

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.T1/20(2)/2020-HRD&W

Office of the VC & MD,
RTC House, PNBS,
Vijayawada,
Dt.06.03.2020

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Sub: Apprentices – Apprenticeship Act 1961 – Guidelines on engagement of ITI Apprentices – Communicated – Reg.

Ref: This Office Letter No.T1/20(2)/2020-HRD&W dated 03.03.2020

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During the visit to Depots/Workshops by VC & MD, it is observed that the ITI Apprentices working in the Corporation are rendering yeoman service in keeping the buses running in good condition. The ITI candidates, after their immediate deployment to the Depots/Workshops, are not only learning the techniques of their respective trades but are also contributing work equivalent to full time experienced employees. It is brought to the notice by RMs and DMs that they should be allowed to increase intake of ITI Apprentices as per need and demand.

The monthly Stipend payable per apprentice is Rs.6,931/- of which the contribution of Govt. of India is Rs.1500/- and the remaining expenditure of Rs.5,431/- is to be borne by the Corporation.

In terms of National Apprenticeship Act, 1961 APSRTC there is provision to take apprentices upto 10% of the cadre strength of staff. Accordingly, it is proposed to increase the intake of apprentices upto 5100 which is about 10% of the total cadre strength of 51,930. This measure of increasing the ITI Apprentices is aimed at serving the larger public interest of imparting skilled training besides getting larger return to the Corporation in terms of upkeep its bus fleet. It is also observed during the interactions with the apprentices that the skills that they learnt in RTC Depots and Workshops is valued.

Hence, RMs/WMs/DMs are hereby authorised to engage ITI Apprentices not only just to meet fleet maintenance requirement, but also to impart skills to youth in the larger public interest which will enhance their employability.

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Assistance in this regard shall also be obtained from AP Skill Development Corporation or other Welfare Corporations like SC/ ST/ BC/ Brahmins/ Minorities etc.

Two buses shall be assigned to each trainee so that the trainee in charge of the bus assigned to him takes pride and responsibility for the comprehensive upkeep. The apprentices shall also be allowed to supervise quality of work of outsourcing persons engaged in upkeep/cleaning up of the buses assigned to them so that they understand the value/challenges involved in getting other people in doing their work properly. It is also in the interest of the Corporation to keep the fleet of the buses clean so as to increase patronage from customers thereby increasing occupancy ratio.

In order to attract more number of apprentices, Route Bus Passes for to and fro journey from their residences to the place of work shall also be provided as a gesture of good will for their contribution with the condition that they cannot claim regular employment on the strength of the bus pass so provided. The monthly stipend payment shall be through electronic transfer to their respective bank account in SBI. They shall enrol for medical benefits under ESI and insurance under PMSBY (Accidental Insurance Scheme).

They shall be allowed to make suggestions to improve the functioning of RTC Depots / Workshops which shall be systematically evaluated by DMs/RMs /WMs and taken up for implementation. Good suggestions must be taken up for implementation across the State and such contributions should be appropriately rewarded.

ITI Apprentices may be selected based on their interest, to be micro Entrepreneur owning a bus under National Bus Renewal Program that will enable us to start Urban bus services in all 75 Municipalities and 14 Corporations where there is no public bus transport offered to at present.

These persons can be engaged to work with GCC (Gross Cost Contract) and key performance based incentives in all Urban Transport Services. The planning, organising and orchestration can be through City Public transport Development Authority under the supervision and control of Public Transport Department.

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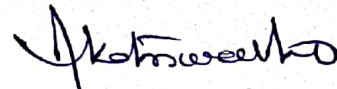
The ITI Apprentices, having been well trained can really be successful in proper upkeep of their buses and provision of dedicated services to the Citizens/people.

As they will work under Intelligent Software Management System manned by Public Transport Department Executives in Partnership with Data Scientists/IT Experts, the public bus transport within 500 mtrs of every residential area/office in all Urban area.

As the future is to deploy Electrical Vehicles for public transport, more no. of ITI Apprentices with Electrical specialisation may be engaged.

Pass out Exam for ITI apprentices shall be included maintenance of 100 buses successfully.

Therefore, all the RMs/WMs/DMs are advised to take the above instructions, train and impart the skills to the ITI Apprentices and maintain the fleet in good condition at all times.



Executive Director (A)

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Copy to RMs of all Regions for necessary action.

Copy to Dy.CPMs/WMs/DMs for necessary action.