

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

O/o the Managing Director,
Mushirabad, Hyderabad-20
Dt:14th July 1995

No.CIE/PIB(1)/95-IED

CIRCULAR No.IED3/1995, DT.14.07.1995

Sub: INCENTIVES - Operation of Production Incentive Bonus Scheme at Zonal Workshops , HYD,VJA,KRMR,CDP,VZM,NLR & TPT – Revised PIB Scheme w.e.f. the production Month of August 1995 – Reg.

Ref: 1.Cir.No.XII/1988/IED, dt.2 JUL 1988.
2.Cir.No.PD-20/88, dt.16 MAR 1988
3.Cir.No.VIII/1990/IED, dt.18 APL 1990

I. INTRODUCTION:

1.1 The Production Incentive Bonus Scheme was introduced initially at Vijayawada and Hyderabad in 1972 with a view to improve the productivity in Workshops and later extended to the other Regional Workshops and also to Tirupati & Nellore Workshops. In view of the p positive results achieved, the Corporation extended the validity of the Scheme from time to time.

1.2 In view of subsequent changes in the lay-outs of Zonal Workshops, improved 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, it was contemplated to conduct a fresh study and this work was entrusted to M/s NPC.

Based on the study results the present incentive scheme is revised as detailed below and comes into force with effect from the production month of August 1995.

2. SALIENT FEATURES OF THE SCHEME:

2.1 For the purpose of operation of the Production Incentive Bonus Scheme, the Zonal Workshops are divided into the following sections:

S.No.	Workshops	Production Sections	General Sections
1)	ZWS: HYD	a) Complete Overhaul of vehicles. b) Sundry repairs c) Engine Section d) `Electricsal e) FIE f) Units g) Radiator	a) Machine Shop b) Smithy(Genl.items) c) R&D d) Yard e) Parking Drivers, etc. f) Battery charging g) Instrument Repair h) Millwright i) Cabin Repairs
2)	ZWS: VJA	a) CO of vehicles b) Sundry repairs c) Engine Section d) Electricsal e) FIE f) Units g) Radiator h) Springs	a) Machine Shop b) Smithy c) R&D d) Yard & other Genl. men like time office. e) DGT. f) Tool room,etc.

- | | | | |
|----|-----------|--|--|
| 3) | ZWS: VZM | a) Engine Section
b) CO of vehicles
c) Units
d) Electricals
e) Sundry repairs
f) FIE
g) Radiator
h) Springs | a) Machine Shop
b) R&D
c) Tool room
d) Battery charging
e) AC maintenance
f) Millwright |
| 4) | ZWS: CDP | a) CO of vehicles
b) Sundry repairs
c) Engine Section
d) Electricals
e) FIE
f) Units
g) Radiator
h) Springs | a) Machine Shop
b) Smithy(Genl. Items)
c) R&D
d) Yard & other Genl. men like time office.
e) DGT.
f) Tool room,etc. |
| 5) | RWS:TPT | a) Sundry repairs
b) Engine Section
c) Electricals
d) F I E
e) Units | a) R&D
b) Battery charging
c) Tool room
d) Millwright
e) AC maintenance
f) Quality control
g) Scrap Movement & fabrication (M/Shop). |
| 6) | ZWS: KRMR | a) Engine Section
b) CO of vehicles
c) Units
d) Electricals
e) Sundry repairs
f) F I E
g) Radiator | a) Machine Shop
b) R&D
c) Tool room
d) Battery charging
e) AC maintenance
f) Millwright
g) Retrieval, Fabrication & erection. |
| 7) | ZWS:NLR | a) Engine
b) Units
c) FIE
d) Electrical | a) Machine Shop
b) R&D
c) battery
d) General pool. |
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STANDARD MAN HOURS:

2.2.1 Standard man hours for a job work is the total time required for completion of the work by an average person working under normal conditions including personal and relaxation allowances, allowances for waiting, allowances for variation of work and other contingencies.

2.2 INCENTIVE UNITS

2.2.1 It is a unit of work consisting of 103 standard man hours in case of Regional Workshops at HYD, KRMR, VZM, CDP, NLR and TPT and 125 standard man hours in case of ZWS:VJA.

2.3 AVAILABLE MAN HOURS

2.3.1 Average effective man hours available for production per worker per month is computed and arrived at 152 hours.

2.4.2 The effective man hours availability of production section per month is computed by multiplying the total staff strength of the section with 152.

2.4 WORK CONTENT OF VARIOUS ITEMS OF PRODUCTION

2.5.1 The output of each section at the end of the incentive month is computed based on units produced and the respective standard man hours, as fixed by CME (IE&C) from time to time. The standard man hours of the production items are shown at Annexure-A. then production incentive bonus claim sheets applicable from the production month of August 1995 based on the available man power at individual workshops will be given by CME(IE&IMC).

2.5 BASE PRODUCTION

2.6.1 After achieving the production above 80%PL on both monthly and yearly cumulative average, the incentive will be paid only either on monthly performance level or on yearly cumulative average performance level whichever is less. The incentive amount be computed for incentive units between the months base production and the production derived on actual men related to lower performance level. In case, either the monthly performance level or the yearly cumulative average performance level is below base (i.e) 80% PL, no incentive will be paid, irrespective of the reason which have contributed the performance falling below the base.

2.6.2 The yearly cumulative average system of computing the performance level shall start effective from the production month of July and closes by the end of production month of June of every year. At the end of the 12 months cycle period, the production obtained is compared to the base production and the actual incentive paid shall be reconciled and the difference of the amount paid or recovered as the case may be. After reconciliation, the payments or recoveries shall be effected from the incentive amounts payable in the immediate month/subsequent months in case of insufficiency and a certificate to that effect be sent to the ED(E)/CME(IE&IMC) by the Accounts Department auditing the incentive claims. Further, if a month's performance level is below 80%, the incentive units below 80%PL are recoverable. Method of calculating the yearly cumulative average performance level is enumerated at Annexure-B.

2.6 MAN HOUR RATE

2.7.1 The Man Hour Rate is derived by dividing the salaries (Pay+DA) paid to all the workers by the number of workers and 192. The supervisors and their salaries are excluded for this purpose.

2.7.2 The man hour rate will be computed once in two years in the month of April to all the Workshops taking into consideration the salaries (Pay+DA) paid to the workers during the proceeding three months, i.e. January, February and March. The man man hour rate thus computed be compiled by the Dy.CAO of concerned Zonal Office and shall be made applicable after the approval of CME(IE&IMC).

2.7.3 The revised man hour rate thus computed shall be in force from 1.4.95 to 31.3.97. The next man hour rate revision will be due from 1.4.97 and be in force upto 31.3.99.

2.7 SHARING OF LABOUR COST SAVED DUE TO INCENTIVE PRODUCTION TO WORKMEN

2.8.1 Total labour cost saved by achieving the productivity above 80% performance level in each section is calculated. The following performance of savings are payable to the workers at various performance levels.

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

2.8.2 MAXIMUM PERFORMANCE LEVEL

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

2.8.3. The sharing of incentive amount earned between the skilled and unskilled workers will be in the ratio of 1.2:0.8.

2.8.4 Besides the incentive bonus thus earned, the Corporation has sanctioned payment of additional amount of Rs.15/- and Rs.6/- to the skilled and unskilled staff of RWS:HYD and Rs.13/- and rs.5/- to skilled and unskilled staff of RWS:VJA respectively, as the compensation to the workmen for the enhanced yield of man hours and the eliminatyion of protection between 70% and 80% performance level. Staff who were on the rolls as on 30 APR 1979 in the Eworkshops and still working on the same Workshop are only eligible. Those who are recruited/transferred to Workshops subsequently, are not eligible for the above protection amounts.

2.9 PAYMENT OF BONUS TO SUPERVISORY PERSONNEL

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

2.9.2 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) | Mechanical | Chargeman | -do- +Rs.15/- |
| c) | Asst. Mech. | Foreman | -do- +Rs.20/- |
| d) | Mech. | Foreman | -do- +Rs. 25/- |
| e) | Asst. Works | Manager | -do- +Rs.50/- |

3. TERMS AND CONDITIONS OF ELIGIBILITY

3.1 PREAMBLE 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.

3.1.1 All the production statements and audited claim sheets shall be sent to CME(IE&IMC) for verification and record(as per Annexures), who will in turn give clearance to pay the next month's incentive after verification of calculations, to avoid excess or short payments.

3.2 ABSENTEEISM

3.2.1 A workers/supervisor working in Production, General and Inspection 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 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.

3.2.2. 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 will be decided by the Works Manager concerned.

3.3 STRIKE/AGITATION/WORK TO RULE/LIGHTENING STRIKE STRIKE/ TOOL DOWN STRIKE ETC.

3.3.1 Employees participating in a strike/agitation/work to rule/lightening strike/tool down strike etc. are not eligible to receive the incentive amount payable at the end of the production month.

3.3.2 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 individual 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 and his decision is final and binding.

3.4 ELIGIBILITY OF PIB TO EMPLOYEES IN CASE OF TRANSFER

3.4.1 An employee who has 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.

3.4.2 In case an employee who has 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 should be included in the base production of the section and is eligible for the incentive of the section in which he has worked.

3.5 ELIGIBILITY OF PIB TO EMPLOYEES IN CASE OF NEW APPOINTMENTS

In case an employee is appointed after 10 days in a production month and worked for the remaining period of the production month which is less than 20 days, he will not be eligible for the incentive amount (as the same is paid only for putting in extra efforts during the production month. This is in line with the attendance clause).

3.6 ELIGIBILITY OF PIB TO EMPLOYEES JOINING FOR DUTY AFTER LIFTING SUSPENSION

3.6.1 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 will not be eligible to receive the incentive amount.

3.7 ELIGIBILITY OF PIB TO EMPLOYEES IN CASE OF AVAILING SPECIAL CASUAL LEAVE

3.7.1 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 in case the total leave availed is more than the limits of attendance clause.

3.8 DIVERSION OF AMOUNTS ACCRUED BY THE APPLICATION OF ABSENTEEISM CLAUSE

3.8.1 INCE ALL THE Zonal Workshops canteens 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.

3.9 ELIGIBILITY OF SWEEPERS TO PARTICIPATE IN THE PRODUCTION INCENTIVE BONUS SCHEME

3.9.1 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 all workshops.

3.10 ELIGIBILITY OF PIB TO CASUAL WORKMEN ENGAGED AGAINST THE SANCTIONS

3.10.1 The casual workmen engaged against the sanctions 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.

4. DELEGATION OF POWERS

4.1 The Dy.CAO of concerned Zone will ascertain the production figures, certify them and arrange payment of incentive amounts on the dates agreed to by the recognized union and management, from time to time.

: 7 :

- 4.2. CME(IE&IMC) is authorised 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.
- 4.3. The ED(ZONE) with the concurrence of DY.CAO is authorised to transfer men from one production section to other in the Workshops of the concerned Zone.
- 4.4. The ED(ZONE) with the concurrence of DY.CAO is authorised to transfer men from General section to any of the production sections in the Workshops of the concerned Zone.
- 4.5. The ED(Zone) with the concurrence of DY.CAO is authorised to transfer men from Workshops to other units and vice-versa, keeping the general men to production men ratio unaltered.
- 4.6. ED(E) is authorised to revise the base production in any section based on the demand of the production items, in consultation with CME(IE&IMC). He is also authorised 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.
- 4.7. Transfer of men from any production section to General section shall be done with prior approval of ED(E) in consultation with CME(IE&IMC).
- 4.8. ED(E) is authorised to make any changes in the scheme as may be considered necessary, from time to time, in consultation with CME(IE&IMC).
- 4.9. Increase in manpower due to increase in demand shall be done with the prior approval of ED(E) in consultation with CME(IE&IMC) & CFM(P&R) (though the sanctions are available).
- 4.10. The Works Manager is authorised to reduce the base production in case of an employee removed/terminated/expired/promoted/retired duly making an endorsement in the production claim sheet.
- 4.11. production closing date at any workshop for any month shall not be extended under any circumstances.
- 4.12. This circular has the approval of VC&MD with the concurrence of DY.CAO.
- 4.13. This scheme will be in force upto 31-3-1999.

[Handwritten Signature]
15/07/95

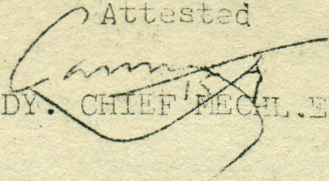
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All Convenors, Shop Committees of all ZWSs.(Through
WMs)
Notice Board/Incharge Record Room.

Attested


DY. CHIEF TECHL. ENGINEER (IE)

ANNEXURE - A			
S. No.	STANDARD MAN HOURS	LEYLAND	TATA
		Hrs.	Hrs.
I	C.O & S.R. SECTIONS		
1	CO of Vehicle (Excluding wiring)	1228.36	1130.35
2	CO of Chassis	217.85	191.25
3	CO of Vehicle Wiring	38.91	38.91
4	Body C.O. of Vehicle (including 40 hours for I/C of Body and adding the 16 hours for the conversion of Super Luxury to Pallevelugu Body CO	1010.51	939.10
5	S.R.Vehicles Dist./Ord. City type	416.00 296.00	506.00 360.00
6	S.R.Vehicles Wiring	15.00	15.06
	Additional Man Hours Required for conversions		
1	C.O.of Super Deluxe as super Deluxe	1125.00	1125.00
2	C.O.of Semi-Luxury as Semi-Luxury	400.00	400.00
3	C.O.of Super Express as Super Express	275.00	250.00
4	Conversion of vehicle from Super Deluxe to Ordinary	300.00	300.00
5	Conversion of vehicle from Super Deluxe to City type.	300.00	300.00
6	Conversion of vehicle from Super Express to City type.	300.00	300.00
7	Conversion of vehicle from Semi-Luxury to city type.	300.00	300.00
8	Conversion of vehicle from Semi-Luxury to Ordinary	255.00	255.00
9	Conversion of vehicle from Ordinary to City type.	225.00	225.00
10	Conversion of vehicle from Setwin Ordinary to City.	225.00	225.00
11	Conversion of vehicle from Asiad to city type.	540.00	540.00
12	Conversion of vehicle from Asiad to Ordinary type.	495.00	495.00
13	Conversion of vehicle from any type to carrier	400.00	400.00
14	Conversion of vehicle from any type to Closed DGT.	400.00	400.00
15	Conversion of vehicle from any type to Mobile Court.	600.00	600.00
16	Conversion of vehicle from any type to Mobile Dispensary	400.00	400.00
17	Conversion of vehicle from any type to Ambulance.	400.00	400.00
18	Conversion of vehicle from any type to open D.G.T.	750.00	750.00
19	Conversion of vehicle from any type to Cargo.	400.00	400.00
20	Conversion of vehicle from any type to Breakdown van.	225.00	225.00
21	Fabrication of cabin for water tanker construction (Cabin construction, Electrical work, Chassis etc.	284.00	284.00
22	Conversion of super Express to ordinary (Modification of seat frames and seat cushions involving removal modification of seat backs i.e., wood work cushion and rexine with increasing in seating capacity (from 52 to 58)	62.26	62.26
23	Modification as item 22 that without increasing seating capacity	47.32	47.32
24	Modification of wind screen frames involving manufacturing and fitment of the wind screen frame of ordinary vehicle duly providing swivelling of frame near the driver side.	5.69	5.69
25	Body inter change	40.00	40.00
26	Providing of stum pillers during C.O. per vehicle.	65.00	65.00
27	Manufacturing and fitment of bellow type side window	2.25	2.25

	curtain		
	(per curtain)		
28	FC Vehicle Body attention (applicable for the vehicles of DGT section attached to DY.CME:VZM)		96.00
29	FC Vehicle wiring		15.00
30	Burnt vehicle chassis wiring	15.00	15.00
31	seating pattern modification		
	a) 1 x 1 to x x 2	40.00	40.00
	b) 2 x 1 to 2 x 2	24.00	24.00
	c) 3 x 2 to 2 x 2	60.00	60.00
	d) 4 X 1 to 3 x 2	60.00	60.00
	e) U shape seating arrangement to 2 x 2	40.00	40.00
32	Reinforcement of chassis as per M/s Telco specificaiton (to be claimed from M/s Telco and not be included in production claims for incentive purpose)		40.00
33	Reinforcement of Body - 60% rear overhanging of LPO - 55 Semi - Luxury vehicles		52.00
34	Conversion of Ordinary vehicle as Super Express during C.O.		50.00
35	Ordinary type vehicle exclusively drawn for converison as super Express		174.00
36	Dismounting the burnt body and handing ove to scrap yard.	20.00	20.00
37	Fabrication of 3 seater or 2 seater bottom cushion E1.	0.67	0.67
38	Fabrication of 3 seater or 2 seater back squab E1.	0.33	0.33
39	Fabrication of single seater bottom cushion E1.	0.50	0.50
40	Fabrication of single seater back rest E1.	0.25	0.25
41	Conversion from Aerodynamic front end structure (FRP Cowl) to flat end structure during C.O. / S.R. (Applicable upto AP10Z 3500 serial no. only)	92.00	
B. ENGINE			
1	CO of Engine	122.42	103.66
2	C0 Of Engine-Hino	144.81	
3	Assembly of scrap engine	10.00	9.47
4	Top overhaul of engine	48.27	34.55
		(Hino 40.81)	
5	Air compressor (2 CYLINDER)	4.85	
6	Water pump	3.63	3.63
7	Fuel filter	0.91	
8	Air Cleaner	1.38	
9	Air cleaner element (wire guage) assembly.	3.55	3.55
10	Cylinder head overhaul	10.04	7.00
11	Air compressor Head assembly(2 cylinder)	1.23	
12	Low KMs engine (not applicable for engine's failing before 25% of standard life).	10.00	
13	Air compressor single cylinder	3.67	
14	Hino Air comprosser	3.67	
15	Hino cylinder head	10.61	

16	Hino case cooler	3.67	
17	Hino water pump	1.76	
18	A.C.Head assembly (single Cylinder)	1.38	
III	F.I.E. Section		
1	CO of FIP	5.75	6.38
2	CO of FIP With automatic timer		7.50
3	CO of Hino FIP	7.21	
4	Assembly of Scrap FIP	0.54	0.54
5	Injectors Set	2.93	3.25
6	Feed Pump	0.62	0.64
7	Re-calibration of FIP	1.98	2.14
8	Re-setting, Re-adjustment of injector.	0.20	0.20
IV.	UNIT SECTION		
1	C.O.of gear box	19.06	14.41
			11.50
2	Scrap assembly of Gear Box	2.50	2.00
3	C.O. of Rear Axle	60.05	45.00
4	Scrap assembly of Rear Box	6.00	5.00
5	C.O of Front Axle	44.61	36.08
6	Scrap assembly of front axle	5.00	5.00
7	C.O. of steering box	7.48	6.91
8	Scrap assembly of Steering box	0.34	0.34
9	Clutch assembly	3.56	2.75
			(Diaphram)
10	Scrap clutch assembly	0.30	0.30
11	P.P. Shaft set	8.32	3.78
12	Front axle beam		18.71
13	Jacks	2.20	
14	Clutch driven disk(Liner replacement)	1.41	1.20
15	Hubs	3.22	
16	Booster		3.98
17	Un-loader valve	1.71	1.75
18	Spring break actuator	2.11	1.84
	the claim of standard man hours		
	arise only when they are supplied to out depots indendently either on counter exchange or as repair and return but not allowed while supplied with major units.		
19	Air filter (break unit)	0.25	
	the claim of standard man hours		
	arise only when they are supplied to out depots indendently either on counter exchange or as repair and return but not allowed while supplied with major units.		
20	Slack adjuster	0.25	0.25
	the claim of standard man hours		
	arise only when they are supplied to out depots indendently either on counter exchange or as repair and return but not allowed while supplied with major units.		
21	Brake Chamber	0.37	0.37
	the claim of standard man hours		

	arise only when they are supplied to out depots indedntly either on counter exchange or as repair and return but not allowed while supplied with major units.		
22	Sleeve yoke	1.00	
23	Tie rods end (set)	1.50	1.00
24	Tie rods		1.94
25	Drag link		0.89
26	Master Cylinder		0.85
27	Tandum Master cylinder		0.90
28	Wheel cylinder (set of 2 piece)		0.79
29	Air Governor		1.82
30	C.O. of Elgi pneumatic wiper	1.20	1.20
31	Dual brake valve	1.48	1.48
32	Hand brake valve	0.80	0.80
33	System protection valve	1.66	1.66
34	Un-loader valve (latest)	1.26	
35	Clutch Assembly (310 die)		3.00
36	C.O. of Hino Clutch assembly	4.47	
37	Brake E2 valve	1.48	
38	Flick valve	0.40	0.40
39	C.O. of Drive head for Rear axle	20.36	

For TATA workshops the incentive amount shall be paid to the following unit only if they are given to out depots on counter exchange basis or to the depots separately. Units supplied to C.O. vehicles, Engines and New units drawn from stores are to be excluded.

S.No	ITEMS	Minimum expected production	Standard man hours
1	Tie Rods	1.00	1.94
2	Drag Link	5.00	0.89
3	Tie Rod ends (set of 2 pieces)	1.00	1.00
4	Air governor / unloader valve	10.00	1.62/1.75
5	Master cylinder	15.00	0.85
6	Wheel cylinder (set of 2 pieces)	37.00	0.79
V. ELECTRICAL SECTION			
1	C.O. of dynamo	4.40	3.50
2	C.O. of self starter	5.98	5.71
3	Scrap assembly of Self starter	1.00	1.00
4	C.O. of alternator (T V S)	2.73	2.73
5	C.O. of alternator (Beacon)	2.89	2.89
6	Scrap assembly of alternator	0.65	0.65
7	Cut out	3.50	3.40
8	C.O. of wiper motor	1.24	1.24
9	Rotor winding motor	2.04	1.53
10	LSE coil winding	0.80	0.80
11	stator winding TVS	4.06	4.06
12	Dynamo armature winding	10.78	10.68
13	Electric Horn overhauling	1.01	1.01

14	Invertor	3.50	3.50
15	Solenoid switch winding	2.77	2.77
16	Ceiling fan(medium)	14.64	14.64
17	Ceiling fan (large)	18.03	18.03
18	Wolf Grinding mechine	7.28	7.28
19	Hand drilling machine	5.78	5.78
20	Starter winding for SPR & Beacon	4.50	4.50
21	A.C.Mortor 3 Phase	45.66	45.66
22	A.C.Mortor single Phase	23.03	23.03
23	Wiring of Bettery charger	16.00	16.00
24	Fabrication of diode type rectifier (Ruthanshaw make - 2 circuit)	4.00	4.00
25	Fabrication of diode type rectifier (Weld well - single circuit)	2.00	2.00
26	Re-winding of coils of Battery charger Complete (Ruthanshawor weld well)	40.00	40.00
27	C.O. of battery charger	60.48	60.48
28	Wiper armature rewinding		2.38
29	Rotor winding (Beacon)	2.04	1.70
30	C.O. of wiper armature rewinding		3.62
31	Armature cleaning and soldering for hand grinding & drilling machines	1.94	1.94
32	C.O. of brush box		0.72
33	C.O. of CE shield		0.48
VI SMITHY SECTION			
1	Front spring assembly (Mannual)	4.43	4.72
2	Rear spring assembly (Manual)	4.38	4.96
3	Front/Rear spring assembly with cambering machine)	3.00	3.00
4	Fuel tank	2.69	2.69
5	Fuel pipe line	3.70	
6	Fan assembly	0.75	
7	C.O. of Radiator (including repair of core, outer frame, top & bottom water tank)	17.42	15.30
8	C.O.of Radiator (Replacement with new core)	8.00	6.40
9	Manufacturing of rear dust cover	1.56	
10	Conductors tickets tray	2.88	2.88
11	Manufacturing of conductors tickets tray box.	2.86	2.86
12	Fabrication of silencer muffler		4.52

METHOD OF COMPUTING THE YEARLY CUMULATIVE AVERAGE PRODUCTION PERFORMANCE LEVEL FOR INCENTIVE PAYMENT. ANNEXURE - B.

S.No	Month	Section manpower	Actual			YCP	Inc. payable PL	prod. arrived on applicable PL for inc. payment.
			Base prod.	Prodn. units.	PL%			
1.	July	25+15	48.64	52.84	86.90	86.90	86.90	52.84
2.	August	25+15	48.64	65.72	108.09	97.49	97.49	59.27
3.	Septem.	24+15	47.424	40.56	68.42	87.80	-	-
4.	Oct.	24+15	47.424	30.84	52.02	78.85	-	-
5.	Nov.	26+14	48.64	49.52	81.44	79.37	-	-
6.	Dec.	30+15	54.72	62.55	91.44	81.38	81.38	55.66
7.	Jan.	30+15	54.72	75.09	109.70	85.44	85.44	58.44
8.	Feb.	25+15	48.64	65.09	107.05	88.14	88.14	53.58
9.	Mar.	26+14	48.64	50.69	83.37	87.61	83.37	50.69
10.	Apr.	30+9	47.424	59.75	100.79	88.93	88.93	52.71
11.	May	20+6	31.516	30.62	77.55	87.89	-	-
12.	June	25+6	37.696	42.57	90.34	88.09	88.09	41.50

PRODUCTION STATEMENT OF THE Z.W.S FOR THE MONTH OF _____

ANNEXURE - C

S.No	Section	Manpower	Base at 80% PL	Actual prodn. (Qty)	Man hrs. recom- mended by IED.	Incentive Units	PL %
1.	C.O						
2.	S.R						
3.	ENGINE						
4.	FIE						
5.	UNITS						
6.	ELECTRICAL						
7.	RADIATORS						
8.	SPRINGS						
9.	GENERAL						

SIGNATURE OF W.M

SIGNATURE OF A.W.M

SIGNATURE OF A

PRODUCTION INCENTIVE BONUS CLAIM SHEET OF THE RWS: _____

FOR THE MONTH OF _____

ANNEXURE - D

S.N.	Particulars	C.C	OR	Enginc	F.I.E	Units	Elec.	Radiator	Springs	General
1.	No. of skilled and unskilled workmen									
2.	Equivalent men									
3.	Basic production at 80% PL									
4.	Anticipated prodn. at 100% PL									
5.	Anticipated prodn. at 125% PL									
6.	Unit Rate payable between 80% & 100% PL									
7.	Unit Rate payable between 100% & 110% PL									
8.	Unit Rate payable between 110% & 125% PL									
9.	Performance level during the month of									
10.	-do-									Jul.
11.	-do-									Aug.
12.	-do-									Sept.
13.	-do-									Oct.
14.	-do-									Nov.
15.	-do-									Dec.
16.	-do-									Jan.
17.	-do-									Feb.
18.	-do-									Mar.
19.	-do-									Apr.
20.	-do-									May.
21.	Performance level (for the month)									Jun.
22.	Performance level (Yearly cumulative avg.)									
23.	Applicable PL for incentive amount payable (yearly cumulative PL or actual PL for the month, whichever is less)									
24.	Incentive units arrived on applicable PL									
25.	Incentive amount payable for the production between 80% and 100% PL.									
26.	Incentive amount payable between 100% & 110% PL									
27.	Incentive amount payable between 110% & 125% PL									
28.	Total incentive amount payable.									
29.	Incentive amount payable per skilled.									
30.	Incentive amount payable per semi/ unskilled.									

SIGNATURE OR DY. ENGINEER (W): ZWS:

SIGNATURE OF DY. MANAGER (FINANCE)