

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No. OP2/462(18)/2002-MED

**Office of the VC & MD
Mushirabad, Hyderabad-20.**

CIRCULAR No. 21/2002-MED, DT. 26-12-2002

SUB. :-- HSD KMPL - Implementation of HSD KMPL - Certain guide lines to improve the performance of low KMPL drivers - Reg.

**REF. :-- 1) Circular No. 23/2001-MED, Dated 24-08-2001. 2)
Circular No. 16/2002-MED, Dated 08-11-2002.**

Corporation is spending around Rs. 780 crores annually on HSD Oil which constitutes 26% of total CPK. It is the second highest cost parameter after personnel cost. The prices of HSD Oil are being revised every fortnight depending on the prices of crude oil in international market. The price of HSD Oil has gone up from Rs. 17.74 per Ltr. in April 2002 to Rs. 19.98 per Ltr. presently. The price increases have placed an additional burden of Rs. 120 crores on the Corporation for this year. In view of the current price mechanism of HSD Oil, it is highly essential to control our expenditure on diesel.

The Philip Joy driving technology has proved that the drivers have a crucial role to play in achieving higher KMPL by adopting the principles of good driving techniques. It was established beyond doubt that, the improvement in HSD KMPL can be achieved irrespective of road and load conditions if the drivers drive the vehicle as per PJ driving technology. The increase in OR does not affect the KMPL as is believed by many Managers and Drivers. In fact high OR and high KMPL go side by side if good driving technique is adopted.

Training programmes were already organised to all the driving instructors and some of the drivers from each depot, Supervisors and Officers by Sri Philip Joy. The HSD KMPL has improved from 5.07 of 2001-2002 to a remarkable 5.19 upto November 2002. However, the improvement in HSD KMPL performance is upto the expected level and for below the target of 5.50 fixed for the year 2002-2003.

As explained above, Drivers play a prominent role in HSD KMPL. Hence the identification of low KMPL Drivers, counseling and imparting of training to those Drivers is of outmost importance in order to improve the KMPL. Detailed instructions were issued vide circular cited at reference (1) regarding various steps to be taken on the low KMPL drivers. The same are reiterated hereunder once again for strict compliance.

- 1. Services of Safety instructor/good KMPL Driver shall be utilised on the lowest KMPL performance routes to establish bench mark KMPL for low performance routes.**
- 2. Low KMPL Drivers are to be identified based on route-wise/type-wise(Exp/Lux/Hi-tech/Ord.) performance instead of on overall Depot performance. The poor performance shall be pulled up to improve their KMPL to at least route average KMPL.**
- 3. The services of safety Instructor are to be utilised for imparting necessary training to low KMPL Drivers.**
- 4. Counseling of identified low KMPL Drivers shall be done & their signature shall be obtained in the drivers counseling register as having been counseling.**
- 5. Low KMPL Drivers should be sent to ZSTCs for training for 2nd and 3rd time without paying wages for the period of training, if they fail to improve after attending 1st**

training.

6. Drivers shall be black listed based on the low HSD performance even after training and their driving habits shall be checked on line by Driving Instructors regularly.
7. Advice letters are to be issued to the low HSD KMPL Drivers identified based on bench mark KMPL duly indicating his KMPL and the additional expenditure incurred by him for performing below the Depot average KMPL. This has to be followed by a charge sheet and disciplinary action, if the Drivers do not improve in respect of HSD KMPL.
8. Low KMPL Drivers figuring in low KMPL list continuously for two months may be shifted from the existing route/change to other route/chart or their charted off shall be changed to create awareness and as a measure of deterrence.

Keeping in view of the importance of low KMPL counselling and training, instructions were also issued vide circular cited at (2) to identify 6 best KMPL Drivers in each Depot and to utilise their experience for imparting training to low KMPL Drivers in addition to the utilisation of safety driving instructor.

Despite the counselling, training and action on low KMPL Drivers as per above instructions, there may be certain Drivers in each depot who do not improve their KMPL. Hence it is felt necessary to take further action on such low KMPL Drivers whose performance has not improved even after all the opportunities have been afforded to them as stated above. The DMs shall identify such bad performing drivers who have been afforded all opportunities as stated above to improve their KMPL. A charge sheet indicating the charges explicitly on which action is proposed to be taken shall be issued to the Drivers calling for the detailed explanation as per the regulations. Based on the explanation a show cause notice proposing to transfer the low KMPL Drivers from depot shall be issued to the Driver and his explanation shall be obtained. The Driver shall be watched for the improvement in KMPL for a period of one or two months and there after if no improvement is observed during this period, he shall be directed to DVM/RM.

The DVM/RM shall take care to ensure that the transfer of a low KMPL driver from a Depot should be punishment to him rather than a blessing in disguise. For example, if a low KMPL driver working in a depot which is far away from the division/regional head quarter or his native place is transferred on punishment to a depot in headquarters or nearer to his native place it will only help him to get away from that depot to which he has been posted earlier for involvement in a serious offense or on administrative grounds.

All the DMs are advised to follow the above instructions scrupulously to improve the HSD KMPL performance. Necessary care shall be taken while selecting the low KMPL Drivers proposed for transfer for which sufficient data, which is correct, shall be built up.

All Divisional Managers & Regional Managers shall ensure the implementation of the circular instructions without fail to improve the HSD KMPL performance and to achieve the target.

Sd/-
(R. P. SINGH)
Vice Chairman & Managing Director.