

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION



O/o the VC & MD,
MSRD, Hyd-20,

CIRCULAR No. 06/ 2007 – IED, Dt: 12.10.07.

Sub:- DIS - Incentive Scheme to the Drivers operating GARUDA (VOLVO & KINGLONG) vehicles on HSD oil KMPL Parameter– Circular issued – Reg.

Ref:- 1) Circular No. 28/2003-IED, Dated 28.07.2003.
2) Circular No.08/2004-IED, dated 10.05.2004.
3) Circular No. 02/2006-IED, dated 25.02.2006.

1.0 INTRODUCTION:

The Corporation has introduced luxurious "GARUDA" (VOLVO / KINGLONG) buses which are more comfortable and with less running time than other modes of road transport, in the year 2003, to meet the requirements of A.P.S.R.T.C's esteemed passengers.

The reputation and passenger patronage of these high end buses can be retained and improved continuously, mainly by the drivers who operate these buses, for which they have to acquire high speed driving skills coupled with appropriate customer behavior.

Hence to motivate the drivers, for successful operation of these services, a special allowance is fixed at Rs.50/- per duty per driver, in lieu of incentive amount on earnings parameter, vide Circular No. 28/2003 – IED, Dated 28.07.2003.

At present there are 89 Garuda buses, operating 16.3 lakh kms per month, which constitutes around 0.8 % of total operations and with an average HSD Oil KMPL of 2.85. At present majority of these buses are

being deployed in four depots viz., Hyderabad-1, Picket, Vijayawada & Visakhapatnam.

Since these Garuda buses have A/c, with high Horse Power Engines, the HSD KMPL is low when compared with regular buses. Due to low KMPL of these buses, the HSD KMPL performance of those Depots / Regions is getting affected.

When KMPL of these vehicles are studied on the request of field managers, it is observed that there is a difference in achievement of KMPLs of these vehicles from depot to depot, creating a scope to improve the HSD KMPL further without compromising Speed, Comfort, Luxury etc.

Since drivers play a vital role in getting good KMPL, additional incentive amount is proposed to the drivers, to improve KMPL of Garuda buses. (The buses are being maintained by outside agencies, hence there is no proposal for Maintenance staff).

2.0 INCENTIVE ON HSD KMPL FOR GARUDA BUS DRIVERS.

The incentive on HSD KMPL shall now be calculated differently on the GARUDA Kms, and the other than GARUDA Kms operated by the Driver for the month.

2.1 HSD KMPL SLABS FOR DRIVERS OPERATING THE GARUDA VEHICLES.

HSD KMPL Slab	Cal.Base	% of Sharing
=>2.70 to 3.20	2.50	30%
>3.20 to 3.70	2.50	35%
>3.70 to 4.20	2.50	40%
> 4.20	2.50	45%

And for calculating the Incentive on HSD KMPL of other than GARUDA Kms, the terms and conditions of Circular No. 08/2004 -IED, dated 10.05.2004 stands good.

3.0 CALCULATION OF INCENTIVE AMOUNT ON HSD KMPL.

For better understanding of the new scheme an illustration is shown here under:

ILLUSTRATION :

Incentive amount on HSD KMPL to the driver, who operates both GARUDA and other type of buses.

Assume that a driver has operated Garuda services for a period of 10 days and other type of services for 14 days. The incentive calculation to the driver on HSD oil parameter is as follows.

3.1. For the operation of Garuda services

The Kilometers operated by the driver on Garuda services	=	2300
HSD Oil Consumed	=	783 lts.
KMPL	=	2.94
Calculating base	=	2.50
HSD oil saved = $(2300/2.50) - 783$	=	137 lts.
Incentive amount earned on GARUDA services	=	$137 \times 2.50 \times 30\%$
	=	Rs. 102.75 A

3.2. For the operation of other type services.

The kilometers operated by the driver on other type services	=	3500
HSD Oil Consumed	=	639 lts.
KMPL	=	5.48
Calculating base	=	4.85
HSD oil saved = $(3500/4.85) - 639$	=	82.65 lts.
Incentive amount earned on Non-GARUDA services	=	$82.65 \times 2.50 \times 95\%$
	=	Rs. 196.29 B

3.3. Total incentive amount payable to the driver on HSD oil KMPL.

$$\begin{aligned} \text{Parameter} &= A + B = 102.75 + 196.29 = \text{Rs. 299.04} \\ &= \text{Rs. 299/-} \end{aligned}$$

Hence the instructions stipulated in Circular 8/2004-IED are modified to the above extent only while allowing incentive amount on HSD KMPL parameter to the drivers of GARUDA Buses.

4.0 Terms and Conditions:

The terms and conditions stipulated in the Circular 8/2004-IED, shall be applied while allowing this additional incentive amount to the drivers, who operated GARUDA buses also.

5.0 Validity Of The Incentive Scheme

The Circular Instructions will come into force w.e.f. 01.11.07 and will be valid till the Circular No.8/2004-IED, is valid.

6.0 Conditions for payment of special allowances, the instructions as detailed in Circular No. 28/2003-IED should be followed.

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

R.V. Jayant 12/10/07
CHIEF ENGINEER (IT)

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PA to VC & MD for kind infn.pl.

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