

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.OP2/32(3)/2007-MED

Office of the VC&MD  
HYDERABAD-20

**CIRCULAR NO 14 / 2007-MED, Dt.12.05.2007**

SUB: HSD KMPL: - Control of HSD consumption: Fixing of HSD Revenue KMPL targets to the Depots for the year 2007-2008 for Cash Award - Communication – Reg.

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- I. APSRTC is implementing number of HSD Oil conservation measures for more than two decades. The success of these measures is reflected in constant improvement of HSD KMPL. The HSD KMPL of 4.98 in 1995-96 has improved to 5.26 in the year 2006-07.
- II. In order to motivate the employees to achieve higher HSD KMPL, a " CASH AWARD" scheme with annual KMPL targets was introduced in the year 1982. In view of positive performance in the previous years, VC&MD with the concurrence of FA has approved to continue this Award Scheme for the year 2007-2008.
- III. While fixing the revenue HSD KMPL target for Depots, a minimum Target of 5.00 for moffusial Depots and 4.80 for City (HCR) Depots for both Leyland & Tata area Depots has been fixed. The Depot-wise revenue HSD KMPL targets are fixed for Cash Award by incrementing the actual performance in 2006-07 by adding points at different slabs.
- IV. Under this scheme, a Depot will be eligible for the Award if the Depot achieves and exceeds the targeted cumulative HSD Revenue KMPL for the period from April 2007 to March 2008.
- V. The approved Depot-wise targets for the year 2007-2008 are enclosed to the circular at Annexure-I.
- VI. **THE SALIENT FEATURES OF THE SCHEME ARE:**
  - VI.1. An amount of Rs.50,000/-(Rupees fifty thousand only) will be awarded for achieving the target KMPL to the Depots upto 50 Schedules, Rs.80,000/-(Rupees eighty thousand only) will be awarded for the Depots having schedules between 51 to 65, Rs.1,25,000/-(Rupees one Lakh Twenty Five thousand only) for the Depots having schedules between 66 to 100 and Rs.1,50,000/-(Rupees One Lakh Fifty thousand only) will be awarded to the Depots having more than 100 schedules.

VI.2. An additional amount of Rs.2,000/- for the Depots upto 50 Schedules, Rs.3,000/- for the Depots with 51 to 65 schedules, Rs.4,000/- for the Depots with 66 to 100 schedules and Rs.5,000/- to the Depots above 100 Schedules will also be awarded for every 0.05 improvement over and above the target fixed.

Utility articles shall be distributed to the eligible employees from this Award amount.

VI.3. From the award amount special awards in the form of articles of value indicated against each may be given to the following.

SL. NO.	DESIGNATION	AMOUNT TO BE GIVEN	
		UPTO 65 SCH. DEPOT	66 & ABOVE SCH. DEPOT
1.	DEPOT MANAGER	Rs.2500/-	Rs.3750/-
2.	AE(MECH)/MAINT.I/C	Rs.1750/-	Rs.2625/-
3.	SR.STORE SUPERVISOR/ SUPERINTENDENT (MECH) (IF HE IS WORKING UNDER AE(MECH))	Rs.1250/-	Rs.1875/-
4.	Dy.SUPERINTENDENT (MECH)/ STORE SUPERVISOR /DC (OILS)	Rs.1000/-	Rs.1500/-
5.	LH/DI	Rs.750/-	Rs.1125/-
6.	KMPL MECHANIC	Rs.1000/-	Rs.1500/-
7.	HELPER/SHRAMIK ATTACHED TO KMPL MECHANIC	Rs.1000/-	Rs.1500/-
8.	TYRE MECHANIC	Rs.625/-	Rs.940/-

VI.4. From the award amount special awards may also be given to the Best Drivers who have exceeded the targeted KMPL fixed to the Depot continuously for 12 months.

The quantum of special awards may be decided by the concerned Depot Manager in consultation with Dy CME and Regional Manager of the Region.

VI.5. The categories included for the benefit under this scheme are Depot Manager, all Mechanical Supervisors, Driving Instructors, Depot Clerks and Asst. Depot Clerks attached to maintenance wing, Stores Supervisors, Mechanics, Helpers, Shramiks, artisans and Drivers (Whose average HSD KMPL of the entire year is more than the Depot targeted KMPL).

VII. The revenue KMPL for the purpose shall be reckoned by accounting the revenue KMs operated as per MTD 108 by the Depot (including Volvo buses), the HSD oil consumed by the Buses (including Volvo) plus miscellaneous issues and the cumulative ground tank shortage during the year. The miscellaneous consumption includes HSD oil issued to cleaning purpose, Generator, DGT/Oil Tanker/Jeep of DM. The consumption on other departmental Vehicles not connected to Depot use shall be excluded from miscellaneous issues i.e., Squad Jeeps/DGTs of Stores department / DTVs/Omni Buses/Civil Engineering DGTs / Staff Buses etc.

VIII. Employees involved in severe cases of misconduct / under suspension need not be considered for the award.

IX. Employees who have not worked for a minimum of Six Months at one place need not be considered for the award.

X. The Depots should get certification from the concerned Regional Manager regarding the upkeep of Maintenance standards for getting eligibility for this award. The following items are to be covered.

- a) Fitment of Radiator cap prescribed for all the Vehicles.
- b) Fitment of HSD oil tank caps with seals for all the Vehicles.
- c) Lubrication activity.
- d) Quality of preventive maintenance schedules.

XI. All the Depot Managers and Dy. Chief Mechanical Engineers are advised to take all steps & extend necessary assistance to achieve the targets. The Employees and Supervisors are to be motivated to make all out efforts to achieve the award.

XII. The Regional Managers concerned shall identify the Depots eligible for award by constituting a committee consisting of Dy. CME of the concerned Region and Dy. CAO/AO of the Region on or before 15th April 2008 to verify the authenticity of KMPL figures.

The Regional Managers are advised to send proposals of eligible Depots to CME (O) for clearance by 30th April 2008 duly recommended by him after audit by Dy. CAO/AO of the Region.

XIII. The function to distribute prizes is to be organised in May/June 2008 to motivate employees to give their best performance in the financial year of 2008-2009 to achieve the target for that year in respect of HSD KMPL.

XIV. The Depot Managers in consultation with Regional Managers shall arrange the distribution of Awards duly organizing a function in the Depot.

XV.Malpractices detected either in the accountal of HSD consumption, KMs operated or in the computation of revenue KMPL shall render the Depot ineligible for the award even if it attains the target fixed.

XVI.The scheme shall be valid for the period between 1st April 2007 to 31st March 2008.

Please acknowledge.

**EXECUTIVE DIRECTOR (E&IT)**

To

All Depot Managers (By Name)

Copy to: Copy to: VC&MD for favor of information

Copy to: Dir(V&S),ED(O &MIS),ED(A),ED(P&AM),ED(T&C) and Secretary to Corporation, FA and CAO for information

Copy to: All ED(ZONES)for information & necessary action

Copy to: All HODs for information

Copy to: All Regional Managers for necessary action

Copy to: Dy.CME(C&B), Dy.CME(IEU), Dy.CME(P), COS(C)I, COS(C)II & CSTO for information.

Copy to: All Dy.CMEs for necessary action.

Copy to: All WMs, COSs & Dy.CAOs of all Zones for information & necessary action

Copy to: All Principals of ZSTCs of Leyland area,BTC, HPT, TA/HPT for information

Copy to: All Maintenance Incharges for necessary action.

Copy to: Manual Section/Head Office for filing.

**ANNEXURE-I**

SL NO.	DEPOT	HSD KMPL TARGET	SL NO.	DEPOT	HSD KMPL TARGET
<b>I. HYDERABAD CITY REGION</b>					
1	BKP	5.11	2.	FM	5.07
3.	HCU	4.84	4.	MP	5.02
5.	MSRD	4.97	6.	RJNR	5.00
7.	DSNR	5.08	8.	HYT	4.84
9.	IBP(H)	5.16	10.	MDN	4.92
11.	UPL	4.89	12.	CNT	4.91
13.	HPT	4.91	14.	KG	4.97
15.	RNG-I	4.94	16.	RNG-II	4.91
17.	BHEL	4.86	18.	JDM	4.91
19.	KP	4.91	20.	MDCL	5.27
21.	MYP	4.80			
<b>II.RANGA REDDY REGION</b>					
22.	HYD-I	5.00	23.	HYD-II	5.38
24.	PKT	5.00	25.	TND	5.21
26.	PRG	5.44	27.	VKB	5.39
<b>III.NALGONDA REGION</b>					
28.	DVK	5.41	29.	NLG	5.38
30.	NKP	5.43	31.	YGT	5.57
32.	KDD	5.25	33.	MLG	5.37
34.	SRPT	5.37			
<b>IV. MAHABOBNAGAR REGION</b>					
35.	MBNR	5.23	36.	SDNR	5.67
37.	NRPT	5.34	38.	NGKL	5.31
39.	WNP	5.41	40.	GDWL	5.68
41.	ACPT	5.30	42.	KLKY	5.41
<b>V. MEDAK REGION</b>					
43.	MDK	5.24	44.	NKD	5.38
45.	SRD	5.26	46.	SDPT	5.32
47.	ZHB	5.30	48.	GPP	5.55
49.	DBK	5.29			
<b>VI.ADILABAD REGION</b>					
50.	ADB	5.53	51.	ASF	5.38
52.	BNS	5.34	53.	MNCL	5.38
54.	NRML	5.47			
<b>VII.NIZAMABAD REGION</b>					
55.	NZB-I	5.36	56.	NZB-II	5.49
57.	ARMR	5.71	58.	KMRD	5.59
59.	BDN	5.45	60.	BNWD	5.38
<b>VIII.KARIMNAGAR REGION</b>					
61.	KRMR-I	5.51	62.	KRMR-II	5.51
63.	JGTL	5.44	64.	MTPL	5.83
65.	KRTL	5.63	66.	MTN	5.41
67.	HZB	5.41	68.	HSB	5.46
69.	VMD	5.59	70.	SRCL	5.48
71.	GDK	5.37			

**IX. WARANGAL REGION**

72.	WL-I	5.15	73.	WL-II	5.51
74.	HNK	5.35	75.	PRKL	5.41
76.	MHBD	5.43	77.	JN	5.47
78.	TRR	5.48	79.	NSPT	5.39

**X. KHAMMAM REGION**

80.	KMM	5.51	81.	KTGM	5.42
82.	BDCLM	5.36	83.	SPL	5.50
84.	MDR	5.69	85.	MNGR	5.34

**XI. NELLORE REGION**

86.	ATK(N)	5.34	87.	KVL	5.53
88.	NLR-I	5.43	89.	NLR-II	5.33
90.	UDGR	5.35	91.	GDR	5.36
92.	RPR	5.46	93.	VGR	5.48
94.	VKD	5.27	95.	SLPT	5.44

**XII. ONGOLE REGION**

96.	ADK	5.57	97.	CRL	5.37
98.	KDKR	5.35	99.	OGL	5.09
100.	GDLR	5.44	101.	KNG	5.46
102.	MRKP	5.37	103.	PDL	5.48

**XIII. CHITTOOR REGION**

104.	TPT	5.10	105.	ALPR	5.22
106.	TML	5.27	107.	SHKT	5.29
108.	PTR	5.21	109.	PLMR	5.29
110.	PLR	5.24	111.	CTR-I	5.24
112.	CTR-II	5.20	113.	MDPL-I	5.07
114.	MDPL-II	5.20	115.	STVD	5.22
116.	KPM	5.22			

**XIV. CUDDAPAH REGION**

117.	CDP	5.30	118.	PDTR	5.33
119.	RYCT	5.14	120.	PLVD	5.29
121.	MYDK	5.47	122.	BDVL	5.23
123.	RJPT	5.30	124.	JMD	5.38

**XV. KURNOOL REGION**

125.	KRNL-I	5.18	126.	KRNL-II	5.09
127.	NDL	5.44	128.	BPL	5.34
129.	ADN	5.19	130.	ALG	5.30
131.	KKTL	5.34	132.	DN	5.27
133.	YMG	5.33	134.	NDK	5.20
135.	ATK (K)	5.30			

**XVI. ANANTAPUR REGION**

136.	ATP	5.21	137.	HDP	5.18
138.	GTY	5.23	139.	KLDG	5.22
140.	RYDG	5.27	141.	TDP	5.20
142.	KDR	5.20	143.	URK	5.19
144.	GTKL	5.26	145.	DMM	5.24
146.	PTP	5.17			

**XVII GUNTUR REGION**

147. GNT-I	5.35	148. GNT-II	5.30
149. RPL	5.46	150. BPTL	5.46
151. TNL	5.37	152. MNGL	5.42
153. NRT	5.37	154. SAP	5.33
155. MCL	5.30	156. CPT	5.42
157. PDGL	5.41	158. VNK	5.38

**XVIII. KRISHNA REGION**

159. GVPT-I	5.33	160. GVPT-II	5.35
161. VDPM	5.27	162. IBPM(V)	5.32
163. ATNR	5.21	164. JPT	5.35
165. NZD	5.32	166. TVR	5.37
167. VJA	5.00	168. GDV	5.39
169. AVG	5.46	170. MTM	5.42

**XIX. WESTGODAVARI REGION**

171. ELR	5.44	172. TDP	5.50
173. JRG	5.53	174. TNK	5.43
175. BVRM	5.29	176. NSP	5.37

**XX. EASTGODAVARI REGION**

177. AMP	5.48	178. GKRM	5.42
179. RZL	5.50	180. RVPM	5.37
181. RJY	5.40	182. KKD	5.37
183. ELSM	5.45	184. TN	5.43
185. RCPM	5.49		

**XXI. VISAKHAPATNAM REGION**

186. VSP	5.00	187. AKP	5.47
188. NSPM	5.22	189. PDR	5.00
190. MDPM	5.54	191. WLT	5.53
192. SML	5.53	193. VSCD	5.68
194. GWK	5.43		

**XXII. VIZIANAGARAM REGION**

195. VZM	5.41	196. SLR	5.45
197. S.KOTA	5.17	198. PPM	5.38

**XXIII SRIKAKULAM REGION**

199. PLKD	5.21	200. PLS	5.40
201. SKLM-I	5.34	202. SKLM-II	5.35
203. TKL	5.35		

Challenging targets are fixed for the Award in view of positive trends in HSD KMPL shown by some Depots which have already exceeded 5.50 HSD KMPL during the last year. In case of Depots which have exceeded the maximum KMPL of 5.80 in District operations & 5.40 in City Operations for 2003-2004, the actual performance in 2003-2004 + 0.01 is fixed as the target for 2004-2005

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

N O T E F I L E

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Office of VC&MD

Case No.OP2/32(2)/2007-MED

Section: Dy.CME(O)

Date opened : 10.04.2007  
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SUBJECT:KMPL:- Control of HSD consumption - Fixation of Revenue HSD KMPL Targets to the Depots for the year 2007-2008 for Cash Awards Scheme - Sanction requested - Reg  
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I. APSRTC is implementing number of HSD Oil conservation measures for more than a decade. The success of these measures is reflected in constant improvement of HSD KMPL. The gross HSD KMPL of 4.98 in 1995-96 has



improved to 5.25 in 2006-07 (upto Feb).

II. In order to motivate the employees to achieve higher HSD KMPL, a " CASH AWARD" scheme with annual targets was introduced in the year 1982. The Corporation Board has sanctioned the Award Scheme for the year 2004-2005 vide Board Resolution No.56/2004, Dt.09.08.2004. A copy of the same is filed in the case at FLAG-A. While sanctioning the above Award Scheme for the year 2004-2005, the Corporation Board has also authorised VC&MD to continue the Award Scheme every year with similar features. Under this scheme, the Depots achieving targeted revenue HSD KMPL for the year are eligible for the cash award according to the fleet strength. The details of the same are shown below:

Sl.No.	Fleet strength	Cash Award amount
1.	Less than 51 schedules	Rs.50,000/-
2.	51 to 65 Schedules	Rs.80,000/-
3.	66 to 100 Schedules	Rs.1,25,000/-
4.	Above 100 schedules	Rs.1,50,000/-

In addition to the above Cash Award, for every 0.05 improvement over & above the Target fixed, an additional amount will also be awarded as per the following:

Sl.No.	Fleet strength	Additional Amount
1.	Less than 51 schedules	Rs.2,000/-
2.	51 to 65 Schedules	Rs.3,000/-
3.	66 to 100 Schedules	Rs.4,000/-
4.	Above 100 schedules	Rs.5,000/-

The cash award amount is utilised for purchasing gift utility articles to employees of the depot to be presented in a function to be celebrated at Depot level. This helps as a further motivation to improve the HSD oil conservation measures. The Cash Award scheme adequately motivates our Managers, Supervisors and employees of the Depots to strive to achieve targeted HSD KMPL. This, in turn, enables us to achieve significant savings to the Corporation on the HSD Oil saved.

While fixing targets for this Cash Award Scheme during the year 2005-2006, the following guide lines were kept in view.

A minimum Target of 5.45 revenue HSD KMPL & maximum target of 5.50 for Leyland and Tata District Depots has been fixed.

A minimum Target of 5.13 revenue HSD KMPL & maximum target of 5.17 for Leyland City Depots has been fixed.

The target revenue KMPL for Depots were fixed

basing on the previous year (2004-2005) performance of same Depots duly adding the improvement factor according

to different slabs of HSD KMPL targets.

The result of "Cash Award Scheme" for the year 2005-2006 have been reviewed with reference to the targets fixed and actuals achieved and noted that 2 Depots (SHADNAGAR & ARMOOR) have achieved the targeted KMPL & hence eligible for the awards under this scheme.

The financial implication of Cash Awards for the 2 Depots which achieved target during 2005-2006 works to Rs.2.50 lakhs approximately. The savings realised on HSD oil KMPL improvement in these 2 Depots have been estimated at Rs.9.71 Lakhs (at the avg.cost of HSD oil of Rs.34.44/LTR as on 01.04.2006) and this has been arrived taking 2004-05 performance of the respective Depots as the base for comparison. Statement of calculation is at ANNEXURE-I.

### III. TARGETS FOR 2007-2008

A) The Corporation has undertaken vigorous drive on training of Drivers and monitoring their performance thereafter to improve the overall HSD KMPL of the Corporation in view of the regular increase in the prices of HSD oil.

The gross HSD KMPL for the year 2005-2006 was 5.27 as against the target of 5.44 at corporate level. In view of large difference between the target and actuals, the units are not motivated to expected level. Even during 2006-07 the KMPL stood at 5.26. Thus the modality in fixing the target of revenue HSD KMPL has to be reviewed and it is proposed to fix the targets basing on the previous year actuals increased by certain points as indicated at folio no.16.

Accordingly the following guidelines are kept in view while fixing targets for this Cash Award Scheme for 2007-2008.

- For the purpose of Award, the revenue HSD KMPL achieved by Depots is taken into consideration.
- A minimum Target of 5.00 revenue HSD KMPL for mufficial Depots and 4.80 for City (HCR) Depots for both Leyland & Tata area Depots has been fixed.
- The target revenue KMPL for Depots are fixed as per the slabs filed in the case at ANNEXURE-II based on the performance achieved during the year 2006-07 (upto Feb '07). Wherever the actuals for the previous year are low the target KMPL is fixed at a higher level .Where

as for higher HSD KMPL Depot the target KMPL is increased only marginal.

If all the Depots of Corporation achieve the targets fixed for the Award, the HSD KMPL(Revenue) of Corporation will improve to 5.37 in 2007-2008 from the performance of 5.20 revenue HSD KMPL(i.e., 2006-07 upto Feb'07), thus resulting in saving of Rs.50.47 crores approximately during the year at the avg. price of Rs.32.31 per ltr. of diesel (Avg.cost of HSD oil) as on 01.04.2007 on an estimated volume of 256.19 crore KMs.

Assuming that all depots achieve the target KMPL for 2007-08, the financial involvement will be Rs.2.54 crores (Based on the average award amount of Rs.1,25,000/- per Depot i.e., for 203 Depots.

In view of the above it is proposed to continue the Award Scheme to the Depots for the year 2007-2008 as proposed in pre paras duly modifying the targets of

individual Depots.

Vide Board Resolution No.56/2004, Dt.09.08.2004, the Board while sanctioning the above Award Scheme for the year 2004-2005, has also authorised VC&MD to continue the Award Scheme every year with similar

