

**ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION**  
(Corporate Office : Operations Department)

No.R3/287(11)/2011 OPD(CSC)



Central Schedule Cell,  
Bus Bhavan, Hyderabad-24.

**CIRCULAR NO.16/2011-OPD (CSC), Dt.07.04.2011.**

Sub:- **CASH AWARDS** – Awarding Conductors, Drivers / TIM Drivers who achieved Break-even EPB amount more number of times in their service in a month – Reg.

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Break-even amount is the amount where the service can be operated consistently and reliably. The scheme is aimed at all the services of the Corporation achieves Break-even amounts, survival of the Corporation will be smooth.

To inculcate the habit of achieving Break-even amounts in the services of Corporation, Massive Counseling Programme was thought of and it is being implemented for the last one and half year. The programme has taken the concept of Break-even into the minds of the Crew but not to the desired level.

Break-even EPB concept is vital from the angle of service profitability.

To create more concern among the Crew on the need of achieving Break-even amount in each and every service operated by them. It is felt that in order to make Cash award the Conductors / TIMs Driver of the service with a Cash award of Rs.100/- each for every month for three members of each of the category who stood 1<sup>st</sup> best three position in achieving Break-even EPB of the services.

The Vice-Chairman & Managing Director has therefore accorded approval with the concurrence of the Financial Advisor to implement the Break-even EPB Cash Award scheme with the following conditions.

1. Cash Award of Rs.100/- to each of the Best Three Conductors / TIMs Drivers who achieved the highest EPK product wise in the month.
2. Cash Award of Rs.100/- to each of the Best Three Conductors / TIMs Drivers who achieved Break-even EPB the highest number of times in the month.

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The following guidelines shall be observed for selection of Three Best Conductors / TIMs Drivers from each Depot of the Region.

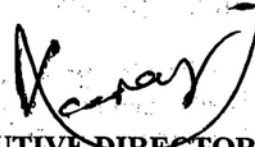
- The Three Best Conductors / TIMs Drivers selected must have at least attendance of 24 Days in a month.
- There shall not be cancellation of any trips, either due to absenteeism of the Conductor or curtailment of the Schedule trip unauthorizedly.
- Shall not involve in any disciplinary cases and cases of stoppage of Buses.

**Selection and Award Presentation :**

- A Committee consisting of DM, Traffic In-charge and Accounts In-charge of the Depot shall select the Three (3) Best Conductors / TIMs Drivers before 15<sup>th</sup> of every month.
- The names of the Conductors / TIMs Drivers who are eligible for Cash Awards shall be exhibited at all prominent places in the Depot.
- The Cash Award will have to be presented in a function conducted at the Depot on the 15<sup>th</sup> of every month.

Regional Managers are therefore advised to take advantage of the introduction of the Break-even EPB Cash Award Scheme and motivate the Conductors for better performance in increasing Occupancy Ratio of the Depot. The feedback be informed to this Office from time to time with the details of the awards given, for further analysis and improvement.

This New Break-even EPB Cash Award Scheme will come into force with effect from 01.04.2011.



**EXECUTIVE DIRECTOR  
(OPERATIONS & MIS)**

To  
**All the Regional Managers,  
All the Depot Managers,  
A. P. S. R. T. C.**

**Copy to :**

Director ( V&S) for information.  
FA & CAO for information  
All EDs in Zones for information & n/action.  
All HODs, VC & MD's office for information.  
Secretary to VC & MD for information.  
All Dy.CAOs / Dy.CTMs for information & n/action.  
All AOs / POs for information.  
All Principals, TA/ZSTCs for information.  
PO: TRG for inclusion of this circular in the Monthly Index of Circulars.