

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.IE-1/367(27)/2004-IED

O/o the Managing Director,
Mushirabad, Hyderabad-20,
Dt:16th Sept 2014.

CIRCULAR No. 02/2014-IED, DT.16.09.2014

Sub: **PIB** - Operation of Production Incentive Bonus Scheme at Workshops of HYD, KRMR, VJA, VZM, KDP, NLR & TPT – Revised PIB Scheme w.e.f. the production Month of October '2014 – Orders -Issued- Reg.

Ref: 1. Cir.No.IED 3/1995, dt.14-07-1995
2. Cir.No. 04/2013-IED, dt.17-06-2013
3. Case no.PRD1/471(01)/07-MED
4. Lr.no. IR3/781(5)/2014-PO-IV, dt.10.09.2014 (MOU with the recognized Union)

1. Introduction:

- 1.1 The Production Incentive Bonus Scheme was first introduced initially at Vijayawada and Hyderabad in 1972 with a view to improve the productivity in Workshops and later extended to the other Workshops.
- 1.2 The first revised circular vide reference 1st cited was communicated based on the studies conducted by M/s NPC at ZWS: Hyderabad and ZWS Vijayawada in the year 1992-93. In view of the positive results achieved, the Corporation extended the validity of the Scheme from time to time.
- 1.3 In view of subsequent changes in technology, addition of new machinery, change in design etc. which have the effect on standard man hours required for repair/overhaul of CO Vehicles/Major aggregates/Units, a fresh study was entrusted to M/s APPC and received the draft report in 2004.
- 1.4 Based on the study report and decisions taken vide reference 3rd & 4th cited, the existing incentive scheme is revised and thus second revised PIB scheme came into force with effect from the production month of **October 2014**.

2. Salient Features of the Scheme:

- 2.1 The Production Incentive Bonus Scheme is in operation at the following Units of the Corporation:
 1. Zonal Workshop, Uppal, Hyderabad (Hyd)
 2. Zonal Workshop, Karimnagar (KRMR)
 3. Zonal Workshop, Vidyadharapuram, Vijayawada (VJA)
 4. Zonal Workshop, Vizianagaram (VZM)

5. Zonal Workshop, Kadapa (KDP)
 6. Zonal Workshop, Nellore (NLR)
 7. Regional Workshop, Tirupathi (TPT).
- 2.2 For the purpose of assessment of performance and payment of incentive bonus, the Workshops have been divided into Production Section and General section. The production section is subdivided into the following sections:

2.3 **Production section:**

- i) Body Section (At ZWS: NLR & RWS: TPT, Body section is not in operation)
- ii) Electrical section
- iii) Radiator section
- iv) Engine section
- v) FIE Section
- vi) Units section.

2.4 **General section:**

Machine shop, R&D Section, Battery charging, MWM, AC Elect etc.

3 Key words used in Production Incentive Bonus Scheme

3.1 **Available Man Hours per month:**

Out of 365 days, after subtracting 52 weekly offs and 15 paid holidays, 298 net working days are available for production per annum. Hence, the available working hours per month is 198.67 hrs per worker $[(298 \times 8) / 12]$.

3.2 **Effective Man Hours (EMHs):**

Effective man hours for production per worker per month is mutually agreed for 157 hours.

The total input man hours of production section per month is computed by multiplying the total staff strength of the section with 157.

The effective man hours, i.e., 157 is only 79.03% of net available working hours of 198.67, in a production month.

3.3 **Standard Man Hours (SMHs):**

The total time allowed for completion of a work by an average skilled worker working at normal phase including personal and relaxation allowances (as per International Labour Organization Standards (I.L.O.)), which includes time allowances for waiting for material, allowances for variation of work

and other contingencies) is called standard time required to complete that work/activity.

After negotiations with the recognized union, the standard time is subjected to change and fixed on mutually agreed time called standard man hours for that work/activity.

The standard man hours for different activities carrying out in various production sections are provided at **Annexure A**. The standard man hours communicated by IED after APPC study shall continue for the activities which are not covered in Annexure A. The list is enclosed as **Annexure B**.

3.4 **Output Man Hours:**

The output man hours are total production hours given in that production month by all categories of workers of production section. This will arrived by multiplying number of units overhauled in a section with standard man hours as communicated by IED.

3.5 **Work Content of Various Items of Production**

The output of each section at the end of the production month is computed based on units produced and the respective standard man hours, as fixed from time to time.

3.6 **% of Performance Level (PL):**

The % of Performance level of a Production section for a particular production month is calculated as follows:

$$\% \text{ of Performance level(PL): } \frac{\text{OUTPUT(Production during the month in SMHsx100)}}{\text{INPUT (Production men x 157)}}$$

(SMHs= Standard Man Hours)

3.7 **Man Hour Rate (MHR):**

It is the amount used to convert the savings in standard man hours, which are saved due to the application of the scheme into incentive amount to be distributed. It is also used for arriving at the incentive amount to be recovered when the PLs are below 80%.

The Man Hour Rate is derived by dividing the average (Pay+DA) only paid to all the workers who are on rolls in proceeding three months, i.e. January, February and March by the total number of workers in those three months and 192. The supervisors and their salaries are excluded for this purpose.

The man hour rate thus computed be compiled by the Dy.CAO of concerned Zonal Office and shall be made applicable after the approval of CE(IE).

The existing procedure of Man Hour Rate calculation and methodology will revise during RPS 2013 for all Production Units.

3.8 Incentive Units

It is a unit of work consisting of 100 standard man hours in case of Zonal Workshops at HYD, KRMR, VZM, KDP, NLR and TPT and 125 standard man hours in case of ZWS:VJA.

4 Base Level Production

- 4.1 80% performance level in production is reckoned as the base level production for the Workshops. Incentive amount will be paid for the production achieved above the base performance level either on actual production of the month or on the yearly cumulative average up to the month under consideration, whichever is less.
- 4.2 If the actual performance in a particular month or the yearly cumulative average performance of that month is below the base performance level, no incentive will be paid irrespective of the reason(s) whatsoever which have contributed to the performance falling below the base level.

5. Yearly Cumulate Average Performance Level (YCAPL)

- 5.1 The yearly cumulative average performance level of every production month shall be computed beginning from the month of July and closed by the end of the production month of June every year. At the end of 12 months period, section wise and month wise actual production achieved is compared to the month wise base production and actual incentive amount paid shall be reconciled and the difference of amount shall be paid or recovered as the case may be.
- 5.2 After reconciliation, the payments or recoveries shall be effected from the incentive amounts payable in the immediate month/subsequent months. In case of insufficiency, a certificate shall be sent to CE(IE) to that effect by the Accounts department-auditing the incentive claims. Finally the balance amount shall be recovered completely, if any.
- 5.3 Further, if a month's performance level is below base, i.e., 80%, the sections which achieved below 80% PL are recoverable at the rate of 1st slab of clause 7.
- 5.4 The Method of calculating the yearly cumulative average performance level of the production month is shown at **Annexure G**.

- 5.5 Dy.CAO: Zone shall submit the audited Reconciliation statements of immediate previous cycle period after thorough scrutiny along with list of premature failures, to IED in the month of September every year.

6. Provision of manpower:

Based on the production given, the manpower is provided at 125%PL, as the effective man hours is only 79% of net available working hours. This will increase the incentive earnings per head.

7. Sharing of Labour Cost Saved

- 7.1 The following table depicts the sharing of labour cost saved in slabs at various %of PLs.

Slab	Performance level	% of sharing
1 st slab	For the production above 80% and up to 100%PL.	80% of the labour cost saved.
2 nd slab	For the production above 100% and up to 110%PL.	90% of the labour cost saved.
3 rd slab	For the production above 110% and up to 125%PL.	95% of the labour cost saved.

The sharing of the labour cost saved at various slabs is illustrated at **Annexure E.**

- 7.2 The sharing of incentive amount earned between the skilled and unskilled workers will be in the ratio of 3: 2.

8. Maximum Performance Level

The maximum performance; level of any individual section shall be limited to 125% in order to maintain quality.

9. Payment of Bonus to Supervisory Personnel

Any Officer/Supervisor working in the section shall have his/her production incentive bonus linked with his/her section men and any officer/supervisor looking after more than one section will be paid on par with the men of the General section.

The additional allowances payable for different categories of Officers/ Supervisor of all the Workshops are as follows:

a)	Leading hand	Amount payable to skilled workmen	+ Rs.10/-
b)	Dy.Supdt(Mech)	-do-	+ Rs.15/-
c)	Supdt(Mech)	-do-	+ Rs.20/-
d)	Asst Engineer(Mech)	-do-	+ Rs. 25/-
e)	Asst. Works Manager	-do-	+ Rs.50/-

10. Terms and Conditions of Eligibility

10.1 Premature Failure:

All engines and other units failing before 25% of their standard life shall be deducted from the months production and performance level should be calculated thereof.

The number of units along with their unit numbers, returned due to premature failures and corresponding SMHs shall clearly mentioned in the PIB claim sheet of the production month when that units are received by the workshop. The same shall be recorded and certified by audit wing in the production statement Registers maintained at workshops.

10.2 All the production statements and audited claim sheets shall be sent to IED on or before 15th of subsequent month for verification and record in the prescribed proforma filed as **Annexure D & F** and to accord clearance to pay the next month's incentive after verification of calculations, to avoid excess or short payments. The **Annexure C** illustrates the method of calculation of incentive amount.

10.3 Absenteeism

10.3.1 A workers/supervisor working in Production and General Sections will qualify himself/herself to receive the production incentive bonus only if his/her absence from duty does not exceed...

i) 10 (ten) days in a production month in case he/she has a leave to his/her credit in the leave account;

Or

ii) 7(seven) days in a production month in case he/she does not have sufficient leave to his /her credit to cover the period of absence.

10.3.2 The staff deputed for training in fire fighting/Home Guards/improvement of skills/sports in and outside the State, will be eligible to receive production incentive bonus amount irrespective of the period of such training. The maximum number of participants in such training programme shall be decided by the Works Manager concerned.

10.4 **Strike/Agitation/Work to Rule/Lightening Strike /Tool down Strike Etc.**

10.4.1 Employees participating in a strike/agitation/work to rule/lightening strike/tool down strike etc. are not eligible to receive the incentive amount payable for that production month.

10.4.2 Employees who have attended to their duties on the day of strike/agitation etc. shall be eligible to receive the incentive amount payable for that month even if a section of the employees participated in a strike/agitation, etc., subject to a fulfillment of other eligibility clauses. In case of representation, the individual group actions other than work stoppages, shall be referred to Managing Director who will review based on the merits of each case individually and his/her decision is final and binding.

10.5 **Eligibility of PIB to Employees in Case of Transfer**

10.5.1. An employee who worked in a section for more than 15 days in a production month and subsequently transferred to another section within the workshop, should be included in the base production of the section and is eligible for incentive amount of the section in which he has worked for more than 15 days.

10.5.2. In case an employee who worked in a section for more than 15 days in a production month and subsequently transferred to other places (outside the workshop) on administrative grounds, he/she should be included in the base production of the section and is eligible for the incentive of the section in which he has worked.

10.6 **Eligibility of PIB to Employees in case of New Appointments or transferred**

In case an employee is appointed or transferred from other units after 10 days in a production month and worked for the remaining period of the production month which is less than 20 days, he/she shall not be eligible for the incentive amount but shall be included in base.

10.7 **Eligibility of PIB to Employees Joining for Duty after lifting Suspension**

In Case an employee joins his duty after lifting the suspension, after 10 days in a production month and works for less than 20 days, he/she is not eligible to receive the incentive amount. But the effective man hours shall be added to input man hours.

10.8 **Eligibility of PIB to Employees in case of availing Special Casual Leave**

In case an employee avails special casual leave for sterilization operation, he/she will be eligible to receive the incentive amount on pro-rata basis for the number of days he/she has worked in that production month though the total leave availed is more than the limits of attendance clause.

10.9 **Diversion of Incentive Amounts Accrued by the Application of Absenteeism Clause**

10.9.1 As the Canteens in Workshops are run under no loss no profit basis, it is decided to divert the incentive amount accrued by the application of absenteeism clause to the workshop canteens of all the Zonal Workshops, wherever available.

10.9.2 Where there is no canteen, such amount shall be distributed among workers at the end of cycle period after audit.

10.10 **Eligibility of Sweepers to Participate in the Production Incentive Bonus Scheme**

Sweepers engaged against sanctions and working at all Workshops are eligible to receive production incentive bonus in the same manner as an unskilled worker subject to their acceptance in writing to adhere to the leave conditions/timings as applicable to the unskilled of the workshops.

10.11 **Eligibility of PIB to Casual Workmen engaged against the Shortage**

The casual workmen engaged against the shortage shall be included for base and production performance calculation. They are also eligible to receive incentive amount on par with the other workmen of the same category and section subject to eligibility of other clauses.

10.12 **Outsourced persons/ activities & outside work**

10.12.1 The Outsourced/contract persons engaged against the shortage when applied the clause no.6, shall be included for base and production performance calculation. But they are not eligible to receive incentive amount.

10.12.2 The man hours pertaining to the work content of outsourced contractor/ agency i.e. activities which are carried out by outside agencies, shall be deducted from the total production hours allotted to the particular section while arriving %PL for the purpose of incentive calculations. The illustration is shown at **Annexure C**.

10.13 **The Production month and Payment of Incentive at Workshops:**

At all Workshops, the production month is considered as calendar month and the date of payment of incentive amount is on or after 21st of succeeding month.

11 Delegation of Powers

11.1 CE(IE) is authorized to communicate the revised standard man hours for the activities which are newly introduced or due to the extent of outsourcing the activities, on the request of MED.

11.2 The Dy.CAO of concerned Zone will ascertain the production figures, premature failures certify them after thorough verification and arrange payment of incentive amounts on the dates agreed to by the recognized union and Management, from time to time.

11.3 CE(IE) is authorized to correct arithmetical and other errors, if any noticed at a later date and arrange such recoveries/payments to the staff, as the case may be.

11.4 The ED(Zone) with the concurrence of Dy.CAO is authorized to transfer men from one production section to other in the Workshops of the Zone concerned.

11.5 The ED(Zone) with the concurrence of Dy.CAO is authorized to transfer men from General Section to any of the production sections in the Workshops of the Zone concerned.

11.6 ED(Zone) with the concurrence of Dy.CAO is authorized to transfer men from Workshops to other units and vice-versa, keeping the general men to production men ratio unaltered within that cycle period.

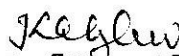
- 11.7 ED(E) is authorized to revise the base production in any section based on the demand of the production items, in consultation with CE(IE). He is also authorized to change the base in any section for reason of staff being on long absence, sick, leave, suspension, etc. for a period exceeding 6(six) months.
- 11.8 Transfer of men from any production section who got minimum service of 2 years to General Section shall be done with prior approval of ED(E) in consultation with CE(IE).
- 11.9 MED has to revise the manpower category wise and section wise from time to time to arrive total sanctions, in consultation with CE(IE).
- 11.10 ED(E) is authorized to make any changes in the scheme as may be considered necessary, from time to time, in consultation with CE(IE).
- 11.11 Increase in manpower due to increase in demand shall be done with the prior approval of ED(E) in consultation with CE(IE) & CFM (though the sanctions are available).
- 11.12 The Works Manager is authorized to reduce the base production in case of an employee removed/terminated/expired/promoted/retired duly making an endorsement in the production claim sheet.
- 11.13 Production closing date at any workshop for any month shall not be extended under any circumstances.
- 11.14 The standard man hours, effective man hours and man hour rate shall be revised during every RPS for all 16 Production Units.
- 11.15 This scheme shall be in force for two years or any new scheme is introduced, whichever happens earlier.
- 11.16 The circular has the approval of VC&MD with the concurrence of FA&CAO.

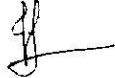

CHIEF ENGINEER(IE)

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 : General Secretary, APSRTC SWF.

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Standard Man Hours		Annexure-A	
S.no.	Section wise activities	Standard Man Hours	
		AV	TATA
BODY			
1	Body CO (Ord)	941.53	879.55
2	Body CO (Express)	1185.25	1099.89
3	Body CO (Deluxe)	1292.67	1229.21
4	Body CO (City Ord)	930.36	871.63
5	Body CO (M.Exp)	1085.69	
6	Conversion Deluxe to Ord	241.62	241.62
7	Conversion Deluxe to City	282.65	282.65
8	Conversion Deluxe to Gramani/Pallevelgu	282.39	282.39
9	Conversion Metro Liner to Metro Express	223.55	
10	Conversion Metro Liner to City Ord	228.28	218.51
11	Conversion Metro Express to City Ord	202.19	
12	Conversion Exp to Ord	46.59	46.59
13	Conversion Exp to City	279.27	279.27
14	Conversion Exp to Gramani/Pallevelgu	278.53	278.53
15	Conversion Ord to City	213.36	213.36
16	Conversion Ord to Gramani/Pallevelgu	211.80	
17	Conversion of Aerodynamic to Flat (Front)	86.91	45.37
18	Chassis rear over hanging extension	29.27	29.27
19	Body Inter Change	37.88	37.88
20	Body Mounting	15.78	16.81
21	Body dismounting	16.46	15.54
22	Moving Shutters set Fabrication (Wider)	3.33	3.33
23	Shutter Frame Fabrication	1.25	1.25
24	Three Seater Bottom Cushion (New)	0.67	0.67
25	Three Seater Back Cushion	0.33	0.33
26	Single Seater Bottom Cushion (New)	0.50	0.50
27	Single Seater Back Cushion (New)	0.26	0.26
28	Two Seater Bottom Cushion (New)	0.67	0.67
29	Two Seater Back Cushion	0.33	0.33
30	Seating Pattern Modification from 3 X 2 to 2 X 2	54.88	54.88
31	Dismounting of Burnt Bus Body	17.92	17.92
32	Body CO Electrical wiring	36.86	36.13
33	Chassis wiring	13.86	14.03
34	Moving Shutters set Fabrication (Old 30")	1.69	1.69
35	Chassis Replacement with Servicable Chassis	15.37	15.37
36	Cabin Under Structure Reconditioning	25.55	36.86
37	Replacement of Wheel Arch	2.92	2.92
38	Replacement of Foot Board	11.99	11.80
39	Replacement of Window Pane	0.84	0.84
40	Replacement of Damaged EDPM Rubber With Key	8.52	8.52
41	Replacement of Broken Glasses (E2 Set)	0.55	0.55
42	Replacement of Felt to All Shutters	4.68	4.68
43	Three Seater Bottom Cushion (Old)	0.94	0.99
44	Two Seater Bottom Cushion (Old)	0.94	0.99
45	Replacement of Cross Bearer	25.93	18.74
46	Replacement of Floor Longitude	22.33	19.61
47	Replacement of Broken Body Pillar	15.63	9.97
48	Fixing of All Panels & Beeding	34.79	27.60


 కె.కె.రెడ్డి
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S.no.	Section wise activities	Standard Man Hours	
		AV	TATA
49	Panel Board Electrical Wiring Kit	1.91	1.91
50	Replacement of Luggage Carrier	29.65	27.83
51	Replacement of Ladder	4.10	4.70
52	Replacement of Landing Platform	3.23	3.06
53	Parcel Rack Repairs	2.86	2.86
54	Seating Pattern Modification from 2 X 2 to 3 X 2	33.90	33.90
55	Front side City Ordinary	210.25	194.41
56	Front side Ordinary/Express	191.15	186.42
57	Front side Deluxe/Super Luxury	178.59	169.84
58	Top side City Ordinary	157.48	163.52
59	Top side Ordinary/Express	160.07	166.10
60	Top side Deluxe/Super Luxury	147.29	152.61
61	Back side City Ordinary	126.44	135.00
62	Back side Ordinary/Express	117.96	126.52
63	Back side Deluxe/Super Luxury	122.04	130.60
64	Either side City Ordinary	146.77	148.47
65	Either side Ordinary/Express	188.83	190.53
66	Either side Deluxe/Super Luxury	137.94	139.07
	ENGINE		
1	370 engine CO	105.80	
2	Hino engine CO	121.97	
3	Engine CO TATA 692/697		98.93
4	Engine CO TATA Cummins		106.73
5	370 Engine TO	39.66	
6	Hino Engine TO	44.43	
7	Engine TO TATA 692/697		36.06
8	Engine TO TATA Cummins		36.80
9	Cylinder head (370) CO	8.85	
10	Cylinder head (Hino) CO	9.69	
11	Cylinder head TATA CO 697		7.12
12	Scrap engine	8.97	9.23
13	Air compressor (single cylinder) CO	3.51	
14	Air compressor 697 CO TATA		3.25
15	Air compressor Cummins CO TATA		3.57
16	Air compressor Head (single cyl.) CO	1.15	
17	Air compressor Head Cummins CO		1.29
18	Air compressor Head 1510 (Read Type) CO		1.14
19	370 Water pump CO	3.34	
20	HINO Water pump CO	1.91	
21	TATA 697 Water pump CO		3.54
22	TATA Cummins Water pump CO		2.81
23	Hino Oil cooler case CO	2.95	
24	Air Cleaner CO	1.17	
25	Rocker Assembly		1.20
26	CO of Auto Tensioner Cummins		1.10
	FIE		
1	CO of FIP (MICO)	5.71	6.33
2	CO of FIP (HINO) (MICO)	7.38	
3	CO of FIP ZEXEL	7.60	
4	CO of FIP EURO-0	7.61	
5	CO of FIP EURO -I	7.35	

గణపతి కల్యాణం
 ఆంధ్రప్రదేశ్ రాష్ట్ర మెటల్స్
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 ఆంధ్రప్రదేశ్ రాష్ట్ర మెటల్స్ సంస్థ - 29

S.no.	Section wise activities	Standard Man Hours	
		AV	TATA
6	FIE (Recalibration)	1.94	2.14
7	FIP scrap	0.56	0.56
8	Injector (Reconditioning)	3.05	3.24
9	Injectors CO with new nozzles	1.64	1.64
10	Feed pump co	0.64	0.63
11	Injectors (Re testing)	0.20	0.20
ELECTRICAL SECTION			
1	C.O of Self starter	5.71	5.28
2	Self starter scrap	0.95	
3	Alternator C.O(TVS)	2.43	2.53
4	Alternator C.O TC		3.42
5	Alternator scrap	0.61	0.73
6	TVS rotor winding	1.76	
7	TVS stator winding	3.74	3.97
8	TVS solenoid switch CO	2.17	
9	CO of Hand Drilling Machine	4.67	4.67
10	Armature Cleaning Soldr Hand Grin/Drill. M/c	1.81	1.81
11	CO of electrical wiper motor	1.41	2.72
12	CO of ceiling fan	12.57	12.57
RADIATOR SECTION			
1	Radiator New Core (Copper)	8.00	6.45
2	Radiator R.C (Copper)	16.72	13.91
3	Conductor Ticket trays	2.78	
4	Conductor Ticket tray box	2.83	
UNITS			
1	Front Axle C.O	42.33	35.72
2	Front Axle -I beam with stub Axle-C.O	20.19	18.62
3	Front Axle scrap	4.99	4.99
4	CO of Tie rod	0.85	1.60
5	CO of Drag Links	1.17	1.01
6	Front Brake chamber CO	0.96	0.91
7	Front hubs CO	2.88	
8	C.O of Rear axle	56.44	46.94
9	Drive head CO	18.96	14.46
10	Rear axle scrap	6.03	4.98
11	Slack adjuster CO	0.53	0.53
12	Spring Brake chamber CO	2.14	1.96
13	Rear hubs CO	2.62	2.10
14	Gear box C.O incl. top cover	17.24	13.83
15	Gear box Remote Control Linkages CO		1.56
16	Gear box scrap	2.34	1.92
17	P.P shaft CO	8.24	
18	P.P shaft CO Cummins		4.52
19	P.P shaft CO Spicer		4.97
20	P.P shaft CO 90 mm Dia		4.12
21	Clutch assy.C.O	3.84	3.26
22	Clutch assy.C.O Diaphragm		2.46
23	Clutch Disc Liner Replacement Cummins		1.12
24	Clutch assy.scrap	0.32	0.35
25	Steering box CO	7.36	6.68
26	Power steering box C.O	7.11	6.97

Kalyan


 డిప్యూటీ చీఫ్ ఇంజనీర్
 (ఆంధ్రప్రదేశ్ ఇంజనీరింగ్)
 ఆంధ్ర ప్రదేశ్ రవాణా సంస్థ
 హైదరాబాద్ - 20.

S.no.	Section wise activities	Standard Man Hours	
		AV	TATA
27	Power steering pump CO	2.38	2.19
28	Steering box scrap	0.38	0.34
29	Unloader valve CO - Old	1.68	
30	Unloader valve latest CO	1.28	
31	CO of Air Governer		1.87
32	System Protection valve CO	1.62	1.70
33	Dual Brake valve CO	1.52	1.49
34	Hand Brake valve CO	0.84	0.84
35	Brake valve CO	1.02	
36	Air Wiper machine CO	1.21	1.21
37	Jacks (Mechanical)	2.22	2.22
38	Jacks (Hydrualic)	2.33	2.33
39	CO of chassis	209.64	189.52
40	Sleeve yoke CO	0.93	
41	Gear box top cover CO	1.40	1.57
42	Gear box upper cover CO		1.19
43	Main shaft repair & setting	5.27	1.73
44	Gear box ZF C.O	29.95	
45	Muff assy. Of Gear box	1.10	
46	PP shaft CO- Front	2.33	
47	PP shaft CO- Rear	0.96	
48	P.P shaft- Front Scrap	0.47	
49	Vane pump- Adapter plate assy.	0.50	
50	Power steering drag link		0.74
51	Air filter (brake unit)		0.55
52	CO of air drier		2.11

K. K. K.
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 అం. ప్ర. బస్సు గోదృం రవాణా సంస్థ
 జుబిలీ హిల్స్, హైదరాబాద్ - 20.

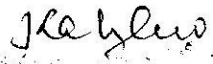
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డిప్యూటీ చీఫ్ మెకానికల్ ఇంజనీర్
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 జుబిలీ హిల్స్, హైదరాబాద్ - 20.


Standard Man Hours communicated by IED after M/s APPC study			
S.No	Description	Man Hours	
		AV	TATA
1	Conversion of middle door entrance vehicle into front & rear entrance door	96.32	-
2	Dismounting of front air suspension unit	4.97	-
3	Dismounting of Rear air suspension unit	11.81	-
4	Additional work content of chassis CO fitted with Power steering unit	4.18	-
5	Additional work content in modification of 210"W.B bus body to suit on 222"W.B chassis	46.51	-
6	Complete overhaul of automatic slack adjuster	0.66	0.66
7	Complete overhaul of RG2 relay valve	0.51	0.53
8	Assembly of fly wheel after retrieval	-	0.48
9	Complete overhaul of Drying & Distribution Unit(DDU)	2.30	2.35
10	Complete overhaul of Air Dryer	1.80	-
11	Complete overhaul of Quick release valve	0.26	0.24
12	Additional activities carried out during Body CO while replacing the body of Eicher vehicle with serviceable body of TATA	-	122
13	CO of Rotary pump-BS-II	-	5.04
14	Electrical works during body CO of Super Luxury vehicle	-	50.00
15	Levelling valve assembly	0.73	0.73
16	Clutch Booster	-	1.38
17	CO of Turbo Charger	2.40	-
18	Complete overhaul of front/middle PP shaft	-	1.45
19	Complete overhaul of rear PP shaft	-	1.56
20	Preparation of Destination board frame with linkages	0.92	-
21	Body Interchange of SL MS body with serviceable body(AV & TATA)	56.00	56.00
22	CO of BS-III FIP(Rotary)(Leyland)	6.45	-
23	CO of BS-III FIP(Inline)(Leyland)	8.09	-
24	CO of BS-III Injectors(TATA)-New nozzles	-	1.60
25	CO of BS-III Injectors(TATA)-Old nozzles	-	3.00
26	Four finger Clutcu release bearing-AV	0.82	-
27	CO of radiator(CMVR/BS-II model) including repair of core	6.72	6.72
28	CO of radiator by replacement with new core (CMVR/BS-II model)	4.37	4.37
29	CO of Complete set of Air compressor water cooled(along with AC head) (BS-III model)	3.72	3.67
30	CO of Air compressor head water cooled (BS-III model)	1.54	1.51
31	CO of Field Coils Assembly	1.49	-
32	CO of Solenoid Switch Assembly-9M14	1.35	-
33	CO of Brush gear Assembly	0.78	-
34	CO of PP shafts set(Honey Comb)	4.28	-
35	BS-III/JnNURM FIP with MPC	-	5.37
36	BS-III Clutch Springer	-	3.26
37	Pressure reducer valve	-	0.23
38	Oil seperator	-	0.48
39	Dismounting of Meghdooth bus body from chasis	37.32	-
40	Change of rear air suspension into Weveller type suspension	8.64	-

K. K. K.
 డిప్యూటీ డైరెక్టర్ ఇంజనీరింగ్
 ఆంధ్రప్రదేశ్ రాష్ట్ర రవాణా సంస్థ
 ఆంధ్రప్రదేశ్ రాష్ట్ర రవాణా సంస్థ
 ఆంధ్రప్రదేశ్ రాష్ట్ర రవాణా సంస్థ - 28.

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 డిప్యూటీ డైరెక్టర్ ఇంజనీరింగ్
 ఆంధ్రప్రదేశ్ రాష్ట్ర రవాణా సంస్థ
 ఆంధ్రప్రదేశ్ రాష్ట్ర రవాణా సంస్థ
 ఆంధ్రప్రదేశ్ రాష్ట్ర రవాణా సంస్థ - 29.

S.No	Description	Man Hours	
		AV	TATA
41	Removal of EMR Brake Unit	0.79	-
42	Std.Man Hrs for preparation of Battery Charger works in BO section	16.20	-
43	Std.Man Hrs for Assembly of Battery Charger works in Electrical section	24.07	-
44	CO of EMR including testing	30.35	-
45	CO of Knorr-Bremse Air dryer including testing	1.64	-
46	CO of Knorr-Bremse Rear Brake chamber including testing	2.17	-
47	CO of Alternator 55 amp/100 amps including testing	2.46	-
48	CO of G-600 Gear Box excluding Counter shaft-TATA	-	15.23
49	CO of Counter shaft of G-600 Gear Box-TATA	-	1.15
50	CO of Turbo Charger with waste gate mechanism- TATA	-	2.21
51	CO of Self Starter BS-III without solenoid switch- TATA	-	5.81
52	CO of Solenoid switch of BS-III Self Starter- TATA	-	0.58
53	CO of Cylinder Head BS-III TC with 24 valves- TATA	-	13.55


 డిప్యూటీ సీనియర్ ఇంజనీర్
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 యంత్రాంగ విభాగం, హైదరాబాద్ - 20.


 డిప్యూటీ సీనియర్ ఇంజనీర్
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 యంత్రాంగ విభాగం, హైదరాబాద్ - 20.

**STATEMENT SHOWING THE PRODUCTION PARTICULARS OF ENGINE SECTION OF (AV Workshop)
FOR THE MONTH OF JUNE-2015**

S.NO.	NAME OF THE ACTIVITY	QTY PRODUCED	STANDARD MAN HOURS	TOTAL MAN HOURS
1	Engine (HINO+EURO-I)	57	121.97	6952.29
2	Engine (T.O.) (HINO)	5	44.43	222.15
3	Engine (SCRAP)	5	8.97	44.85
4	Water pumps 370	3	3.34	10.02
5	Water pumps HINO	262	1.91	500.42
6	Air Compressor (HINO)	123	3.48	428.04
7	Air Compressor W/COOLED	6	3.67	22.02
8	Air Compressor Head	118	1.15	135.70
9	Cylinder Head (HINO)	62	9.69	600.78
10	HINO Case oil cooler	50	2.95	147.50
11	Turbo charger	60	2.40	144.00
Total =				9207.77

a)ENGINE SECTION STRENGTH:

1	SKILLED EMPLOYEES	32
2	UNSKILLED EMPLOYEES	16
3	OUT SOURCED	10
TOTAL		58

Equivalent manpower of RTC= 128 (Skd x3)+(Un skd x 2)

b) Outside work/activities

S.NO	ACTIVITY	SMHs	Qty.	Total SMHs
1	Oil pumps	1.16	10	11.60
2	Filter Body	0.99	10	9.90
Total SMHs				21.50

c) Premature failure details

S.NO	Name of the Unit	Unit Nos.	Quantity	Date of receipt	Std.Man Hours/unit	Total Std.Man Hours.
1	Engine	241895	1	12.6.2014	121.97	121.97
2	A.C.(Hino)	201&215	2	20.6.2014	3.48	6.96
Total SMHs						128.93

Base Production at 80%PL 7284.80 (RTC = 6028.80 hrs
O/S = 1256.00 hrs
TOTAL 7284.80 hrs

%PL of section = (Actual Production / Base Production)X 80 = (9207.77 / 7284.80)X80 = 101.12

Actual Production in SMHs 9207.77

Less

a) SMHs of Outsourced persons- 10x157x1.0112 1587.58

b) SMHs of Outside works/activities 21.50

c) SMHs of Premature failure 128.93

1738.01

Production arrived for RTC employees 7469.76

% of PL (7469.76 X80 /6028.80) 99.12

% of YCAPL (say) 91.79

Applicable production Hours(YCAPL< Actual PL) 6917.20

Incentive amount payable to RTC employees= (Production arrived for RTC emp - Base production of RTC emp) x MHR X 0.8

Total incentive amount payable 40383.11

Incentive amount payable to Skilled emp= 946.48

Incentive amount payable to Un Skilled emp= 630.99

Prepared by

Checked by

Audited by

Approved by

Kalyan
అనుబంధం అధికారి
(ఆంధ్ర ప్రదేశ్ అండ్ మద్యం)
ఆంధ్ర ప్రదేశ్ అండ్ మద్యం
అం.డి.అఫ్.స. హైదరాబాద్ - 20.

**PRODUCTION INCENTIVE BONUS CLAIM SHEET OF THE WORKSHOP
FOR THE MONTH OF JUN-2015**

S.NO.	PARTICULARS	MHR- Rs.56.82 ENGINE SECTION
1	No.of Skilled workmen	32
2	No.of Unskilled workmen	16
3	No.of Outsourced men	10
4	Total workmen incl.O/S men	58
5	Total workmen Excl.O/S men	48
6	Equivalent men (Excl.O/S.men) [(32x3)+(16x2)]	128.00
7	Base Production at 80%PL (Incl.O/S men) (hrs) [58X157X0.8]	7284.80
8	Base Production at 80%PL (Excl.O/S men) (hrs) [48X157X0.8]	6028.80
9	Incentive hours arrived on actual production (incl.O/S , contract, outside activities) (hrs)	9207.77
10	Actual %PL (Incl.O/s,Contract, outside activities)	101.12
11	SMHs of outsourced persons (10x157x1.0112)	1587.58
12	SMHs of outside works/activities	21.50
13	SMHs of premature failures	128.93
14	Production hours arrived for RTC employees (Excl.Outsourced/ contract, outside activities, PF)	7469.76
15	Actual %PL(Excl.Outsourced/ contract, outside activities, PF) [7469.76 x 80/6028.80]	99.12
16	Anticipated production at 100%PL (48X157) (hrs)	7536.00
17	Anticipated production units at 110%PL (48X157X1.10) (hrs)	8289.60
18	Anticipated production at 125%PL (48X157X1.25) (hrs)	9420.00
19	Units Rate payable between 80%PL to 100%PL (56.82X0.8)	45.46
20	Units Rate payable between 100%PL to 110%PL (56.82X0.9)	51.14
21	Units Rate payable between 110%PL to 125%PL (56.82X0.95)	53.98
22	Performance level during the month of July'14	95.94
23	Performance level during the month of Aug'14	104.65
24	Performance level during the month of Sept'14	66.24
25	Performance level during the month of Oct'14	67.88
26	Performance level during the month of Nov'14	78.85
27	Performance level during the month of Dec'14	110.71
28	Performance level during the month of Jan'15	106.28
29	Performance level during the month of Feb'15	103.65
30	Performance level during the month of Mar'15	80.72
31	Performance level during the month of Apr'15	97.58
32	Performance level during the month of May' 15	75.01
33	Performance level during the month of June' 15	99.12
34	Yearly cumulative Average PL (YCAPL)	91.79
35	Applicable PL for incentive amount payable (yearly cumulative PL or actual PL for the month whichever is less)	91.79
36	Incentive hours arrived on applicable PL	6917.20
37	Incentive amount payable for the production between 80%PL to 91.79%PL (Rs.) =(6917.20-6028.80) X 45.46	40383.11
38	Incentive amount payable for the production between 100%PL to 110%PL	0.00
39	Incentive amount payable for the production between 110%PL to 125%PL	0.00
40	Total Incentive amount payable	40383.11
41	Incentive amount payable per skilled (Rs.) =Total Inc.amount payableX3/Equivalent.men	946.48
42	Incentive amount payable per Unskilled (Rs.) =Total Inc.amount payable X 2/Equivalent.men	630.99

Prepared by

Checked by

Audited by

Approved by

Kalyan
 ఎంపిక
 (సం. 307 ముచ్చి)
 ఆంధ్ర ప్రదేశ్ ప్రభుత్వం నుండి
 ము.డి.ఆర్.ఎ. 20.11.2015 - 20.

[Signature]
 ఆంధ్ర ప్రదేశ్ ప్రభుత్వం నుండి
 ఆంధ్ర ప్రదేశ్ ప్రభుత్వం నుండి
 ము.డి.ఆర్.ఎ. 20.11.2015 - 20.

S.NO.	PARTICULARS	B.O	ENGINE	FIE	UNITS	Elec.	Radiator	General
1	No. of Skilled workmen							
2	No. of Unskilled workmen							
3	No. of Outsourced men							
4	Total workmen incl. O/S men							
5	Total workmen Excl. O/S men							
6	Equivalent men (Excl. O/S men)							
7	Base Production at 80%PL (Incl. O/S men) (hrs)							
8	Base Production at 80%PL (Excl. O/S men) (hrs)							
9	Incentive hours arrived on actual production (incl. O/S, contract, outside activities) (hrs)							
10	Actual %PL (Incl. O/S, Contract, outside activities)							
11	SMHs of outsourced persons							
12	SMHs of outside works/activities							
13	SMHs of premature failures							
14	Production hours arrived for RTC employees (Excl. Outsourced/ contract, outside activities, PF)							
15	Actual %PL (Excl. Outsourced/ contract, outside activities, PF)							
16	Anticipated production hrs at 100%PL							
17	Anticipated production hrs at 110%PL							
18	Anticipated production hrs at 125%PL							
19	Units Rate payable between 80%PL to 100%PL							
20	Units Rate payable between 100%PL to 110%PL							
21	Units Rate payable between 110%PL to 125%PL							
22	Performance level during the month of July'14							
23	Performance level during the month of Aug'14							
24	Performance level during the month of Sept'14							
25	Performance level during the month of Oct'14							
26	Performance level during the month of Nov'14							
27	Performance level during the month of Dec'14							
28	Performance level during the month of Jan'15							
29	Performance level during the month of Feb'15							
30	Performance level during the month of Mar'15							
31	Performance level during the month of Apr'15							
32	Performance level during the month of May' 15							
33	Performance level during the month of June' 15							
34	Yearly cumulative Average PL (YCAPL)							
35	Applicable PL for incentive amount payable (yearly cumulative PL or actual PL for the month whichever is less)							
36	Incentive hours arrived on applicable PL							
37	Incentive amount payable for the production between 80%PL to 100%PL (Rs.)							
38	Incentive amount payable for the production between 100%PL to 110%PL							
39	Incentive amount payable for the production between 110%PL to 125%PL							
40	Total Incentive amount payable							
41	Incentive amount payable per skilled (Rs.) = Total Inc. amount payable X 3 / Equivalent men							
42	Incentive amount payable per Unskilled (Rs.) = Total Inc. amount payable X 2 / Equivalent men							

Prepared by _____ Checked by _____ Audited by _____

Kahluw
 ಅಸಿಸ್ಟೆಂಟ್ ಮೆಕಾನಿಕ್ ಇಂಜಿನಿಯರ್
 (ಅನ್ವೇಷಣೆ ಅಂಡ್ ಮೆಟರ್ಸ್)
 ಇಂ. ಪ್ರ. ವಾಕ್ಯ ರೆಡ್ಡು ವಜಾಣಾ ನಂಟು
 ದುಂಬಿ ಅಸಿಸ್ಟೆಂಟ್ ಮೆಕಾನಿಕ್ ಇಂಜಿನಿಯರ್ - 20.

ANNEXURE -G

METHOD OF COMPUTING THE YEARLY CUMULATIVE AVERAGE PRODUCTION PERFORMANCE LEVEL FOR INCENTIVE PAYMENT OF ENGINE SECTION FOR AV WORKSHOP

S.No	Month	Section man power				Base production hrs		Actual Production in SMHs						Actual prodn hrs excl.o/s men work content & o/s activity hrs	excluding of O/s		Monthly Inc.payable PL(Applicable PL)	Prodn.hrs arrived on applicable PL for incentive Payable amount to RTC employees
		Skd	Un skd	O/s	Total	Including O/S	Excluding O/S	Including O/S+Outside	Work content of outsourced persons	work content of Outside activities	Premature failure	Total	Excluding O/S+Outside + PF		PL%	%YCAPL		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	July	25	10	5	40	5024.00	4396.00	6025.00	-	-	-	-	5271.88	5271.88	95.94	95.94	95.94	5271.88
2	August	25	10	5	40	5024.00	4396.00	6572.00	-	-	-	-	5750.50	5750.50	104.65	100.29	100.29	5511.19
3	September	24	10	5	39	4898.40	4270.40	4056.00	-	-	-	-	3536.00	3536.00	66.24	89.16	-	-
4	October	24	10	5	39	4898.40	4270.40	4156.00	-	-	-	-	3623.18	3623.18	67.88	83.92	-	-
5	November	25	10	5	40	5024.00	4396.00	4952.00	-	-	-	-	4333.00	4333.00	78.85	82.89	-	-
6	December	30	10	5	45	5652.00	5024.00	7822.00	-	-	-	-	6952.89	6952.89	110.71	88.12	88.12	5533.79
7	January	30	10	5	45	5652.00	5024.00	7509.00	-	-	-	-	6674.67	6674.67	106.28	90.99	90.99	5714.17
8	February	25	10	5	40	5024.00	4396.00	6509.00	-	-	-	-	5695.38	5695.38	103.65	92.53	92.53	5084.42
9	March	26	10	4	40	5024.00	4521.60	5069.00	-	-	-	-	4562.10	4562.10	80.72	91.22	80.72	4562.10
10	April	30	5	4	39	4898.40	4396.00	5975.00	-	-	-	-	5362.18	5362.18	97.58	91.84	91.84	5046.41
11	May	20	2	4	26	3265.60	2763.20	3062.00	-	-	-	-	2590.92	2590.92	75.01	90.86	-	-
12	June	32	16	10	58	7284.80	6028.80	9207.77	1587.58	21.50	128.93	1738.01	7469.76	7469.76	99.12	91.79	91.79	6917.20

Kalyan

విద్యుత్ - యంత్ర విభాగం
 ఇంజనీరింగ్ విభాగం
 ఇంజనీరింగ్ విభాగం పంపు
 విభాగం, విద్యుత్ - యంత్ర విభాగం - 20.