

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

Lr.No.IE-2/812(1)/2002-IED

Office of the VC & MD,
Mushirabad, Hyderabad,
Dated : 09-08-2002.

CIRCULAR No. 8/2002- IED

Sub: **INCENTIVE** - Payment of incentive to Safety Instructors on par with the garage staff in depot incentive scheme - Circular instructions issued - Reg.

- Ref :
1. Board Resolution No.44/1993, dated 21.04.1993.
 2. Circular No.01/2001-IED, dated 09.02.2001.
 3. Circular No.02/2001-IED, dated 09.02.2001.
 4. Circular No.03/2001-IED, dated 09.02.2001.
 5. Circular No.05/2001-IED, dated 18.04.2001.
 6. Circular No.30/2001-IED, dated 04.12.2001.
 7. Circular No. PD-63/2001, dated 30.08.2001.

1. INTRODUCTION:

Vide reference 7th cited the Safety Instructor post has been revived. A proposal has been sent by HRD to IEU duly requesting to study the feasibility of paying incentive to Safety Instructors along with garage staff under Depot Incentive scheme. Accordingly, the views of the Regional Managers on the contribution made by the safety Instructors towards improved safety standards and cost reduction in the areas of fuel, tyres and springs were obtained. The Regional Managers have expressed the opinion that the Safety Instructors are also contributing towards cost reduction in Maintenance side besides imparting Safety driving features to the drivers. After critical examination of the proposal and taking into consideration the views expressed by the Regional Managers, IED has recommended for payment of incentive to the Safety Instructors in addition to the special allowance which has since been approved by the VC & MD.

Consequently, the Safety Instructors will be eligible for incentive under depot incentive scheme in addition to the existing Special Allowance of Rs.500/- on par with the garage staff. The payment of incentive to Safety Instructors will come into force w.e.f. **01.08.2002.**

2. METHOD OF PAYMENT:

1. The Safety Instructors shall be included in the garage staff under Class-III category for the purpose of payment of Incentive.

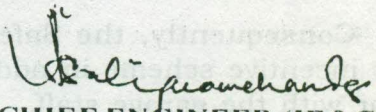
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2. 25% of the incentive earned by the Safety Instructor every month shall be set aside and linked to Accident rate of the depot. This incentive amount will be released if the Accident rate of the depot is lower when compared with the previous year. If the Accident rate of the depot is more when compared to the previous year, the 25% of incentive amount accrued will be forfeited.
3. The accident rate of the depot shall be reckoned from APRIL to MARCH, every year for the purpose of releasing the set aside Incentive amount. For this financial year i.e 2002-2003 the accident rate from 1-8-2002 to 31-3-2003 shall be compared with corresponding period of previous year for releasing the set aside incentive payment.

3. CONDITIONS FOR PAYMENT OF INCENTIVE:

1. Incentive shall be paid to the safety instructor provided there is an improvement in over all HSD KMPL of the depot for a particular month when compared to the corresponding month of last year. Minimum improvement shall not be less than 0.01 KMPL.
2. Every month the safety instructor shall be online for at least 20 days. The same shall be certified by the Depot Manager.
3. Bus gross HSD KMPL of a depot shall not be less than 5.00 and 4.80 for the District and other (All city depots, Ghat operation depots such as Paderu, Alipiri and Tirumala) depots respectively for the incentive month.
4. Other terms and conditions prescribed in the Depot Incentive Circulars shall stand good.

This Scheme is valid up to 31.01.2003 in line with the Depot incentive scheme. This Circular is issued with the concurrence of Financial Adviser.


CHIEF ENGINEER (IE&C)

13/8/02

Copy to: All EDs/FA/CAO/ED(Zones),
All Regional Managers/HODs,
All Dy.CTMs / Dy.CMEs / DVMs / Dy.CAOs/Dy.CAO(TA&I)/Principals of
ZSTCs/Dy.CME(Comp)
All DMs/AOs/A-G.Audit, RTC Branch, Hyderabad.
The Secretary General, APSRTC, E.U., Satyanarayana Reddy Marg, Hyd,
The General Secretary, APSRTC, NMU, Vidyanagar, Hyderabad.