**Salient features of 3rd PRC recommendations:**

**a) Fitment benefit: Uniform fitment of 15% on Basic + IDA.**

**If the additional financial impact on the average of last 3 years PBT (Profit Before Tax) is less than 20%, the fitment will be 15%. If it is more than 20% but less than 30%, the fitment will be 10%. If it is more than 30% but less than 40%, the fitment will be 5%. If it is more than 40%, the fitment will be NIL.**

**b) Annual increment: 3%**

**c) Promotion Increment: 3%.**

**d) Pay scales:**

**Level                Pre-revised                              Revised**

**E0                    12600-32500                   30000-120000**

**E1                    16400-40500                   40000-140000**

**E2                    20600-46500                   50000-160000**

**E3                    24900-50500                   60000-180000**

**E4                    29100-54500                   70000-200000**

**E5                    32900-58000                   80000-220000**

**E6                    36600-62000                   90000-240000**

**E7                    43200-66000                   100000-260000**

**E8                    51300-73000                   120000-280000**

**E9                    62000-80000                   150000-300000**

**e) Stagnation increment: One increment after every two years, upto a maximum of 3 such increments.**

**f) IDA as on 01.01.2017: 100% neutralisation on 01.01.2017.**

**g) HRA: 24%, 16%, 8% in place of existing 30%, 20% and 10%. The HRA will be revised to 27%, 18% and 9% when IDA crosses 50% and further revised to 30%, 20% and 10% when IDA crosses 100%.**

**h) Superannuation benefits: It has to be under *defined contribution scheme* instead of *defined benefit scheme*.**

**i) Ceiling of gratuity to be enhanced from Rs 10 lakhs to Rs 20 lakhs from 01.01.2017. The ceiling of gratuity shall increase by 25% when IDA crosses 50%.**

**ii) The current limit of 30% of Basic pay +IDA will continue.**

**iii) The minimum qualifying service of 15 years not to be mandated for contributory pension. However it will be mandatory for medical benefits.**

**i) Date of effect: 01.01.2017 for pay scales, benefits and allowances.**

**j) Retirement age: No change.**

**k) Periodicity: Not later than 10 years, in line with Central Govt employees. Under no circumstances periodicity of wage revision for workmen should be less than the periodicity of the Executives.**