

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.IE-2/367(3)/2006 - IED.

O/o the VC & MD, MSRDC,
Hyd - 20, Dt. 18.10.2006.

CIRCULAR No. 15/2006 – IED

Sub: DEPOT INCENTIVE SCHEME – Payment of Incentive to Crew for operating Special Services – Circular Instructions issued – Reg.

Ref: 1. Circular No. 08/2004 – IED, Dt. 10.05.2004.

1. INTRODUCTION:

In the existing Depot Incentive Scheme, there is no provision to pay incentive to the crew when special services are operated to clear sudden spurt of traffic. Considering number of requests made by the field officers to make necessary provision in our incentive scheme so as to allow incentive for the crew operating Special Services also, in order to motivate the crew to get more earnings in the normal fare trip of such special service, a scheme has been worked out for payment of incentive amounts to the operating crew of special services also.

2. DEFINITION OF SPECIAL SERVICES UNDER THIS SCHEME :

The following will be designated as special services for the purpose of this incentive scheme:

- i. Services operated to clear the traffic demand in Bus Stations during festival days / holidays.
- ii. Services operated to clear the sudden spurt in traffic demand arising at Bus Stations, due to various unforeseen reasons.
- iii. Services operated to clear the traffic during un-expected incidents and calamities like floods, road breaches, train accidents etc.
- iv. Special operations with scheduled services duly diverting its scheduled route course on demand at Bus stations, by diverting the complete scheduled service or part of it duly canceling any of the scheduled trips/Kms.

3. METHODOLOGY OF PAYMENT OF INCENTIVE FOR SPECIAL SERVICES. :

The payment of incentive on earning parameter to the crew who operate the special services shall be as follows :

(a) **Incentive amount to be paid for the special trips operated with 1.3 times of normal fare:**

- (i) When a service is operated with a single driver and with TIM (Conductor-less service), the incentive amount is fixed as Rs.30/-.
- (ii) When such trip is operated with more than one driver with TIM or with a Driver and Conductor without a TIM, the incentive amount is fixed as Rs.20/- for each of the crew member operating the service.

(b) **Incentive amount to be paid for the trip operated with normal fare:**

The incentive amount shall be paid to the crew on earning parameter, duly calculating the correct corresponding Occupancy Ratio against the actual earnings of the trip operated with normal fare, as per the following table.

S.No.	OR (in %)				Eligible incentive amount (in Rs.)
1	Upto 40				10.00
2	Above	40	to	45	15.00
3	Above	45	to	50	20.00
4	Above	50	to	55	25.00
5	Above	55	to	60	35.00
6	Above	60	to	65	45.00
7		65	and	Above	55.00

- (c) In respect of special type of operations made, there shall not be any other type of incentives, except TIM handling allowance to the Driver.

- (d) No incentive shall be paid to the crew members on the actual schedule, if a part of the scheduled trip/trips or kilometers are cancelled due to deviation for operating such a schedule as a special service.

The illustrations in this regard are given as Annexures 1 to 3 of this circular.

4. CONDITIONS:

This scheme is applicable to the special type of operations, specified at clause nos. (i) to (iv) of item no. 2 for all types of vehicles (Except Garuda/Garuda plus), only when operated with 1.3 times its normal Express/Luxury/Hi-tech fares, as the case may be, in one of the trips (either up or down trip). In respect of special services operated with any fares less than Express fare, even with 1.3 times of such fares, no incentive can be paid under this scheme.

5. TREATMENT OF KILOMETERS ON OPERATING THESE SPECIAL SERVICES:

- (a) When a special service is operated by a spare vehicle, the Kilometers shall be shown as extra and shall not be considered to offset any or part of the cancelled kilometers of the depot.

- (b) In case of partial cancellation of scheduled services to operate as special services the following are the guide lines proposed for accountal of the cancelled kilometers

- i. In order to exclude the cancellation of kilometers of the schedule service deviated for the operation of the vehicle as special service, for the purpose of percentage of cancellation, approval of the Regional Manager concerned has to be obtained. After obtaining the permission of the Regional Manager, these cancelled kilometers can be excluded from the percentage of cancellation. If the same is not obtained before the end of the month these

cancelled kilometers shall be included for the purpose of calculating percentage of cancellation.

- ii. The kilometers operated by these special services shall be shown and accounted as extra kilometers and shall not be used for offsetting the cancelled kilometers of the depot.

The incentive shall be paid to the crew after the spell of duty (on the spot itself) and there shall not be any month end payment under this scheme.

The Computers Department shall prepare and supply necessary software for this scheme to implement through the DOLTAS Module.

6. VALIDITY OF THIS SCHEME:

These circular instructions will come into force with effect from 20.10.2006 and is valid for a period of **ONE YEAR** i.e. up to 19 .10. 2007 .

All the other terms and conditions communicated vide circular under reference cited shall remain unchanged.

This Circular has the approval of Vice Chairman & Managing Director with the concurrence of FA.

TVS Madh

EXECUTIVE DIRECTOR (IT&MS)

18/10/2006

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 The Secretary General, APSRTC, E.U., Satyanarayana Reddy Marg, Hyd.

ILLUSTRATION 1: When regular schedule is cancelled and operated as a special service or spare vehicle is operated as a special service:

A service of KRNL-2 depot operated as special service to Bangalore and earned a total of Rs.22934.00 on 1158 Kms of operation. The incentive to be paid to the crew shall be as follows basing on the above proposal.

Special Trip operation:

Route : Bangalore – Kurnool – Hyderabad

Type of vehicle operated: Hi - tech

Details of Special trip with 1.3 times of fare:

Trip operated = Bangalore – Hyderabad

Route length = 579 Kms

Earnings realized = Rs. 16671.00

EPK in ps. = 2879

OR = [EPK / (seating capacity X Basic fare)] x 100

= [2879 / {36 (57 x 1.3)}] x 100

= [2879 / {36 x 74.1}] x 100

= [2879 / 2667.6] x 100

= 1.07.9 %

Fixed incentive amount to be paid to the each of the crew member
(irrespective of O.R.) = Rs.20.00 ----- A

Trips operated with normal fare

No. of trips operated with normal fare = 2

Trip no. 1 : Kurnool – Bangalore

Kms operated = 366

Earnings realized = Rs. 2142.00

Trip no. 2 : Hyderabad – Kurnool

Kms operated = 213

Earnings realized = Rs. 4121.00

Total Earnings realized in the trips operated
with normal fare = $2142 + 4121 = \text{Rs. } 6263.00$

Total Kms operated in the trips operated
with normal fare = $366 + 213 = 579$

Total EPK realized in the trips operated
with normal fare in Ps. = 1082

Total OR obtained in the trips operated
with normal fare = 52.7 %

Incentive amount to be paid to the each of the crew member = Rs. 25.00 ----- B

Total incentive amount to be paid to the

Each of the crew member = A + B

Operated spl. Service to be paid on
Spot. = $20 + 25$
= Rs. 45.00 each

Note: There shall be no month end incentive payable to the any crewmembers.

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ILLUSTRATION NO.2 ; For Dist ord. Service operated as Special Service partly canceling the scheduled trip / scheduled Kms.

Actual Schedule : Nalgonda – Hyderabad 11.30 N/o
Route length = 106 Kms.

Schedule Kms. of service as Dist. Ord. = 424
Scheduled trips = 4
Earnings fixed for this service = Rs. 5618.00
Kms. operated upto making N/o at MGBS = 318
Earnings realized for 318 Kms. = Rs. 4302.00 (assumed)

Note: This service deviated as Hyd – Vja special service with 1.3 times Express fare duly canceling one trip of 106 Kms. In return it is instructed to operate as VJA – NLG Service with normal express fare.

Coach Earnings:

1. Earnings realized in normal trip from VJA to NLG = Rs.2688.00 (assumed)
- 2 (a) Earnings realized for the trip operated with normal fare of Express type = Rs.2688.00
(b) Earnings realized as operated as regular Dist Ord. service = Rs.4302.00
(c) Total earnings realized by the service = 2688 + 4302 = Rs. 6990.00

Incentive calculation:

1. Spot incentive payable to Conductor & Driver

1(a) Incentive for the trip operated with 1.3 times to the normal fare of Exp. type = Rs. 20.00

(b) Incentive payable to conductor and driver for the trip operated with normal fare in special service:

Earnings realized for Normal fare of express type = Rs. 2688.00
Kilometers operated for normal fare service (VJA – NLG) = 190
EPK in ps. = 1415
OR = {EPK / (Basic fare of the type of special service X Seating capacity of the type of vehicle operated)} X 100

Note : The seating capacity shall be taken as actual no. of seats available in that particular bus operated to special service.

Occupancy Ratio = $\{ 1415 / (44 \times 59) \} \times 100 = \{ 1415 / 2596 \} \times 100 = 54.5 \%$

Incentive amount payable to the Cond. /Driver each as per the proposal = Rs.25.00

1(c) Total incentive payable to the each of the crew member = 20 + 25 = Rs.45.00 at the end of the operation of this service.

ILLUSTRATION 3: When regular schedule is cancelled and operated as a special service or spare vehicle is operated as a special service: (with TIM and single driver)

A service of Eluru Depot operated as special service to Hyderabad and earned a total of Rs.10818/- on 662 Kms of operation. The incentive to be paid to the driver shall be as follows basing on the revised proposal.

Special Trip operation:

Route : Eluru – Hyderabad - Eluru
Type of vehicle operated: Hi - tech

Details of Special trip with 1.3 times of fare:

Trip operated = Eluru – Hyderabad
Route length = 331 Kms

Earnings realized = Rs. 7718.00
EPK in Ps. = 2332
OR = [EPK / (seating capacity X Basic fare)] x 100
= [2332 / {36 (57 x 1.3)}] x 100
= [2332 / {36 x 74.1}] x 100
= [2332 / 2667.6] x 100
= 87.42 %

Fixed incentive amount to be paid to the Driver operated the service with TIM
(irrespective of O.R.) = Rs.30.00 ----- A

Trip operated with normal fare

Trip with normal fare : Hyderabad – Eluru

Kms operated = 331
Earnings realized = Rs. 3100.00

EPK realized in the trip operated with normal fare in Ps. = 937

Total OR obtained in the trip operated with normal fare = EPK X 100 / (seating capacity X Basic fare)
= 937/(36 X 57) = 45.67 %

Incentive amount to be paid to the Driver = Rs. 20.00 ----- B

Total incentive amount to be paid to the Driver on the spot = A + B = 30 + 20 =Rs 50.00

Note: The driver is not eligible to receive the incentive on sale of tickets, but the TIM handling allowance shall be paid.