

# ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

Lr.No.IE-2/367(10)/2005-IED.

O/o the VC & MD, MSRD,  
Hyd - 20, Dt.26.11.2005.

## CIRCULAR No. 07/2005-IED

**Sub : Incentives**– Payment of incentive to maintenance staff working in depots- Modifications carried out in the existing incentive scheme - Circular Instructions issued – Reg.

**Ref :** Circular No. 08/2004 – IED, dated. 10.05.2004.

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### 1.0 Introduction

Vide reference cited, the modified depot incentive scheme has been introduced and implemented at all the depots of the Corporation w.e.f. 01.06.2004. In the existing incentive scheme incentive is being paid to maintenance staff working in depot garages on HSD KMPL, Tyre CPK, Spring consumption and Lub KMPL in case of all the District Depots, where as in case of HCR depots and town depots of Vishakhapatnam, Vijayawada and HNK, the incentive is being paid on HSD KMPL and Lub KMPL parameters. In case of Ghat Depots (Alipiri and Tirumala depots) incentive is being paid on only HSD KMPL parameter.

In the existing Depot incentive scheme 50% of the incentive earned on all the parameters is linked to qualifying parameters such as percentage of total cancellations and breakdown rate. Representations were received from the field supervisors and staff to link the incentive earned on all parameters with percentage of mechanical cancellations instead of percentage of total cancellations as total cancellations includes traffic cancellations also. In view of linking the eligible incentive to overall percentage of cancellations the maintenance staff are getting less incentive and requested to carryout modifications for motivating maintenance staff.

It was also noticed that the slabs and sharing prescribed for breakdown rate in the existing scheme are not in proportion to the actual breakdown rate achieved by HCR depots. The breakdown rate achieved by HCR depots for the year 2004-05 is 0.22, where as the breakdown rate achieved at Corporate level is 0.12. Hence it is also proposed to modify the breakdown rate slabs and sharing to motivate the maintenance staff working at HCR depots.

Keeping the above points in view, VC & MD with the concurrence of FA has accorded permission to carry out the following modifications in the existing depot incentive scheme for the purpose of payment of incentive to the maintenance staff.

### 2.0 Percentage Of Mechanical Cancellation

In the existing depot incentive scheme, 25% (twenty five percent) of the incentive earned on all the parameters is linked to the percentage of total cancellations for all the depots of Corporation including Hyderabad City region depots and town depots of Vishakapatnam, Vijayawada, HNK and ghat depots. The existing slabs and sharing for the purpose of linking the incentive earned on all the parameters to total percentage of cancellations is as per the following table.

Sl. No.	REDUCTION FROM TARGET	% OF SHARING
1	3% and up to 2%	50%
2	below 2% and up to 1%	75%
3	below 1%	100%

Now it is decided to link 25% (twenty five percent) of the eligible incentive to percentage of mechanical cancellations instead of percentage of total cancellations for the purpose of payment of incentive to maintenance staff working at all the depots of the Corporation including Hyderabad city region depots and town depots of Vishakhapatnam, Vijayawada, HNK and ghat depots. For arriving at the percentage of mechanical cancellations, kilometers cancelled on account of want of bus, late supply of bus, tyre failures and mechanical failures shall be considered.

P.T.O.

Twenty five percent of the incentive earned on all the parameters is linked to percentage of mechanical cancellations for all the depots of the Corporation as per the following slabs and sharing.

**BASE = 0.40**

S.No	Mech. Cancellation (%) Range	% of Sharing
1	Above 0.40	0
2	0.40 & upto 0.30	50
3	Below 0.30 & upto 0.20	75
4	Below 0.20	100

**3.0. Breakdown Rate for Hyderabad City Region Depots**

In the existing depot incentive scheme, 25%(twenty five percent) of the incentive earned on all the parameters is linked to the breakdown rate for all the depots of Corporation including Hyderabad City region depots and town depots of Vishakapatnam, Vijayawads, HNK and ghat depots. The existing slabs and sharing for the purpose of linking the incentive earned on all the parameters to breakdown rate is as per the following table.

Sl. No.	REDUCTION FROM TARGET	% OF SHARING
1	0.30 up to 0.20	50%
2	Below 0.20 up to 0.10	75%
3	Below 0.10	100%

Now it is decided to modify the intervals of the existing slabs for the purpose of linking the incentive to breakdown rate for all the depots of Hyderabad City Region. For all other depots including town depots of Vishakhapatnam, HNK, Vijayawada and ghat depots, the slabs and sharing prescribed in the existing circular shall be followed for the purpose of linking the incentive to breakdown rate.

Twenty five percent of the incentive earned on all the parameters is linked to breakdown rate for all the depots of Hyderabad City Region, as per the following slabs and sharing.

**Base = 0.30**

S.No	Break Down Rate Range	% of Sharing
1	Above 0.30	0
2	0.30 & upto 0.25	50
3	Below 0.25 & upto 0.20	75
4	Below 0.20	100

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

5.0 These circular instructions will come into force w.e.f. 01.11.2005 and will be valid up to 31.05.2006.

  
**CHIEF ENGINEER (IT&MS)**

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