

No. C5/264(1)/99-OPD(C)

Office of the VC & MD  
Mushirabad, Hyderabad-20

**CIRCULAR NO. 20/2000-OPD(C) DATED: 24-7-2000**

Sub: **JOB SECURITY: Job Security to Conductors -  
Re-iteration of instructions - Regarding.**

- Ref:-
- 1) Circular No. 32/91-OPD(C): Dated: 24.9.1991
  - 2) Circular No. 8/92- OPD(C): Dated: 17.3.1992
  - 3) Circular No. 17/94-OPD(T): Dated: 16.5.1994
  - 4) Circular No. 49/95-OPD(T): Dated: 24.7.1995.
  - 5) Memorandum of settlement entered with the  
APSRTC National Mazdoor Union. Dated: 27.3.1997.
  - 6) Circular No. 8/97-OPD(C): Dated: 6.5.1997.
  - 7) Letter No. T3/264(1)/97-OPD(C); Dated: 30.8.1997
  - 8) Circular No. 13/99-OPD(C): Dated: 9.3.1999.
  - 9) Letter No. C5/437(1)/2000-OPD(C): Dated: 7.2.2000.

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The Conductor is the first line representative of the Corporation. Considering the nature of work he does every day, detailed guidelines were issued vide Circular 1st cited, on the action to be taken to ensure Job Security to Conductors by bringing in awareness among passengers, of their statutory responsibility to be in possession of a valid ticket during their journey.

The instructions were re-iterated time to time advising the Depot Managers, Divisional and Regional Managers to adhere to those instructions without any deviation.

Yet, complaints are being received from the Unions over non-compliance of the Circular instructions.

The following are the major issues, frequently raised by the Unions.

1) Wherever the passengers hail their hands, conductors are picking up the passengers and due to overload inside the buses, there are chances of catching a few passengers without tickets for having not paid the requisite fares. Even in such trivial cases, the conductors are being suspended.

(2) Charge Memos are issued and monthly incentives are forfeited even for minor lapses such as non-wearing of uniform, non-availability of nipper, small shortages in bus cash etc.

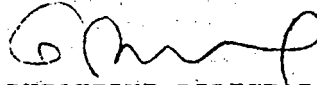
(3) EFT is not being collected from most of the ticket-less passengers.

(4) In City Services, cases are booked for such of the passengers who have not even crossed atleast 1 fare stage.

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(5) Disproportionate punishments are being given by the punishing authorities, without observing the letter and spirit of the Circular on 'Job Security'

All the Depot Managers are therefore once again advised to follow the instructions issued vide the above Circular (32/91) and ensure that the punishments are judicious and not biased or excessive. The punishments should be commensurate with the nature of irregularity committed by the Conductors. An opportunity should be given to the Conductors to prove their innocence, sincerity and put up their point of view against the allegations made.

  
EXECUTIVE DIRECTOR  
(OPERATIONS)

To  
All Depot Managers  
A.P.S.R.T.C.

Copy to All Executive Directors of Zones - for information.

Copy to Director (Vigilance & Security), Mushirabad, Hyderabad for information.

Copy to All Regional Managers, Dy. Chief Traffic Managers - for information and necessary action.

Copy to All Squad Incharges/Headquarters, Zonal and Regional Enforcement Squads - for information and necessary action.