

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION



No. AM(T)/367(02)/2022-IED

O/o the VC & MD,
RTC House, VJA.

CIRCULAR No.02/2022-IED, Dt.13.06.2022

Sub: - **DIS:** Revision of rates of incentive on earnings parameter & service targets consequent to fare revision vide Circular No.09/2022-OPD (P), Dt.13.04.2022, w.e.f.14-04-2022 (i.e., from 00.00 Hrs) – Communication of instructions issued – Reg.

- Ref: 1. Cir.No.23/2010-IED, Dt.26-11-2010.
2. Cir.No.06/2019-IED, Dt.28.11.2019.
3. Cir.No.03/2020-IED, Dt.22.01.2020.
4. Cir. No.02/2021-IED, Dt.17.03.2021.
5. Cir.No.09/2022-OPD(P), Dt.13.04.2022.
6. Cir.No.01/2022-IED, Dt.13.06.2022.

I. Introduction:

Vide Circular reference cited at 5, APSRTC has revised the fares of certain types of Stage Carriages – Mofussil (Pallevelugu, Ultra Pallevelugu, Super Luxury AC, Indra, Garuda, Amaravati, Dolphin Cruise, Night Rider-42, Night Rider-48, Vennela-30 & Vennela-24), Metro Luxury AC District and City Services (City Ordinary & Metro Express.) w.e.f 14.04.2022.

In view of the revision of 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 ref.6th cited, instructions on threshold slab rates of incentive to the drivers operating services with TIMs, incentive payable on issuing of passenger tickets based on the ticket fare collected for different types of services was already issued.

II. Revised Rates of Incentive:

The rates of incentive payable to the each crew member, on reaching the targets & crossing the targets at various slabs of growth in earnings, on various types of products on revised fares in District, City, TPT-TML & TML-Papavinasanam (Sapthagiri Express) services are furnished here under:

S.No	Type of Service	For Conductor / Driver on spot					
		On Reaching Target in %	> Target & Up to 110%	> 110% & Up to 120%	> 120% & Up to 130%	> 130% & Up to 140%	> 140%
DISTRICT SERVICES							
1	Pallevelugu	0.31%	0.38%	1.18%	1.90%	2.36%	2.74%
2	Ultra Pallevelugu	0.29%	0.39%	1.21%	1.72%	2.16%	2.60%
3	Express	0.16%	0.20%	0.65%	0.98%	1.38%	1.72%
4	Deluxe	0.15%	0.72%	0.81%	0.91%	1.08%	1.26%
5	Ultra Deluxe	0.15%	0.74%	0.83%	0.92%	1.10%	1.29%
6	Super Luxury	0.13%	0.32%	0.98%	0.94%	1.09%	1.38%
7	Super Luxury AC	0.12%	0.33%	0.89%	0.86%	1.00%	1.26%
8	Indra AC	0.13%	0.20%	1.15%	1.17%	1.43%	1.46%
9	Night Rider-42	0.11%	0.15%	0.90%	0.94%	1.12%	1.15%
10	Night Rider-48	0.11%	0.16%	0.93%	0.96%	1.16%	1.19%
11	Vennela-30	0.08%	0.12%	0.74%	0.76%	0.91%	0.93%
12	Metro Luxury AC (Dist.)	0.12%	0.30%	0.67%	1.53%	2.63%	3.02%
CITY SERVICES							
13	City Ordinary	0.29%	0.81%	1.07%	1.35%	1.66%	1.72%
14	Metro Express	0.19%	0.58%	0.98%	1.38%	1.73%	2.07%
Operations up to TML from faraway destinations (Other than TPT) , TPT-TML & TML - PAPA VINASANAM							
15	Sap. Express (plain & ghat)	0.13%	0.82%	0.92%	1.25%	1.75%	2.00%
16	Sap. Express (TPT-TML & TML-PVNM)	0.16%	0.65%	0.83%	0.90%	0.98%	1.60%

THE ABOVE REVISED INCENTIVE SLAB RATES ON EARNINGS PARAMETER IS VALIED WITH EFFECT FROM 14.04.2022.

III. Revision of Service Targets Valid with effect from 14.04.2022:

The basic fare of all types of buses is revised upward (except Express, Deluxe, Ultra Deluxe & Super Luxury), need to revise the service targets to neutralize fare revision, in respect of payment of incentive amount to the crew. The illustration for fixation of service targets with effect from **14.04.2022**.

Procedure for Fixation of service targets:

In existing method, communicated vide Cir.No.06/2019-IED & 03/2020-IED, for any service which is in operation, the quarterly service targeted amount is the product of the previous quarter average EPK realized multiplying by scheduled KMs and quarterly moving service wise correction factor (SCF) of that particular service in that particular quarter.

For example, PalleVelugu service target fixation for the 2nd quarter of Apr'22 to Jun'22 is as follows:

SERVICE NO	= CD20	
SERVICE TYPE	= PALLELEVELUGU	
DEPOT	= BADVEL	
Schedule KMs	= 360	-- A
EPK of 1st quarter of 2022	= 32.14	-- B
SERVICE WISE MOVING CORRECTION FACTOR	= 1.00	-- C
SERVICE TARGET FIXED AS (A X B X C)	= Rs. 11,570	

In revised fare, the following procedure shall be followed;

Above service target in existing fare with implementation of service wise moving

Correction faction = Rs.11, 570.00

% of increase in basic fare of Pallelevelugu Product = 13.70%

Above Pallelevelugu service Target with revised fare = (11570.00 X 113.70%)

= Rs. 13,155.00

Similar calculation shall be done for all types of services to arrive service targets from the 2nd quarter of 2022.

IV. **ELIGIBILITY TO EARN INCENTIVE ON EARNINGS PARAMETER:**

- i. The Conductors / Drivers are eligible to receive incentive on earnings parameter on spot as per eligibility clauses. The incentive rates shall be applied only on coach earnings and shall not include the amount due to collection of passenger cess, tollgate plaza user fee, Amenities, Safety cess, Fuel cess, PIS, luggage earnings, TAYL, sale proceeds of RFID (Radio Frequency Identifier) cards, Recharge amounts on RFID cards, & GST etc. The incentive amounts shall be calculated purely based on earnings realized due to sale of basic passenger tickets only.
 - ii. 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 the nearest rupee.
 - iii. The drivers operating TIMs are eligible to receive incentive on earnings, besides TIM Incentive on spot for having issued tickets through TIMs without conductors and TIM Driver Allowance (TDA) at month end (for RTC drivers only) vide Cir.no.01/2022-IED.
- V. A fixed amount of Rs.50/- per duty per driver shall be paid to the drivers after the spell of the duty in lieu of incentive on earnings parameter for the 4 types of AC service operations remains unchanged for Garuda, Amaravati, Dolphin Cruise & Vennela-24.
- VI. **PHB DRIVERS:** The REWARD amount shall be paid to the private hire bus driver on spot on par with the RTC Driver on Earnings parameter for all the services of Private Hire Buses.
- VII. **Travel as you like (TAYL) Tickets:** The incentive amount payable on sale of TAYL tickets @ Rs.0.50ps per ticket up to sale of 5 tickets per duty and above 5 tickets onwards Rs.1.00 per ticket remains unaltered.
- VIII. **Tirupati – Tirumala (TPT – TML) Ghat Operation:**
Vide clause no.3.9.2 of Circular No.23/2010-IED, Dt.26.11.2010, incentive amount payable to conductor on sale of Single Journey Tickets (SJT) & Return Journey Tickets (RJT) for the journey between TPT-TML (Adult & Child) @ Rs.0.50ps for SJT Adult; Rs.0.25ps for SJT Child and Rs.1.00 for RJT Adult; Rs.0.50ps for RJT Child, is remains unchanged and the same rates of incentive is also applicable to the services of TML-Papavinasanam for SJT & RJT tickets.
- IX. **TPT-TIRUCHANUR (City Ordinary/ M.Express):**
For TPT – Tiruchanur services, the rates of incentive of City Ordinary/ M.Express type of services shall be applied.
- X. **TPT-KANIPAKAM (Express/ Deluxe):**
For TPT-Kanipakam services, the rates of incentive of Express/ Deluxe type of services shall be applied.
- XI. While obtaining the approval, the following modifications are included:
Clause No.02.1
- i. For computation of SCFs are from the 2nd quarter of 2022 to 4th quarter of 2022, the performance of 2018 and 2019 relevant required concerned quarters performance shall be adopted duly following the procedures and instructions given vide Circular no.06/2019-IED & 03/2020-IED.
 - ii. For computation of SCFs are from the 1st quarter of 2023 to 4th quarter of 2023, the performance of 2019 and 2022 relevant required concerned quarters performance shall be adopted duly following the procedures and instructions given vide Circular no.06/2019-IED & 03/2020-IED.

a. ILLUSTRATION FOR ARRIVING SCFs for the 2nd quarter of 2022:

Depot : IBM(V)
Service No. : 4E32
Product : Metro Express

SCF arriving methodology for the 2nd quarter of 2022:

Earnings of ((Apr'19 to Jun'19)+(Apr'18 to Jun'18)) of 4E32, M.EXP of IBM Depot -- E
Optd. KMs of ((Apr'19 to Jun'19)+(Apr'18 to Jun'18)) of 4E32, M.EXP of IBM Depot -- F
Earnings of ((Jan'19 to Mar'19)+(Jan'18 to Mar'18)) of 4E32, M.EXP of IBM Depot -- G
Optd. KMs of ((Jan'19 to Mar'19)+(Jan'18 to Mar'18)) of 4E32, M.EXP of IBM Depot -- H
$$\text{Correction Factor} = (E \times H) / (F \times G)$$

As per the above methodology, the values of 4E32 M.EXP of IBM Depot are:

Earnings ((Apr'19 to Jun'19)+(Apr'18 to Jun'18))	=	1212385	- E
Optd. KMs ((Apr'19 to Jun'19)+(Apr'18 to Jun'18))	=	49984	- F
Earnings ((Jan'19 to Mar'19)+(Jan'18 to Mar'18))	=	1184153	- G
Optd. KMs ((Jan'19 to Mar'19)+(Jan'18 to Mar'18))	=	46002	- H

$$\text{Correction Factor} = (E \times H) / (F \times G) = 55772134770 / 59188703552 = 0.94$$

∴ Correction factor for the service no.4E32 is 0.94 for entire the 2nd quarter of 2022 i.e., Apr'22 to Jun'22.

b. ILLUSTRATION FOR ARRIVING SCFs for the 1st quarter of 2023:

Depot : GUNTUR-1
Service No. : TP12
Product : INDRA

SCF arriving methodology for the 1st quarter of 2023:

Earnings of ((Jan'22 to Mar'22)+(Jan'19 to Mar'19)) of TP12, Indra of GNT-1 Depot - A
Optd KMs of ((Jan'22 to Mar'22)+(Jan'19 to Mar'19)) of TP12, Indra of GNT-1 Depot - B
Earnings of ((Oct'19 to Dec'19)+(Oct'18 to Dec'18)) of TP12, Indra of GNT-1 Depot - C
Optd KMs of ((Oct'19 to Dec'19)+(Oct'18 to Dec'18)) of TP12, Indra of GNT-1 Depot - D

$$\text{Correction Factor} = (A \times D) / (B \times C)$$

As per the above methodology, the values of TP12 INDRA of GNT-1 Depot are:

Earnings of ((Jan'22 to Mar'22)+(Jan'19 to Mar'19))	=	4182070	- A
Optd. KMs of ((Jan'22 to Mar'22)+(Jan'19 to Mar'19))	=	138720	- B
Earnings of ((Oct'19 to Dec'19)+(Oct'18 to Dec'18))	=	2141783	- C
Optd. KMs of ((Oct'19 to Dec'19)+(Oct'18 to Dec'18))	=	78270	- D

$$\therefore \text{Correction Factor} = (A \times D) / (B \times C) = 327330618900 / 297108137760 = 1.10$$

Correction factor for the service no.TP12 is 1.10 for entire the 1ST quarter of 2023 i.e., Jan'23 to Mar'23.

Likewise, the above methodology is to be adopted for arriving quarterly moving service wise correction factor in dynamic method for 3rd & 4th quarters of 2022 and 2nd, 3rd & 4th quarters of 2023.

Whereas, from the 2024 onwards, the procedure of arriving Dynamic Quarterly Moving Service Wise Correction Factor (SCFs) and fixation of quarterly targeted earnings is to be followed mentioned vide clause no. a to d of item no.02 of Circular No.06/2019-IED duly adopting the performance of previous two years.

iii. In view of the Reorganization of Zonal and Regional set up of the APSRTC on the lines GoAP, the powers delegated to the erstwhile Regional Manager vide clause no.03.4 of Circular no.23/2010-IED, Dt.26.11.2010, now it is proposed

- to delegate the Dist. Public Transport Officers (DPTO) irrespective of the cadre officer heading DPTO, duly ensure the all noting's issued in the said clause.
- iv. If any service found noticed the abnormalities of the service targets over and above in any depot / unit, due to spurt natural calamities with longevity if any in due course, such service targets maybe fixed vide Clause no. 03.6 of Circular no.23/2010-IED, Dt.26.11.2010 duly with the approval of concerned DPTO.
- XII. IT department is informed to make necessary modifications in the relevant software approved by the competent authority.
- XIII.
- i. These revised incentive slab rates & fixation of service targets (i.e., targets fixed with Service wise quarterly moving dynamic moving Correction factor) is valid from 14.04.2022.
- ii. The non-paid spot incentive amounts to the crew w.e.f., 14.04.2022 shall be paid after pre audit by the office concerned. However, the audit team has also post audit the spot incentive paid to the crew from 01.04.2022 to 13.04.2022 for 2nd quarter of 2022 duly following the revised targets fixed on the revised SCFs methodology. Further, the incentive has paid if any excess shall be adjusted at the time of incentive arrears payment.
- iii. The all other terms and conditions issued vide Cir.No.23/2010-IED, Cir.No.06/2019-IED, Cir.No.03/2020-IED & Cir.No.02/2021-IED shall remain unchanged.
- iv. Whenever fares are revised, the above clauses will be reviewed and revised
- v. Even after payment of incentive amounts after pre audit and if found any violations or deviations from Circular instructions on later dates, suitable action shall be initiated on concern employees.
- vi. These instructions valid up to 31.05.2022 and further instructions will be given due course for implementing from 01.06.2022.

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


14/6/22
EXECUTIVE DIRECTOR (E)

- Copy to: ED (A), ED (O), Director (V&S), FA&CAO & all EDs(Z) for favour of information please.
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