



ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

O/o the VC & MD
Bhavan, MSRDC, Hyd-500624,
Dt.01.02.2008.

Lr.No.IE-2/367 (23)/2007-IED.

CIRCULAR No. 01 / 2008 - IED

Sub: DIS- Payment of incentive amount to maintenance staff working in the depots of Hyderabad and Secunderabad Regions-Certain modifications - Circular Instructions issued - Reg.

Ref: 1. Circular No. 08/2004 - IED, dated: 10.05.2004.
2. Circular No. 07/2005 - IED, dated: 26-11-2005.

1. Introduction

Vide circular cited 1, the revised Depot Incentive scheme was introduced and implemented at all the depots of the Corporation w.e.f. 01.06.2004. In the existing incentive scheme, incentive was being paid to the maintenance staff working in depot garages on HSD KMPL and Lube KMPL, in case of erstwhile depots of Hyderabad City Region and town depots of Vishakhapatnam, Vijayawada and Hanumakonda. While allowing incentive amount, 25% of eligible amount is linked to the percentage of total cancellation of KMs and 25% is linked to Break down Rate (BDR).

On the representations from the field, instead of % of total cancellation of KMs, only percentage (%) of mechanical cancellation of KMs was considered and 25% of the eligible incentive amount was linked to the percentage of mechanical cancellation parameter. To that effect a circular was issued vide reference cited 2.

On further representations on the incentive amount, to the garage staff of the depots of Hyderabad and Secunderabad Regions, the issue has been examined in detail and the following modification are made in order to motivate the garage staff of depots of Hyderabad & Secunderabad regions in the changed operating environment and technological changes.

1. Tyre CPK parameter is introduced in addition to the existing parameters for maintenance staff only, similar to the depots operating mofussil services.
2. Separate bases / slabs are introduced for the buses fitted with Rotary type of Fuel Injection Equipment (FIE), for maintenance staff only.
3. Modification in the slabs / bases of quality parameters:
 - a) % of Mechanical Cancellation of KMs (% of MC) and
 - b) Break Down Rate.(BDR)

2. Tyre CPK:

2.1 Fixation of Targets:

The base target for Tyre CPK for the depots of Hyderabad & Secundrabad regions is fixed as 29 paise.

2.2 Terms & Conditions:

The rest of the terms & conditions while arriving incentive amount on this parameter, communicated vide circular no. 8/2004-IED, dated: 10-05-2004 are applicable and payable, to maintenance staff only.

3. Separate bases and sharing on KMPL for the operation of vehicles fitted with Rotary FIE (Rotary Buses) for maintenance staff:

Base : 4.50

S.No.	KMPL SLABS	Calculating Base	Eligible Share in %
1	=>4.50	4.30	65
2	=>4.60	4.30	70
3	=>4.70	4.30	75
4	=>4.80	4.30	80

4. The slabs & sharing for % of Mechanical Cancellation of KMs:

Twenty five percent of the total incentive amount earned on all the three parameters i.e. HSD KMPL, Lube KMPL and Tyres CPK after applying prescribed ceiling on each of these parameter is linked to percentage of Mechanical Cancellation of KMs for all the depots of Hyderabad & Secundrabad Regions, as per the following slabs and percentage of sharing.

Base = 0.50

S.No.	% Mechanical Cancellation of KMs	% of Sharing
1	Above 0.50	0
2	0.50 & up to 0.35	50
3	Below 0.35 & up to 0.25	75
4	Below 0.25	100

5. The slabs & sharing for Break down Rate:

Twenty five percent of the total incentive amount earned on all the three parameters after applying prescribed ceiling on each parameter is linked to the breakdown rate for all the depots of Hyderabad & Secundrabad Regions, as per the following slabs and percentage of sharing.

Base = 0.40

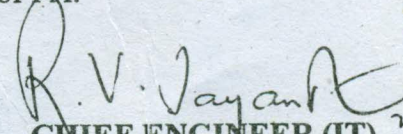
S.No.	Break Down Rate Range	% of Sharing
1	Above 0.40	0
2	0.40 & up to 0.30	50
3	Below 0.30 & up to 0.25	75
4	Below 0.25	100

PARAMETER-WISE CEILING LIMITS PER EMPLOYEE PER MONTH (Rs.) FOR GARAGE STAFF OF DEPOTS OF HYDERABAD & SECUNDRABAD REGIONS

SL.NO	PARAMETER	CEILING LIMIT in Rs
1	HSD KMPL	400
2	TYRE CPK	100
3	LUBE KMPL	25
4	TOTAL	525

The validity of this circular is from 01-02-2008 to 30-04-2008 and is applicable to the garage staff of depots of Hyderabad & Secundrabad Regions only. All other terms and conditions for arranging incentive payment to the garage staff, communicated vide circular No. 08/2004-IED, dated: 10-05-2004 shall remain unaltered.

This has approval of VC & MD and has the concurrence of FA.


CHIEF ENGINEER (IT) 24/08

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