

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

Lr.No.IE-2/367(26)/2001.

O/o the VC & MD, MSRD,
HYD-20, Dt.30.10.2001.

CIRCULAR No.29/2001 - IED.,Dt.30.10.2001.

Sub:- **DEPOT INCENTIVE SCHEME** - Introduction of Incentive Scheme for BC's working at Tirupati on sale of Return Journey Tickets (RJT) - Circular Instructions issued - Reg.

Ref:- Cir.No.3/2001-IED, Dt.09.02.2001.

I. INTRODUCTION:

The modified Incentive Scheme was implemented for Alipiri and Tirumala depots w.e.f 01.02.2001 vide reference above cited. In this Scheme B.C.s at the Bus stations/points are not covered for incentive payment.

At present Tirumala services are being operated from SEVEN bus stations/points at Tirupati. 25 booking clerks are deployed at these points for issue of Single Journey Tickets and Return Journey Tickets to Tirumala. The objective of introduction of incentive payment on sale of Return Journey tickets is to ensure that the sale of single journey tickets shall be converted to Return Journey Tickets to the maximum extent possible so that in Up and Down journeys the passengers will be traveling in APSRTC buses only. One of the advantages to pilgrims on purchase of RJT is that they need not stand in the Queue at Tirumala in return journey to Tirupati for purchase of ticket. The BCs at the counters shall explain the advantages and convince the pilgrims to purchase RJT. At present as there is no incentive scheme in existence BC's are not motivated to increase the sales of Return Journey Tickets. In order to motivate the BC's to put efforts for increasing the sale of RJTs, it is decided to pay incentive to the B.Cs working at Tirupathi Bus Stations/points w.e.f. **01.11.2001.**

II. INCENTIVE FOR SALE OF RJTs:

Incentive is paid to B.Cs on achieving the target as shown below:

Base Target = 350 tickets per B.C. per shift.

SLABS:

Sl. No.	No.of RJTs Sold From To	Incentive/ Ticket. (in paise)
1.	on reaching 350	2
2.	351 to 500	3
3.	501 and above	5

METHOD OF PAYMENT:

The Incentive will be calculated and paid on achieving the target and for over and above the target in telescopic manner. No incentive will be paid to the B.Cs below the target. The 50% incentive amount earned by BC's will be paid after spell of duty. Remaining 50% is payable at the end of the month subject to attendance clause as prescribed in the circular vide ref cited.

Example:-

CASE (A): RJ Tickets sold below Target:

Target	= 350
No.of RJTs sold	= 250
Incentive	= NIL

CASE (B): RJ Tickets sold equals to Target:

Target	= 350
No.of RJTs sold	= 350
Incentive	= $350 \times 2/100 = \text{Rs.}7.00$
Spot	= $7.00 \times 50\% = \text{Rs.}3.50$
M.End	= $7.00 \times 50\% = \text{Rs.}3.50$

CASE (C) :RJ Tickets sold more than Target:

a) Target	= 350
No.of RJTs sold	= 400
Incentive	= $350 \times 2/100 + 50 \times 3/100 = \text{Rs.}7.00+1.50=$ = Rs.8.50
Spot	= $8.50 \times 50\% = \text{Rs.}4.25$
M.End	= $8.50 \times 50\% = \text{Rs.}4.25$

b) Target	= 350
No.of RJTs sold	= 600
Incentive	= $350 \times 2/100 + 150 \times 3/100 + 100 \times$ $5/100 = \text{Rs.}7.00+4.50 + 5.00 = \text{Rs.}16.50$
Spot	= $16.50 \times 50\% = \text{Rs.}8.25$
M.End	= $16.50 \times 50\% = \text{Rs.}8.25$

III. CONDITIONS FOR INCENTIVE PAYMENT:

1. Booking clerks working at Link Bus Station, SVBS, Sudarshanachkra counter point (free), Sudershanachakra counter point (payment) and Balaji Bus Station (near foot hills) are covered under this new incentive scheme. **BC's working at Padmavati tourist bus station, foot hills tourist bus station and foot hill point(where the BCs sell RJTs to the pilgrims going by foot) are not covered under this scheme.**

2. To be eligible for incentive, the BC must achieve the targeted sale of 350 RJ tickets per shift (minimum base).
3. Total Return Journey ticket sales is arrived by combining half and full tickets.
4. Maximum spot incentive payable shall not be more than Rs. 450/- per month.
5. Maximum incentive payable to the BC's shall not be more than Rs. 600/- per month (spot and month end put together).
6. BC's who are covered under this new incentive scheme are not eligible to receive any incentive payment under regular comprehensive depot incentive scheme.
7. This Scheme is not applicable for B.Cs working at Tirumala Bus Stations/points.
8. This Scheme is not applicable to EX-TTD Employees.
9. All other terms and conditions for payment of incentive will be as per the district depot incentive circular vide ref cited.

This has the approval of VC & MD with the concurrence of F.A.

This Scheme will come into force w.e.f. **01.11.2001** and will be valid up to **31.01.2003**.

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VICE CHAIRMAN & MANAGING DIRECTOR.

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// ATTESTED //

U. Balaraman
CHIEF ENGINEER (IE&C)

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VICE CHAIRMAN & MANAGING DIRECTOR.