

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.P1/765(01)/2018-PO.I

Office of the VC & MD  
RTC House, PNBS, VJA.

CIRCULAR NO.PD 08 /2019, DATED 27.02.2019

**SUB: VOLUNTARY RETIREMENT: Modifications to the existing Voluntary Retirement Scheme - Extension of SRBS Pension and REMFS facilities to the employees retiring on Voluntary basis - Instructions - Reg.**

**REF:** 1. Circular No.PD-126/83-84 dated 15.02.1983.  
2. Circular No.PD-85/89 dated 06.07.1989  
3. Notification No.P1/369(6)/91-PO.IV dated 27.03.1995  
4. Memorandum No.P2/468(7)/2002-PO.IV dated 26.11.2002  
5. Regulation No.6(1)(b) of APSRTC Employees' (Service) Regulations, 1964  
6. Board Resolution No.01/2019 dated 22.02.2019.

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Vide Circulars under reference 1<sup>st</sup> and 2<sup>nd</sup> cited, the following guide lines were prescribed to permit employees to retire from service under Voluntary Retirement Scheme.

- A) The employees who completed 48 years of age or 20 years of regular service are eligible to retire under VRS Scheme.
- B) Employees seeking VRS have to give three months notice to the competent authority or remit three months salary in lieu of three months notice.
- C) The employees under suspension on the charge of misconduct or undergoing departmental disciplinary proceedings / court proceedings are not permitted to avail VRS
- D) The employees who are medically fit only are eligible to avail VRS.

Through the reference 3<sup>rd</sup> cited, it was decided to allow VRS to the employees who completed minimum 20 years of regular service irrespective of their age. Further, three months advance notice period/ payment of three months' salary was modified to one month advance notice/ one month salary in lieu of notice. Through Memorandum at reference 4, the employees who are declared medically unfit are also allowed to retire from service under Voluntary Retirement Scheme.

While reviewing the grievances of employees of various categories, it was noted that the employees who completed 50 years of age, particularly of driver and conductor cadres who desire to opt for voluntary retirement for their physical inability to discharge their duties effectively and for other reasons like health, severe family constraints, personal attention required on sick family members, improved financial status of the family, discouragement from the well settled children etc., are not coming forward seeking voluntary retirement as the existing scheme is not attractive in terms of providing adequate social security in their post retired life. Such employees have been resorting to unauthorized absenteeism, frequent reporting of sick leading to cancellation of bus services and thereby loss of revenue to the Corporation.

It is also observed that the existing Voluntary Retirement Scheme does not provide for monthly cash benefit under SRBS and medical facilities under REMFS-2003.

After detailed study of the issue, it is proposed to extend Voluntary Retirement Scheme to all categories of employees (a) who completed 20 years of service without reference to age and (b) who crossed 50 years of age without reference to the completed years of service subject to meeting other conditions prescribed for VRS.


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Approval of the Corporation Board was obtained vide Resolution No.01/2019 dated 22.02.2019 to revise the conditions of Voluntary Retirement Scheme incorporating the following modifications.

1. Extension of SRBS pension as per eligibility and special medical facilities under REMFS-2003 to all employees willing to retire under VRS as per the existing procedure applicable to these two schemes.
2. Withdrawal of Additional Monetary Benefit, Notional Employer's contribution to PF and Notional Gratuity for the left over years of service in lieu of the provision of SRBS pension and medical facilities under REMFS-2003.
3. To allow all categories of employees (a) who completed 20 years of service without reference to the age and (b) who crossed 50 years of age without reference to the completed years of service to retire from service under VRS.

The above modifications will come into force w.e.f. 22.02.2019, pending approval from the Government. The other terms and conditions related to implementation of VRS to the willing employees remain unaltered.

Necessary action shall be taken accordingly.

  
22/2/19  
VICE CHAIRMAN &  
MANAGING DIRECTOR

To  
All Officers of Corporation

- Copy to : Sr.RAO/AG: RTC Branch, RTC House Vijayawada.  
Copy to Secretary:SRBS for information and necessary action  
Copy to : OSD to VC & MD.  
Copy to : General Secretary, APSRTC Employees Union.  
Copy to : General Secretary, APSRTC National Mazdoor Union.  
Copy to : General Secretaries of : APSRTC Bahujana Workers Union/APSRTC Karmika Parishat/  
APSRTC Karmika Sangh/APSRTC Staff and Workers Federtion/APSRTC United Workers  
Union/APSRTC YSR RTC Mazdoor Union.  
Copy to : General Secretary, APSRTC Class-II Supervisors Association.  
Copy to : General Secretary, APSRTC Security Staff Welfare Association.  
Copy to : Notice Board & I/c Record Room.