

## ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No. AME/367(02)/2015 - IED



O/o the VC & MD, MSRD,  
Bus Bhavan, Hyderabad.

### CIRCULAR No. 07/2015 - IED, Dated: 13-11-2015

Sub: -**Depot Incentive Scheme:** Revision of rates of incentive on earnings parameter & service targets consequent to fare revision with effect from 24-10-2015 -- Circular Instructions issued -Reg.

Ref: - 1) Circular No. 23/2010-IED, Dated: 26-11-2010.  
2) Circular No. 14/2013-IED, Dated: 03-12-2013.  
3) Circular No. 09/2015 - OPD (P), DT.21.10.2015.

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#### **I. Introduction:**

Vide circular reference cited at 3, Corporation has revised the fares in respect of certain types of Stage Carriages - Mofussil (Teluguvelugu, Express, Deluxe, Super Luxury, Indra AC, Garuda and Garuda Plus) and City Services (City / Suburban Ordinary, Metro Express and Metro Deluxe etc.,) with effect from 24.10.2015.

In view of revision of the fares, it is necessary to revise the service targets, rates of incentive on earnings parameter and incentive to the drivers operating services with TIMs for different types of services, to neutralize the effect of the fare hike, with respect to the incentive amounts payable.

Vide Circular no.5/2015-IED dt.27.10.2015 rates of incentive to the drivers operating services with TIMs for different type of services was already issued.

#### **II. Salient features:**

1. As the average EPB of Deluxe and Metro Deluxe are less even when compared to Ordinary and City Ordinary services, to encourage crew, the incentive rates are proposed are above the normal rate.
2. As the Low Floor Volvo make buses under the brand name Metro Luxury AC buses are being operated in both mofussil and city routes, separate incentive rates are arrived for those products.

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### III. Revised Rates of Incentive:

The rates of incentive to various types of operations on account of fare revision on 24.10.2015 in District, City, TPT-TML & TML-Papavinasanam (Express) services on reaching the targets & crossing the targets at various levels of growth in earnings are as follows.

S.No.	Type of Service	For Conductor / Driver					
		on Reaching the target	Above Target				
			> Target & upto 110%	> 110% & upto 120%	> 120% & upto 130%	> 130% & upto 140%	>140 %
1	2	3	4	5	6	7	8
<b>District Services</b>							
1	Telugu velugu	0.23%	1.38%	1.64%	2.20%	2.76%	3.32%
2	Express	0.12%	0.98%	1.08%	1.30%	1.73%	2.18%
3	Deluxe	0.11%	0.87%	0.98%	1.09%	1.30%	1.52%
4	Super Luxury	0.10%	0.85%	0.96%	1.06%	1.28%	1.49%
5	Indra AC	0.08%	0.79%	0.89%	0.99%	1.19%	1.39%
6	Metro Luxury AC(Dist)	0.07%	0.34%	0.66%	0.93%	1.09%	1.31%
<b>City Services</b>							
1	City Ordinary	0.14%	0.76%	1.29%	1.72%	2.16%	2.59%
2	Metro Express	0.13%	0.73%	1.27%	1.70%	2.15%	2.56%
3	Metro Deluxe	0.15%	0.64%	1.20%	1.66%	2.10%	2.52%
4	City Metro Luxury AC	0.09%	0.35%	0.68%	1.00%	1.14%	1.40%
<b>Operations upto TML from faraway destinations (Other than TPT) &amp; TPT-Papavinasanam</b>							
1	Saptagiri Express/ Deluxe/Super Luxury	0.10%	0.94%	1.03%	1.24%	1.64%	2.07%
2	TML-Papavinasanam Express	0.08%	0.60%	0.66%	0.80%	1.05%	1.31%

At the calendar month end, the total incentive amount paid on spot to the Conductor for that month shall be arrived. 50% of that amount shall be paid to that Conductor subject to the terms and conditions, along with other depot employees. This incentive amount of Conductor shall be rounded off to nearest rupee.

### IV. Revision of Service Targets:

The basic fare of all types of buses is revised upward, need to revise the service targets to neutralize fare revision, in respect of payment of incentive amount to the crew.

**1. Fixation of service targets from 24-10-2015 to 31-12-2015:**

In the Existing circular no. 23/2010-IED, dated: 26-11-2010, vide para 3.1, twelve months are divided into four quarters. Fixation of service targets is being done based on the quarterly average EPK multiplied by the correction factor of the unit communicated and schedule KMs of that service. Since the service target is already fixed taking the average EPK realized during previous quarter i.e., 01.07.2015 to 30.09.2015 by multiplying with the related correction factor of unit and schedule KMs of that service in district and city operation with pre-revised fares. The targets fixed in pre-revised basic fare shall be revised upward from **24-10-15 to 31-12-15** by the type wise % of increase in basic fare.

For example, a Telugu velugu service target is fixed as Rs.6929.00 in the pre-revised fare, now the target of that service has to be fixed in revised fare, the following procedure shall be adopted.

<b>Telugu velugu (District Ordinary) Service target in Pre-revised fare (say)</b>	<b>: Rs. 6929.00</b>
<b>% of increase in basic fare Telugu velugu Operation</b>	<b>: 5.08%</b>
<b>Pallevelugu service target in revised fare = (6929.00 X 105.08%)</b>	<b>: Rs. 7281.00</b>

Similar calculation method shall be adopted for all types of services to arrive service targets.

**2. Fixation of service targets from 01-01-2016 to 31-03-2016:**

To fix the target for next quarter i.e from January 2016 to March 2016 for a service, the average EPK realized from 01.10.2015 to 31.12.2015 (Previous Quarter) has to be taken. Since the fare hike is implemented from **24.10.2015**, the service target for the next quarter (Jan' 2016 to Mar' 2016) shall be done in 3 stages:

- Stage (i):** The earnings realized for a service from **01.10.2015 to 23.10.2015** has to be raised upward by the % of increase in basic fare to that corresponding type of operation.
- Stage (ii):** The earning realized for a service from **24.10.2015 to 31.12.2015** has to be added to the calculated earnings arrived at stage (i) and has to be considered as the earnings realized for the period **01.10.2015 to 31.12.2015**.
- Stage (iii):** The total KMs operated by that service during the period from **01.10.2015 to 31.12.2015** shall be taken. The total earnings calculated at stage (ii) shall be divided by the KMs operated, to arrive at average EPK for the period from **01.10.2015 to 31.12.2015**. Finally the calculated average EPK has to be multiplied by the quarterly correction factor (Jan' 2016 to Mar' 2016) of respective unit and schedule KMs of that service to fix the service target.

- 3.** From April 2016 onwards the service targets shall be worked out as usual as per the procedure mentioned in the existing Circular No. 23/2010-IED, dated: 26-11-2010 vide clause no.03.0.

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For better understanding an Illustration is furnished as follows.

**ILLUSTRATION FOR FIXATION OF SERVICE TARGETS**

Name of the depot	: GOOTY
Type of service	: District Express
Name of the service	: KRN1
Impact of fare hike on Super Express basic fare	: 10.13% --- A
Daily Schedule KMs	: 592 --- B
Pre-revised Target for the quarter Oct' 2015 to Dec' 2015	: Rs. 13596 --- C

**Revised Service Target for the Period from 24-10-2015 to 31-12-2015**

Revised Target for the period 24-10-2015 to 31-10-2015 {C X (100 + A) %}

= Rs.13596.00 X 110.13% = Rs. 14973.27 or Say = Rs. 14973/- --- D

**Revised Service Target for the Quarter Jan' 2016 to Mar' 2016**

Earnings realized from 01.10.2015 to 23.10.2015 (23 days) = Rs. 312708/- --- E

Upward increased of earnings realized from 1.10.2015 to 23.10.2015:  
{E X (100+A)} = Rs. 312708 X 110.13% = Rs. 344385.32 : Rs.344385/- --- F

Earnings realized (Projected) from 24.10.2015 to 31.12.2015(69 days) = Rs.1033137/- ---G

Earnings to be considered from 01.10.2015 to 31.12.2015(F+G) = Rs.1377522/- --- H

KMs operated (Projected) from 01.10.2015 to 31.12.2015(92 days) = 54464 --- I

EPK to be considered from 01.10.2015 to 31.12.2015 (H/I) = Rs. 25.29 --- J

Correction factor for the Quarter January 2016 to March 2016 = 0.96 --- K

Service target for the quarter Jan' 16 to Mar '16 (B x J x K)

= 592 x 25.29 x 0.96 = Rs. 14372.81 or Say = Rs. 14373/-

**Service Target : Rs. 14373/-**

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**V. Travel as you Like (TAYL) Tickets:**

The incentive amount payable on sale of TAYL tickets @ Rs. 0.50 per ticket up to sale of 5 tickets per duty and above 5 tickets onwards Rs. 1.00 per ticket remains unaltered.

**VI.** The incentive amount to Garuda, Garuda Plus, Vennela (AC sleeper), special operations, remains unchanged.

**VII. Tirupathi – Tirumala (TPT-TML) Ghat Operation:**

1. The incentive amount payable to conductor on sale of Single Journey Tickets & Return Journey Tickets for the journey between TPT-TML (Adult & Child) @ Rs.0.50 for SJT Adult; Rs. 0.25 for SJT Child and Rs.1.00 for RJT Adult; Rs. 0.50 for RJT Child.

2. The above rate of incentive is also applicable to the services of TPT-TML-Papavinashanam for SJT & RJT tickets.

**VIII. TPT – Tiruchanur (City Ordinary):**

For TPT-Tiruchanuru services, the rates of incentive of City Ordinary shall be applied.

**IX. TPT – Kanipakam (Express, Deluxe):**

For TPT- Kanipakam (Express, Deluxe) services, the rates of incentive of Express and Deluxe type of services shall be applied.

The rest of the terms and conditions shall remain unchanged such as fixation of service targets etc.,

The rest of terms and conditions stipulated in the circulars, communicated time to time shall remain unaltered.

These revised rates will come into force with effect from 24.10.2015.

The validity of the above proposals is valid upto 31.10.2017 or whenever changes are proposed and implemented, whichever occurs earlier.

Whenever the fares are revised, the above clauses will be reviewed and revised.

IT department shall be advised to make necessary modifications in the relevant software and update in DCP of units.

Arrears of incentive amount shall be paid after pre-audit by Regional Accounts office, to the crew concerned.

This has the approval of VC & MD with the concurrence of FA & CAO.

  
CHIEF ENGINEER (IE)

Copy to: OSD to VC & MD for kind information please.

: Director (V&S), FA & CAO, All EDs, for kind information please.

: All RMs / HODs for information please.

: Sr.RAO (AG), Bus Bhavan for information please.

: CE (IT) is requested to arrange to provide necessary software programme for the implementation of the scheme and to keep the scanned copy of this circular in Web under "IED" Circulars.

: All Dy. CTMs / Dy. CAOs/ Principals of ZSTCs / Principal of Transport Academy

: Dy. CAO (TA & I) 20 copies PO (Training) / HO for inclusion in monthly index.

: All DMs / AOs.

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

: The General Secretary, APSRTC, NMU, Vidyanagar, Hyderabad.

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