ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

CIRCULAR No. 11/2000-MED, Dated 31.3.2000

SUB: AWARDS - Comprehensive award scheme for Best Tyreshop - Reg.

REF: 1. <u>CIRCULAR.No.20/98-TRG</u>, Dated 8.8.1988.
　　　　2. <u>CIRCULAR.No.23/89-TRG</u>, Dated 16.10.1989.

1.0　　Through the Circulars 1st and 2nd cited, detailed guidelines were communicated on selection of Best Tyreshops. Accordingly, awards were presented to the Best Tyreshops for the years 1988-89 & 1989-90.

1.1　　The committee constituted by the VC & MD to study the working of Zonal tyreshops has recommended for an award scheme to identify the efforts put in by the tyreshops duly giving adequate weightage to different performance parameters. Hence the awards scheme is revived with necessary modifications to meet the present requirements. The objective of the scheme is to create competitive spirit amongst tyreshops for improvement of quality & quantity of production, reduction of process & service failures, upkeep of tyreshop etc. Healthy competition amongst tyreshops helps to reduce CPK on tyres in the long run besides providing quality service to depots. The revised best tyreshop award scheme comes into force from the financial year 2000 - 2001.

2.0　　<u>SELECTION CRITERIA AND WEIGHTAGE MARKS:</u>

Tyreshops will be evaluated on the following parameters duly giving the weightage marks indicated against each. Methodology for evaluation of tyreshop in respect of each parameter   is detailed below.

2.1　　<u>PRODUCTION PERFORMANCE:</u>　　　　　　　(Max. Marks. 50)

	Parameter	Abs. Value	Weightage Improvement	Total
a)	Productivity per Head per month	5	5	10
b)	PTR consumption per RC	5	5	10
c)	Major repair content(%)	5	5	10
d)	Uniseal repair content(%)	5	5	10
e)	Average minutes per tyre	5	5	10
			Total	50

Tyre shop which registered highest performance in (a) & (d) parameters gets maximum marks. Tyreshop with lowest performance gets zero marks. Other Tyre Shops secure marks on   prorata   scale.   TRS which registered lowest values in (b) (c) & (e) gets maximum   marks.   Tyre shop with highest values gets   zero marks. Other Tyre Shops get marks on prorata scale.

Tyre shop which registered highest improvement in (a) & (d) parameters gets maximum marks. Tyreshop with lowest improvement gets zero marks. Other Tyre Shops secure marks on prorata scale and those registered negative performance will be given zero marks. TRS which registered maximum increase in (b) (c) & (e) gets zero marks. Tyre shop registered lowest increase gets maximum marks. Other Tyre Shops secure marks on prorata scale.

2.2   QUALITY CONTROL MEASURES: **(Max. marks. 15)**

Parameter		Weightage
a)	Process failures	5
b)	Service failures	5
c)	Patch loose content	5
	Total	**15**

TRS which registered lowest process, service and patch loose get maximum marks and that registered highest gets zero marks. Other Tyreshops Shops will secure marks on prorata scale.

If any falsification of records is observed by the committee at tyre shops in random checks on compilation of process, service & patch loose content, zero marks will be awarded to these parameters.

2.3   TYRE PERFORMANCE;   **(Max. marks.   15)**

Parameter		Weightage
a)	RC Life	5
b)	CPK on Tyres	5
c)	RT factor	5
	Total	**15**

TRS with highest RC Life/RT factor gets maximum marks and that achieved minimum life gets zero marks. Other Tyre Shops secure marks on prorata scale.

TRS with lowest CPK on tyres gets maximum marks and that with highest CPK gets zero marks. Other Tyre Shops secure marks on prorata scale.

2.4 UPKEEP: (Max. marks. 20)

	Parameter	Weightage
a)	Cleanliness & Orderliness in different sections and covered area	5
	Display of production details, working instructions etc.	5
c)	Cleanliness of open yard & timely disposal of scrap	5
d)	Plantation and Greenery	5
	Total	**20**

The committee consisting of ED(E) & CME(O) shall visit each tyreshop once in six months i.e. twice in a year and award marks to different sub items of upkeep parameters based on their observations at Tyre shops. DyCME(P) may also be deputed on behalf of ED(E) or CME(O) for evaluation of upkeep, if the committee members are pre-occupied with other official engagements.

3.0 QUALIFYING CONDITIONS:

There should not have been any stoppage of work or slow down of work during the year, as a result of action in concert, either by all the employees or by a group of employees.

There should have not been any instance of assault or sabotage by any group of workmen during the year.

4.0 DETAILS OF THE AWARD:

A permanent shield will be given to the tyreshop adjudged as the best amongst all tyreshops. AME(Tyres) will be given cash award of Rs.500/- and an appreciation letter from the VC & MD.

5.0 SELECTION COMMITTEE:

ED(E) & CME(O) are the members of the committee to select best tyreshop of the year. The performance of the tyre shop during the period from April to March i.e., financial year shall be taken for evaluation of the best tyreshop.

The committee, after evaluating the best tyreshop of the year shall obtain the approval of the VC & MD and communicate the same in April month to all EDs(Z), WMs and AMEsfT).

6.0 AWARD FUNCTION:

The awards function shall be organised by MED and the Best Tyreshop award will be given to the AME(Tyres) of the best tyreshop through the VC & MD. The awards function shall be organised in May duly coinciding with production review meeting at Corporate office to enable all AMEs(Tyres) and Works Managers to attend the function.

7.0 <u>CONCLUSION:</u>

EDs(Zone) are therefore, requested to discuss the details of best tyreshop award scheme in production review meetings and encourage AMEs(Tyres) and staff of tyreshop for achievement of the award. AMEfTyres) shall take this as an opportunity to excell in performance and put in maximum efforts to get the permanent shield to tyreshop and personnel award of Rs.500/- in cash to AMEfTyres)   besides an appreciation letter from the VC & MD.

Sd/-
(V.APPARAO, IPS)
VICE CHAIRMAN & MANAGING
DIRECTOR

//Attested by//
Sd/-
(P. ARJUNA)
Executive Director (Engg)