

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION



No.AM(T)/367(07)/2024-IED

O/o the VC & MD,
RTC House, VJA.

CIRCULAR NO.03/2025-IED, Dt. 14.08.2025

Sub:-Depot Incentive Scheme — Incentive Scheme on earnings parameter to all "STREE SHAKTI SCHEME" Products – Instructions issued – Reg.

- Ref:-1. Cir.No.03/2022-IED, Dt.05-07-2022.
2. Cir.No.04/2022-IED, Dt.27.07.2022.
3. Cir.No.02/2025-IED, Dt.04.07.2025.
4. G.O.MS.No.27, Dt.11.08.2025 of Prl, Secy. to TR&B Dept.
5. Case No. T2/535(13)/2025-OPD(T), Dt.14.07.2025.

To motivate employees and improve operational performance, the Depot Incentive Scheme was introduced and implemented for all Depots in 1980.

Vide ref. 1st to 3rd cited, incentives on earnings parameter are being allowed to Pallevelugu, Express, Saptagiri Express, Ultra Deluxe, Super Luxury & Indra products only.

Vide ref. 4th cited, the Govt. of Andhra Pradesh has issued instructions for the implementation of the Free Travel for Women i.e. "STREE SHAKTI SCHEME", across the State w.e.f. 15.08.2025. The scheme facilitates free bus travel for all girls, women and transgender persons in five categories of APSRTC services i.e., Pallevelugu, Ultra Pallevelugu, Express, City Ordinary and Metro Express.

Vide ref. 5th cited, the Competent Authority has approved for extension of incentives on earnings parameter to Ultra Pallevelugu, City Ordinary and Metro express services also.

Accordingly, the following instructions are issued for implementation:

- I. The incentive scheme on earnings parameter extended to Ultra Pallevelugu, City Ordinary and Metro Express services also, in addition to the existing Pallevelugu and Express services.

The rates of incentives are as follows:

Product	On reaching Target	On exceeding Target
City Ordinary	0.27%	1.01%
Metro Express	0.17%	0.90%
Pallevelugu	0.25%	0.96%
Ultra Pallevelugu	0.24%	0.99%
Express	0.14%	0.56%

- II. Earnings from women's free travel tickets (zero tickets) shall be included along with actual service earnings for the purpose of crew incentive calculation for all STREE SHAKTI Scheme products
- III. The following other criteria for incentive payments, as detailed below, will continue without any changes:
1. The present system of fixing service targets will continue.
 2. The existing Service-wise Correction Factor (SCF) practices will be continued without any modifications.
 3. The incentive amount shall be distributed on spot, in the ratio of 25:75 between driver and conductor, respectively.
 4. The crew are eligible to receive the incentive amount on **SPOT**, after completion of the duty only.
 5. PHB Drivers shall be eligible to receive the spot incentive on earnings parameter on par with RTC Drivers, subject to fulfillment of eligibility conditions.
 6. All other terms and conditions issued in Cir. No.03/2022-IED, 04/2022-IED stands good.
 7. Whenever the fares are revised, the above clauses will be reviewed and revised.
- IV. These instructions shall come into force with effect from **15.08.2025**.
- V. IT Department shall be advised accordingly to make necessary modifications in the relevant software.

This has approval of VC & MD and the concurrence of FA & CAO.

EXECUTIVE DIRECTOR (E)

Copy to: ED(A), ED(O), FA&CAO & all EDs(Z) for information

: OSD to VC&MD for information

: All HODs and DPTOs for information.

: All Dy. CTMs / Dy. CAOs for necessary action.

: Principals of all ZSTCs / Principal of Transport Academy for information.

: All DMs / ASOs for necessary action.

: PO (HRD&W) for inclusion in monthly index.

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