

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No. T3/287(19)/99-OPD-T

Office of the VC & MD,
Musheerabad, Hyderabad.

CIRCULAR NO.43/99-OPD-T, DATED 19-08-1999

SUB:-CREW UTILISATION: Under utilisation of crew in the Corporation - Remedial action for improving the average duty hours and productivity in terms of kilometres - Reg.

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During EDs/HODs meeting it was focussed by the Chief Traffic Manager (R&D) that there are about 47,826 under utilised crew duty hours in the Corporation as per the recent survey and data collected.

The projections of the CTM (R&D) is enclosed for your reference. It is time that we review the duty hours and take all possible measures aiming at obtaining eight hours duty a day from crew as permitted by the statute.

1. SINGLE CREW DUTIES: In each Depot there are a number of low density routes operated with thin travel during early morning and late hours of the day which should be identified and the schedule corrected to fit into a single crew schedule. The Depot Manager has to invariably obtain the approval of the schedule and sanction of the competent authority for payment of overtime, whenever required.
2. CREW UTILISATION IN NIGHT SERVICES: The duties for night services shall be designed in such a way that the crew duty hours are not less than 6.40 hours., as already communicated vide Circular No.30/94-OPD(T), dated 09-06-94. During the Brain Storming Session conducted on 23rd and 24th July, 1999 one group has suggested to revive the old system of deploying Drivers from the nearest Depot enroute. This may be one of the alternatives to increase the crew duty hours and productivity for special type long distance night services. In order to examine the feasibility of such crew change overs, it is necessary to review the crew links of the special type services with low crew productivity in each Region, suggest alternatives and work out modalities to implement them.
3. REVIEW OF LONG DISTANCE/INTER-STATE SERVICES: It is observed that crew utilisation on most of the long distance/inter-state services is low and that if only it is realistically worked out these services would post negative margins. Therefore, duties of crew on these services be reviewed critically in this light and corrective action taken.

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4. RUNNING TIME: There is an overall improvement of the roads, as an amount of Rs.3800.00 crores is spent by the Government in the recent times for improvement of roads which has to be taken advantage of by pruning running time wherever possible.

5. CONSTITUTION OF COMMITTEES AT REGIONAL AND ZONAL LEVELS: In the wake of suggested revamping of the total operations, it is decided that the committee constituted at Regional level will be hereafter called "Schedule Cell". The Dy.Chief Traffic Manager of the Region will head and lead the committee, to review, take all possible measures for improving the route-wise performance, crew productivity, rationalise services etc., and institutionalise close monitoring mechanism.

The Depot Managers in the Region should not change or alter the schedules without the approval of the Regional Schedule Cell.

At Zonal level the "Schedule Cell" shall be constituted with Dy. Chief Traffic Manager (M&C) as the head to review and take all possible steps for streamlining the schedules of inter Region operations within the Zone and to keep watch on the performance of special type services, Regional traffic parameters etc.

Regional Managers should not introduce any new service or alter any inter-regional schedule without the approval of Zonal Schedule Cell. Introduction of any new service or extension shall be done only with the approval of the concerned Schedule Cell.

In a similar way, a central Schedule Cell shall be constituted at Head Office headed by Chief Traffic Manager(O) for streamlining the inter Zonal operation of services.


The respective Schedule Cells shall have to meet atleast once in a month invariably on fixed dates to review the low performing routes and such other matters which need attention.

6. CONFIDENCE BUILDING MEASURES: It is imperative on our part to interact and impress upon the union representatives the need for improving the crew productivity in view of high personnel cost (which is presently 42% of total cost) and the present competitive environment. Unless we all put our shoulders to the wheel, it may be difficult to pull out of red and sustain the organisation.

109

In this direction, as a first step, it is advised to make a thorough analysis of operations of the Regions with regard to crew utilisation, design a viable schedule, chalk out a detailed plan of action for improvement and submit a report on the ensuing status on each one of the items broached and results achieved by 5th October 1999 (a proforma is enclosed). Since it is a continuous exercise, the Region-wise report on action and latest status be sent in the name cover of Executive Director (Operations) before 10th of every month from November 1999 onwards positively.

Encl: As above.


VICE-CHAIRMAN &
MANAGING DIRECTOR.

To

All Executive Directors of Zones.
All Regional Managers.
All Depot Managers.

COPY TO:

ED(A), ED(E), FA, CAO & All HODs for information.
All Dy.CTMs in Zones & Regions for infmn. & n/action.
Dy.CTM(P), Dy.CTM(C), Dy.CTM(M) for information.
Training Officer/HC for inclusion in Monthly Index.

STATEMENT SHOWING CREW PRODUCTIVITY
OF _____ REGION FOR THE MONTH OF _____

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SINGLE CREW DUTIES BEFORE REVISION

NO. OF SINGLE CREW DUTIES	AVERAGE V.U.	SCH. O.T
(1)	(2)	(3)

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SINGLE CREW DUTIES AFTER REVISION

NO. OF SINGLE CREW DUTIES	AVERAGE V.U.	SCH. O.T	NO. OF CREW SAVED
(4)	(5)	(6)	(7)

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NO. OF CREW DUTIES (SPL. TYPE SERVICES) BEFORE REVISION

Below 5 hours	5 to 6 hours	6 to 7 hours	7 to 8 hours	Above 8 hours
(8)	(9)	(10)	(11)	(12)

(a) Night Services
 --Intra-State
 --Inter-State

(b) Day Services
 --Intra-State
 --Inter-State

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NO. OF CREW DUTIES (SPL. TYPE SERVICES) AFTER REVISION

Below 5 hours	5 to 6 hours	6 to 7 hours	7 to 8 hours	Above 8 hours
(13)	(14)	(15)	(16)	(17)

(a) Night Services
 --Intra-State
 --Inter-State

(b) Day Services
 --Intra-State
 --Inter-State

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NO. OF SERVICES WITH DOUBLE DRIVERS	NO. OF SERVICES FOR WHICH DOUBLE DRIVER SYSTEM IS ELIMINATED
(18)	(19)

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NO. OF DRIVERS SAVED ON ELIMINATION OF D/DRIVER SYSTEM	WHETHER SCH. CELL HAS BEEN CONSTITUTED	IF SO, A BRIEF NOTE ON ACTION TAKEN	IF NOT, REASONS THERE ON
(21)	(22)	(23)	(23)



**STATEMENT SHOWING THE AVERAGE DUTY HOURS OF CREW AND EXTRA
WAGES PAID DUE TO UNDER UTILISATION OF CREW IN THE CORPORATION**

ZONE	TOTAL CREW	AVERAGE DUTY HOURS OF LESS THAN					ABOVE						
		4 HRS. %	5 HRS. %	6 HRS. %	7 HRS. %	8 HRS. %	8 HRS. %						
VJA	5468	46	0.86	165	3.02	376	6.87	2287	41.64	2097	36.71	564	10.58
HYD	7507	90	1.20	95	1.26	249	3.31	1155	15.38	4476	59.62	1443	19.22
NLR	4881	52	1.07	221	4.53	779	15.96	2169	44.43	1377	28.20	284	5.84
CDP	4775	92	1.93	281	5.89	1014	21.23	2353	49.26	824	17.25	212	4.43
VZM	4809	26	0.54	366	7.65	741	15.41	1163	24.18	1544	32.11	957	20.11
KRMR	5074	47	0.93	169	3.32	531	10.47	2092	41.23	1420	27.99	615	16.06
CORPN	52512	355	1.09	1298	3.99	3689	11.35	11218	34.50	11647	35.82	4304	13.24

TOTAL DUTIES (32512 X 2) = 65024
 TOTAL UNDER UTILISED DUTY HOURS. 2240
 (355X4X2) (1299X3X2) (7794 X 2) 14758
 (1299X3X2) (3689X2X2) (11218X2) 22436
 (11218X1X2) DUTY HRS. 4304

EXTRA WAGES PAID DUE TO UNDER UTILISATION OF CREW ADOPTING WAGE PER EMPLOYEE PER HOUR=RS.27.84
 PER DAY Rs. 1331476 (47826X27.84)
 PER MONTH Rs. 39944260 (1331476X30)
 PER ANNUM Rs. 479331260 (39944260X12)