unchanged.
- iii. **Non-paid incentive amounts on earning parameters from 11.12.2019 to 31.12.2019 to the crew shall be paid after pre audited by the office concerned.**
- iv. **IT department is informed to make necessary modifications in the relevant software approved by the competent authority.**

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



EXECUTIVE DIRECTOR (E)

- Copy to : 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.
: Secretary to VC&MD for kind information please.
: CE (IT) is requested to arrange to keep the scanned copy of this circular in web portal under "IED" circulars.
: All Dy.CTMs / Dy.CMEs / Dy.CAOs / Dy. CAO (TA&I) for necessary action pl.
: Principals of all ZSTCs / Principal of Transport Academy for favour of information pl.
: All DMs / AOs / POs for necessary action.
: PO (HRD&W) for inclusion in monthly index.

-oOo-