

No.03/583(1)/2001-OPD-T

Office of the VC & MD,  
Musheerabad, Hyderabad.CIRCULAR NO 61-OPD-T, DATED 03-11-2001.

SUB:-STRIKES. Strike by JAC from the first duty of 15.10.2001 - Issue of certain guidelines for improving the operations - Regarding.

REF:-1. Circular No.PD-69/2001, dated 08-10-2001.  
2. Circular No.55/2001-OPD-T, Dt. 10-10-2001.

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You are aware that on going strike by the JAC has entered 20th day causing hardship to the public, loss of revenue to the Corporation and difficulties to the employees due to non receipt of wages. This impasse is being continued inspite of offering substantial package of wages when compared to revision of pay scales in 1997, acceptance of reduction of motor vehicle tax to city services from 15% to 10% (Rs.20.00 crores) and agreeing for reimbursement of 50% of the concessions extended to various segments of the society (i.e. about Rs.100.00 crores) besides the proposed constitution of committees to rationalise the tax structure and to monitor enforcement against illicit operations.

Therefore, with a view to improve the attendance of the employees and the operation of bus services, following action plan is suggested.

An enclosure containing a brief of items to be dwelt upon is enclosed.

1. The Depot Managers should call the important members of the Joint Action Committee of their depots and explain the financial status of the Corporation, impact of the on going strike, the package offered by the Government to the employees and appeal to them to attend to the duties for restoring normalcy.
2. The Divisional Managers should visit the Depots in their jurisdiction to explain the points mentioned in the enclosure to the available employees and also the union representatives by calling them personally. The highlights of the package offered and the repercussions due to on going strike have to be explained.
3. The Regional Managers / Divisional Managers / Depot Managers should personally talk to the local political leders, explain them the back ground which lead to the strike, the difficulties being faced by the general public, students, office goers and hardships to the employees due to non-receipt of wages, the best financial package offered by the Government and request them to use their good offices and seek their co-operation.
4. The Regional Managers should also release press note in the local News papers explaining the circumstances under which the strike is being continued covering aspects mentioned in the enclosure / as narrated above and appeal to the striking employees to join the duties.

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They should also hold press conferences explaining the above points.

5. The Regional Managers / Divisional Managers should use local Cable TVs to cover the financial position of the Corporation, the packages offered by the Government particularly about the wages and explain that it is a better package compared to 1997 wage revision and the best that can be expected in the present environment.
6. The DVMs/DMs should also call influential persons, members of passenger associations, opinion makers and explain them the present impasse covering points as set out in enclosure and seek their co-operation to disseminate information to the striking employees to put an end to the strike.
7. The Regional Managers should also prepare slides and telecast them in the cinema halls, appealing the striking employees and their families with catchy slogans to end on going strike and join the duties immediately to save the organisation (slogans enclosed at annexure-B).
8. The DVMs/DMs/Supervisors should call the loyal workers and use them to convey the message of Management to their colleagues and to influence them to attend duties.
9. The Regional Managers are advised to provide staff buses for the convenience of the staff who are facing difficulty in reaching the work spot duly providing adequate police protection throughout the day.
10. The above instructions be complied with in toto and report compliance.

Please acknowledge.

*Sd/- R.P.SINGH, IPS.,  
Vice-Chairman &  
Managing Director.*

To

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

COPY TO:

All EDs/HODs in Corporate Office for infmn. & n/a.  
All Br.Scale Officers for information & n/action.  
Secretary to VC & MD for information.

ATTESTED BY



(A.H.N.BHAKTHA)  
EXECUTIVE DIRECTOR (OPERATIONS)

ENCLOSUREFinancial status of the Corporation:

a. Losses	-Rs.620.00 crores
b. Outside borrowings	-Rs.694.96 crores
c. Annual Interest on borrowings	-Rs.80.00 crores
d. Personnel cost per annum	-Rs.1067.47 crores ( 43% of total income )
e. Expenditure towards D.A paid twice in an year and increments	-Rs. 60.00 crores

Present demands of Joint Action Committee:

- Wage revision w.e.f 01-04-2001 duly merging D.A as on 01-04-2001 and giving 15% fitment benefit. These scales to be fixed in NGOs scales.
- The total financial impact towards these scales and other allowances would cost the Corporation Rs.193.00 crores per annum.
- M.V.Tax on APSRTC vehicles both moffusil and urban to be revised from the existing 15% to 10%.
- Full reimbursement of various concessions given by APSRTC to various segments of society.
- Curbing illicit operations.

Offer of Sub-Committee of the Cabinet:

- Reduction of M.V.Tax on city services from 15% to 10%.
- Relief to cover the losses being incurred by APSRTC to run Rythu Bazaar buses.
- Reimbursement of concessions to the extent of 50% from 2001-02 onwards, amounting to Rs.100.00 crores per annum.
- Formation of a High level committee under the chairmanship of Spl. Chief Secretary (Tr.R&B) with DBP (Vigilance & Enforcement), Transport Commissioner, VC & MD(APSRTC) and a representative of the Union to monitor and implement stringent measures for curbing illicit operations.
- Constitution of a committee to rationalise the tax on APSRTC buses. The committee would be asked to consider the reduction of tax on moffusil services operated by APSRTC.
- Wage revision with notional fixation from 01-04-2001 and monetary benefit from 01-10-2001. The total financial burden is Rs.100.00 crores per annum.

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- g. Every employee would be given Rs.120/- as fitment benefit against Rs.60/- during the revision of pay scales during 1997.
- h. Weightage increments at the rate 1, 2, 3 for employees who have completed 5, 15, 25 years of service respectively.
- i. The following additional benefits have also been offered to the employees.
  - i) An additional bus pass to each employee during the slack season.
  - ii) Increasing maternity leave from 84 to 120 days upto two living children.
  - iii) Enhancement in relief to drivers involved in accidents to meet the court expenditure by 25%.
  - iv) 50% concession in the district bus pass to retired employees once in a year.
  - v) 50% concession to retired employees for travel in city buses.
  - vi) Enhancement of festival advance from Rs.750/- to 1000/- to class-iv employees and from Rs.1000/- to 1500/- to class-iii employees.

అర్చన కర్తృక సార సారములకు విన్నపి

- నిరవధిక సమైక్యములకు తరని కష్టం!  
మీ మాత్ర సంస్థకు ఎనతని నష్టం !!
- నిరవధిక సమైక్యం విధించకండి ప్రజలకు శిక్ష!  
వారి అభిమానము మన సంస్థకు శ్రీరమ రక్ష!!
- వినులకు రుద్ది - వివిధ పరిష్కారాలతో  
సమస్యల సుయక్తంగా పరిష్కరించుకుంటే!
- తక్షణమే సమైక్యం విరమించండి!  
మాత్ర సంస్థను కాపాడుకోండి!!
- తక్షణమే విడుదల చేరండి!  
సంస్థను కాపాడుకోండి!!
- ప్రయోజనాల ఇబ్బందులను సమర్థించండి!  
తక్షణమే సమైక్యం విరమించండి!!
- సుదీర్ఘ సమైక్యం సంస్థ భవిష్యత్తును మరింత  
దెబ్బతీస్తాయి - అందుకే ఇకనైనా సమైక్యం విరమించండి
- తక్షణమే విడుదల చేరండి!
- సమైక్యం ఇంకా కాపాడబడదు అంటే  
మన పెళ్ళిన కోర్టును మనమే నుకొవడం!