

PAY RATES FOR 2019-20 TABLE ANNEX – CONTENTS
(click below to access individual tables)

PAY COHORT	PAY TABLE
Accredited GMP and GDP - Reserves	<u>Appendix 45</u>
Army Gap Year Commissions (GYC)	<u>Appendix 38</u>
Cadet Force Adult Volunteers (CFAV)	<u>Appendix 39</u>
Chaplain Officers – Regular & FTRS (FC)	<u>Appendix 3</u>
Chaplain Officers – FTRS (LC)	<u>Appendix 12</u>
Chaplain Officers – FTRS (HC)	<u>Appendix 19</u>
Clearance Divers Other Ranks	<u>Appendix 7</u>
Clinical Excellence Awards	<u>Appendix 43</u>
Consultants - Reserves	<u>Appendix 44</u>
Consultants - Accredited/Non-Accredited	<u>Appendix 41</u>
DMS Medical and Dental Officers – Regulars	<u>Appendix 40</u>
DMS MODO Cadets	<u>Appendix 47</u>
GMP and GDP Practitioners	<u>Appendix 42</u>
Military Provost Guard Service (MPGS) Other Ranks	<u>Appendix 9</u>
MODO CFAVs	<u>Appendix 47</u>
Non-Accredited MODOs - Reserves	<u>Appendix 46</u>
Nursing Officers – Regular & FTRS (FC)	<u>Appendix 1</u>
Nursing Officers – FTRS (LC)	<u>Appendix 10</u>
Nursing Officers – FTRS (HC)	<u>Appendix 17</u>
Nursing Other Ranks – Regular & FTRS (FC)	<u>Appendix 7</u>
Nursing Other Ranks – FTRS (LC)	<u>Appendix 15</u>
Nursing Other Ranks – FTRS (HC)	<u>Appendix 22</u>
Officers Commissioned From The Ranks (OCFR) – Regular & FTRS (FC)	<u>Appendix 4</u>
Officers Commissioned From The Ranks (OCFR) – FTRS (LC)	<u>Appendix 13</u>
Officers Commissioned From The Ranks (OCFR) – FTRS (HC)	<u>Appendix 20</u>
Officers – Regular & FTRS (FC)	<u>Appendix 1</u>
Officers – FTRS (LC)	<u>Appendix 10</u>
Officers – FTRS (HC)	<u>Appendix 17</u>
Other Ranks – Regular & FTRS (FC)	<u>Appendix 6</u>
Other Ranks – FTRS (LC)	<u>Appendix 14</u>
Other Ranks – FTRS (HC)	<u>Appendix 21</u>
Part Time Volunteer Reserve (PTVR) Officers	<u>Appendix 30</u>
Part Time Volunteer Reserve (PTVR) OCFR	<u>Appendix 31</u>
Part Time Volunteer Reserve (PTVR) SF OCFR	<u>Appendix 31</u>
Part Time Volunteer Reserve (PTVR) Veterinary Officers	<u>Appendix 32</u>
Part Time Volunteer Reserve (PTVR) Nursing Officers	<u>Appendix 30</u>
Part Time Volunteer Reserve (PTVR) Chaplain Officers	<u>Appendix 33</u>
Part Time Volunteer Reserve (PTVR) Other Ranks (Supp 1 and 2)	<u>Appendix 34</u>
Part Time Volunteer Reserve (PTVR) Other Ranks (Supp 3 and 4)	<u>Appendix 35</u>
Part Time Volunteer Reserve (PTVR) Nursing Other Ranks	<u>Appendix 36</u>
Part Time Volunteer Reserve (PTVR) SF Other Ranks	<u>Appendix 37</u>
Professional Aviators' Spine (PAS) – Regular	<u>Appendix 5</u>
Royal Gib Regt OCFR – Full X-Factor	<u>Appendix 25</u>
Royal Gib Regt OCFR – PTVR X-Factor	<u>Appendix 28</u>
Royal Gib Regt Officers – Full X-Factor	<u>Appendix 24</u>

PAY COHORT	PAY TABLE
Royal Gib Regt Officers – PTVR X-Factor	<u>Appendix 27</u>
Royal Gib Regt Other Ranks – Full X-Factor	<u>Appendix 26</u>
Royal Gib Regt Other Ranks – PTVR X-Factor	<u>Appendix 29</u>
SF Officers Commissioned From The Ranks (OCFR) – Regular & FTRS (FC)	<u>Appendix 4</u>
SF Officers Commissioned From The Ranks (OCFR) – FTRS (LC)	<u>Appendix 13</u>
SF Officers Commissioned From The Ranks (OCFR) – FTRS (HC)	<u>Appendix 20</u>
SF Other Ranks – Regular & FTRS (FC)	<u>Appendix 8</u>
SF Other Ranks – FTRS (LC)	<u>Appendix 16</u>
SF Other Ranks – FTRS (HC)	<u>Appendix 23</u>
University Cadet Entrants (UCE)	<u>Appendix 38</u>
University Air Squadron (UAS) Cadets	<u>Appendix 38</u>
University Officer Training Corps (UOTC) Cadets	<u>Appendix 38</u>
University Royal Navy Reserve Unit (URNU) Cadets	<u>Appendix 38</u>
Veterinary Officers – Regular & FTRS (FC)	<u>Appendix 2</u>
Veterinary Officers – FTRS (LC)	<u>Appendix 11</u>
Veterinary Officers – FTRS (HC)	<u>Appendix 18</u>

Appendix 1 to Annex A of REM 04.01.06A dated 24 July 2019

REGULAR AND FULL TIME RESERVE SERVICE (FTRS) (FC) OFFICERS RATES 2019-20

RANK	REGULAR OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF6	OF6-5	£111,562.56	
	OF6-4	£110,478.00	
	OF6-3	£109,393.32	
	OF6-2	£108,308.52	
	OF6-1 (YR 2)	£107,223.84	
	OF6-1 (YR 1)	£107,223.84	
OF5	OF5-7	£98,909.64	£101,031.72
	OF5-6	£97,421.04	£99,500.04
	OF5-5	£95,932.08	£97,968.36
	OF5-4	£94,443.36	£96,436.68
	OF5-3	£92,954.52	£94,904.88
	OF5-2	£91,465.56	£93,373.20
	OF5-1 (YR 2)	£89,976.84	£91,841.64
	OF5-1 (YR 1)	£89,976.84	£91,841.64
OF4	OF4-7	£85,996.56	£88,392.96
	OF4-6	£84,042.00	£86,380.20
	OF4-5	£82,086.96	£84,367.08
	OF4-4	£80,132.52	£82,353.96
	OF4-3	£78,177.84	£80,340.96
	OF4-2	£76,228.80	£78,333.84
	OF4-1 (YR 2)	£74,268.24	£76,315.08
	OF4-1 (YR 1)	£74,268.24	£76,315.08
OF3	OF3-7	£63,374.76	£67,382.04
	OF3-6	£61,632.00	£65,388.72
	OF3-5	£59,889.00	£63,395.04
	OF3-4	£58,146.00	£61,401.72
	OF3-3	£56,403.00	£59,408.04
	OF3-2	£54,659.64	£57,414.84
	OF3-1 (YR 2)	£52,916.76	£55,421.16
	OF3-1 (YR 1)	£52,916.76	£55,421.16
OF2	OF2-7	£49,958.28	£52,608.96
	OF2-6	£48,633.60	£51,046.32
	OF2-5	£47,308.92	£49,483.32
	OF2-4	£45,983.88	£47,920.56
	OF2-3	£44,659.08	£46,357.68
	OF2-2	£43,334.40	£44,795.28
	OF2-1 (YR 2)	£42,009.48	£43,232.04
	OF2-1 (YR 1)	£42,009.48	£43,232.04
OF1	OF1-5	£36,233.76	£37,515.72
	OF1-4	£35,082.24	£36,324.96
	OF1-3	£33,931.56	£35,133.00
	OF1-2	£32,780.76	£33,941.40
	OF1-1	£27,272.76	£28,237.20

Appendix 2 to Annex A to REM 04.01.06A dated 24 July 2019

REGULAR AND FTRS (FC) VETERINARY OFFICERS RATES 2019-20

RANK	REGULAR OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£82,099.56
	VETS-OF4-4	£80,856.24
	VETS-OF4-3	£79,617.24
	VETS-OF4-2	£78,369.84
	VETS-OF4-1	£77,135.76
OF2 / OF3	VETS-OF2/3-22	£74,880.96
	VETS-OF2/3-21	£73,333.68
	VETS-OF2/3-20	£71,781.96
	VETS-OF2/3-19	£70,234.44
	VETS-OF2/3-18	£68,691.72
	VETS-OF2/3-17	£67,140.36
	VETS-OF2/3-16	£65,597.64
	VETS-OF2/3-15	£64,041.84
	VETS-OF2/3-14	£62,507.88
	VETS-OF2/3-13	£61,165.08
	VETS-OF2/3-12	£59,839.92
	VETS-OF2/3-11	£58,352.04
	VETS-OF2/3-10	£56,859.24
	VETS-OF2/3-9	£55,371.12
	VETS-OF2/3-8	£53,892.00
	VETS-OF2/3-7	£52,403.76
	VETS-OF2/3-6	£50,915.88
	VETS-OF2/3-5	£49,431.84
	VETS-OF2/3-4	£47,944.08
	VETS-OF2/3-3	£46,460.04
VETS-OF2/3-2	£44,972.04	
VETS-OF2/3-1	£42,009.48	

Appendix 3 to Annex A to REM 04.01.06A dated 24 July 2019

REGULAR AND FTRS (FC) CHAPLAIN OFFICERS RATES 2019-20

RANK	REGULAR OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
OF7	OF7-C-5	£107,557.44
	OF7-C-4	£106,450.08
	OF7-C-3	£105,356.64
	OF7-C-2	£104,258.88
	OF7-C-1	£103,160.64
DCG	DCG-5	£95,056.92
	DCG-4	£93,923.04
	DCG-3	£92,788.92
	DCG-2	£91,659.12
	DCG-1	£90,529.56
CLASS 1	C1-6	£89,399.64
	C1-5	£88,269.72
	C1-4	£87,135.48
	C1-3	£86,005.44
	C1-2	£84,417.96
	C1-1	£82,830.00
CLASS 2 - 4	C2/4-27	£81,205.56
	C2/4-26	£79,694.52
	C2/4-25	£78,183.84
	C2/4-24	£76,681.92
	C2/4-23	£75,202.92
	C2/4-22	£73,691.88
	C2/4-21	£72,176.52
	C2/4-20	£70,670.64
	C2/4-19	£69,159.48
	C2/4-18	£67,652.88
	C2/4-17	£66,142.44
	C2/4-16	£64,635.60
	C2/4-15	£63,125.04
	C2/4-14	£61,618.56
	C2/4-13	£60,112.32
	C2/4-12	£58,596.96
	C2/4-11	£57,095.28
	C2/4-10	£55,584.48
	C2/4-9	£54,078.12
	C2/4-8	£52,562.64
	C2/4-7	£51,061.08
	C2/4-6	£49,540.80
	C2/4-5	£48,038.88
	C2/4-4	£46,532.88
	C2/4-3	£45,026.40
	C2/4-2	£43,511.28
	C2/4-1	£42,009.48

**REGULAR AND FTRS (FC) OFFICERS COMMISSIONED FROM THE RANKS (OCFRs) AND
SPECIAL FORCES OFFICERS COMMISSIONED FROM THE RANKS (SF OCFRs)
RATES 2019-20**

RANK	REGULAR OFFICERS PAY RATES		
	INCREMENT	OCFR	SF OCFR
OF3	OF3-SF-OCFR-9		£74,168.40
	OF3-SF-OCFR-8		£73,424.40
	OF3-SF-OCFR-7		£72,680.16
	OF3-SF-OCFR-6		£71,940.72
	OF3-SF-OCFR-5		£71,201.28
	OF3-SF-OCFR-4		£70,661.28
	OF3-SF-OCFR-3		£69,713.04
	OF3-SF-OCFR-2		£68,973.24
	OF3-SF-OCFR-1		£68,233.80
OF1 / OF2	OF1/2-OCFR-15 / OF1/2-SF-OCFR-15	£56,151.36	£68,923.68
	OF1/2-OCFR-14 / OF1/2-SF-OCFR-14	£55,784.04	£68,524.08
	OF1/2-OCFR-13 / OF1/2-SF-OCFR-13	£55,398.12	£68,129.64
	OF1/2-OCFR-12 / OF1/2-SF-OCFR-12	£54,649.80	£67,131.48
	OF1/2-OCFR-11 / OF1/2-SF-OCFR-11	£53,905.56	£66,128.88
	OF1/2-OCFR-10 / OF1/2-SF-OCFR-10	£53,152.68	£65,125.92
	OF1/2-OCFR-9 / OF1/2-SF-OCFR-9	£52,403.76	£64,132.44
	OF1/2-OCFR-8 / OF1/2-SF-OCFR-8	£51,655.08	£63,125.16
	OF1/2-OCFR-7 / OF1/2-SF-OCFR-7	£50,720.76	£62,122.44
	OF1/2-OCFR-6 / OF1/2-SF-OCFR-6	£50,144.40	£61,337.28
	OF1/2-OCFR-5 / OF1/2-SF-OCFR-5	£49,558.68	£60,588.48
	OF1/2-OCFR-4 / OF1/2-SF-OCFR-4	£48,402.36	£59,831.16
	OF1/2-OCFR-3 / OF1/2-SF-OCFR-3	£47,825.88	£59,069.40
	OF1/2-OCFR-2 / OF1/2-SF-OCFR-2	£47,236.20	£58,311.72
	OF1/2-OCFR-1 / OF1/2-SF-OCFR-1	£46,083.60	£57,553.56

Appendix 5 to Annex A to REM 04.01.06A dated 24 July 2019

REGULAR PROFESSIONAL AVIATORS' SPINE (PAS) RATES 2019-20

RANK	REGULAR PAY RATES	
	INCREMENT	PAS
VARIOUS	PAS-35	£86,005.44
	PAS-34	£84,826.20
	PAS-33	£83,641.80
	PAS-32	£82,462.44
	PAS-31	£81,287.04
	PAS-30	£80,098.56
	PAS-29	£78,927.84
	PAS-28	£77,743.68
	PAS-27	£76,555.08
	PAS-26	£75,384.48
	PAS-25	£74,195.88
	PAS-24	£73,020.60
	PAS-23	£71,926.92
	PAS-22	£70,557.36
	PAS-21	£69,245.52
	PAS-20	£67,925.16
	PAS-19	£66,618.48
	PAS-18	£65,307.24
	PAS-17	£63,996.24
	PAS-16	£62,685.36
	PAS-15	£61,373.88
	PAS-14	£60,062.76
	PAS-13	£58,742.40
	PAS-12	£57,435.72
	PAS-11	£56,124.24
	PAS-10	£55,371.12
	PAS-9	£54,509.16
	PAS-8	£53,638.20
	PAS-7	£52,775.52
	PAS-6	£51,909.36
	PAS-5	£51,038.04
	PAS-4	£50,171.64
	PAS-3	£49,304.88
	PAS-2	£48,433.80
	PAS-1	£47,562.60

Appendix 6 to Annex A to REM 04.01.06A dated 24 July 2019

REGULAR AND FTRS (FC) OTHER RANKS RATES 2019-20

RANK	REGULAR OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-5	£51,800.64	£51,800.64	£51,800.64	£53,197.80
	OR9-4	£51,275.88	£51,275.88	£51,275.88	£52,724.64
	OR9-3	£50,703.24	£50,703.24	£50,703.24	£52,222.56
	OR9-2	£50,130.24	£50,130.24	£50,130.24	£51,726.72
	OR9-1 (YR2)	£49,842.36	£49,842.36	£49,842.36	£51,287.76
	OR9-1 (YR1)	£49,842.36	£49,842.36	£49,842.36	£51,287.76
OR7/ OR8	OR7-10/OR8-5	£46,365.60	£47,835.84	£48,863.64	£50,269.56
	OR7-9/ OR8-4	£45,588.36	£47,221.20	£48,573.60	£49,979.64
	OR7-8/ OR8-3	£44,828.28	£46,588.32	£48,265.20	£49,670.76
	OR7-7/ OR8-2	£43,956.72	£45,951.24	£47,921.52	£49,302.84
	OR7-6 (YR2)/OR8-1 (YR2)	£43,034.88	£45,029.52	£47,245.92	£48,786.60
	OR7-6 (YR1)/OR8-1 (YR1)	£43,034.88	£45,029.52	£47,245.92	£48,786.60
	OR7-5	£42,110.88	£43,871.16	£45,947.16	£47,458.08
	OR7-4	£41,458.92	£43,220.16	£45,042.36	£46,724.52
	OR7-3	£40,835.64	£42,597.12	£44,256.60	£45,938.40
	OR7-2	£40,190.28	£41,950.32	£43,491.12	£45,174.12
	OR7-1 (YR 2)	£39,567.00	£41,231.76	£42,726.72	£44,451.48
	OR7-1 (YR 1)	£39,567.00	£41,231.76	£42,726.72	£44,451.48
OR6	OR6-5	£38,780.16	£40,412.64	£41,829.48	£43,495.32
	OR6-4	£37,851.96	£39,411.84	£40,785.24	£42,379.44
	OR6-3	£36,933.00	£38,304.60	£39,791.76	£41,305.56
	OR6-2	£36,026.16	£37,297.20	£38,837.76	£40,243.92
	OR6-1 (YR 2)	£35,150.76	£36,334.56	£37,870.20	£39,114.12
	OR6-1 (YR 1)	£35,150.76	£36,334.56	£37,870.20	£39,114.12
OR4	OR4-5	£33,469.44	£34,593.60	£36,054.00	£37,132.32
	OR4-4	£32,999.52	£34,124.64	£35,411.64	£36,404.28
	OR4-3	£32,555.16	£33,664.20	£34,681.44	£35,551.80
	OR4-2	£32,079.96	£33,008.04	£33,918.48	£34,737.48
	OR4-1 (YR 2)	£31,244.76	£32,153.64	£33,038.28	£33,858.24
	OR4-1 (YR 1)	£31,244.76	£32,153.64	£33,038.28	£33,858.24
OR2/ OR3	OR2-9/OR3-3	£29,334.60	£30,145.32	£30,781.08	£31,381.80
	OR2-8/OR3-2	£28,031.76	£28,767.12	£29,329.08	£29,848.32
	OR2-7/OR3-1	£26,790.72	£27,412.68	£27,948.00	£28,434.96
	OR2-6	£25,624.80	£26,133.36	£26,668.56	£27,009.24
	OR2-5	£24,490.92	£24,843.00	£25,284.24	£25,611.96
	OR2-4	£23,358.12	£23,619.24	£23,971.32	£24,299.04
	OR2-3	£22,196.52	£22,458.60	£22,730.76	£22,730.76
	OR2-2 (YR 2)	£20,814.00	£20,814.00	£20,814.00	£20,814.00
	OR2-2 (YR 1)	£20,814.00	£20,814.00	£20,814.00	£20,814.00
OR2-1	£20,000.04	£20,000.04	£20,000.04	£20,000.04	
New Entrants	NERP	£15,671.88			

Appendix 7 to Annex A to REM 04.01.06A dated 24 July 2019

**REGULAR AND FTRS (FC) NURSES AND CLEARANCE DIVERS OTHER RANKS
RATES 2019-20**

RANK	REGULAR OTHER RANKS PAY RATES		
	INCREMENT	NURSES	CLEARANCE DIVERS
OR9	OR9-5	£53,872.56	£69,511.20
	OR9-4	£53,304.84	£68,869.68
	OR9-3	£52,737.12	£68,228.04
	OR9-2	£52,169.16	£67,586.52
	OR9-1 (YR 2)	£51,601.08	£66,944.52
	OR9-1 (YR 1)	£51,601.08	£66,944.52
OR7/ OR8	OR7-10 / OR8-5	£50,589.36	£65,632.08
	OR7-9 / OR8-4	£49,859.76	£65,059.56
	OR7-8 / OR8-3	£49,129.68	£64,486.80
	OR7-7 / OR8-2	£48,399.60	£63,913.80
	OR7-6 (YR 2)/ OR8-1 (YR 2)	£47,669.88	£63,341.28
	OR7-6 (YR 1)/ OR8-1 (YR 1)	£47,669.88	£63,341.28
	OR7-5	£46,735.08	£62,099.04
	OR7-4	£45,997.92	£61,538.76
	OR7-3	£45,261.24	£60,978.12
	OR7-2	£44,524.20	£60,417.72
	OR7-1 (YR 2)	£43,787.04	£59,857.08
	OR7-1 (YR 1)	£43,787.04	£59,857.08
OR6	OR6-5	£42,886.68	£58,626.60
	OR6-4	£42,067.32	£57,042.00
	OR6-3	£41,248.32	£55,458.12
	OR6-2	£40,428.96	£53,874.36
	OR6-1 (YR 2)	£39,610.08	£52,290.48
	OR6-1 (YR 1)	£39,610.08	£52,290.48
OR4	OR4-5	£37,687.68	
	OR4-4	£36,682.68	
	OR4-3	£35,677.44	
	OR4-2	£34,671.84	
	OR4-1 (YR 2)	£33,666.72	
	OR4-1 (YR 1)	£33,666.72	
OR2/ OR3	OR2-9 / OR3-3	£32,063.88	
	OR2-8 / OR3-2	£30,464.76	
	OR2-7 / OR3-1	£28,865.76	
	OR2-6	£27,267.12	
	OR2-5	£25,668.24	
	OR2-4	£24,069.36	
	OR2-3	£22,470.48	
	OR2-2 (YR 2)	£20,871.72	
	OR2-2 (YR 1)	£20,871.72	
OR2-1	£20,000.04		
New Entrants	NERP	£15,671.88	

REGULAR & FTRS (FC) SPECIAL FORCES (SF) OTHER RANKS RATES 2019-20

RANK	REGULAR OTHER RANKS PAY RATES	
	INCREMENT	SF
OR9	OR9-6	£64,885.56
	OR9-5	£64,249.08
	OR9-4	£63,612.24
	OR9-3	£62,975.76
	OR9-2	£62,339.04
	OR9-1	£61,702.68
OR7/OR8	OR8-6	£60,492.60
	OR8-5	£59,796.60
	OR8-4	£59,100.72
	OR8-3	£58,404.72
	OR8-2	£57,708.84
	OR8-1	£57,012.84
	OR7-6	£55,895.04
	OR7-5	£55,199.16
	OR7-4	£54,503.28
	OR7-3	£53,807.40
	OR7-2	£53,111.28
	OR7-1	£52,415.52
OR6	OR6-6	£51,387.60
	OR6-5	£50,857.32
	OR6-4	£50,327.04
	OR6-3	£49,796.52
	OR6-2	£49,266.12
	OR6-1	£48,735.84
OR4	OR4-6	£46,414.80
	OR4-5	£45,719.16
	OR4-4	£45,022.92
	OR4-3	£44,327.16
	OR4-2	£43,631.28
	OR4-1	£42,934.92
OR2/OR3	OR3-3	£41,931.96
	OR2-9/OR3-2	£41,305.44
	OR2-8/OR3-1	£40,678.92
	OR2-7	£40,052.52
	OR2-6	£39,425.52
	OR2-5	£38,799.00
	OR2-4	£38,172.48
	OR2-3	£37,545.84
	OR2-2	£36,919.08
OR2-1	£36,292.68	

MILITARY PROVOST GUARD SERVICE (MPGS) OTHER RANKS RATES 2019-20

RANK	REGULAR OTHER RANKS PAY RATES	
	INCREMENT	MPGS
OR9	OR9-5	£44,827.08
	OR9-4	£44,079.60
	OR9-3	£43,330.92
	OR9-2	£42,582.72
	OR9-1 (YR 2)	£41,833.32
	OR9-1 (YR 1)	£41,833.32
OR7/OR8	OR8-5	£41,012.52
	OR8-4	£40,330.20
	OR8-3	£39,657.60
	OR8-2	£38,886.00
	OR8-1 (YR 2)	£38,070.00
	OR8-1 (YR 1)	£38,070.00
	OR7-5	£37,262.16
	OR7-4	£36,686.16
	OR7-3	£36,135.24
	OR7-2	£35,563.08
	OR7-1 (YR 2)	£35,010.84
	OR7-1 (YR 1)	£35,010.84
OR6	OR6-5	£34,315.08
	OR6-4	£33,493.20
	OR6-3	£32,681.16
	OR6-2	£31,878.72
	OR6-1 (YR 2)	£31,095.72
	OR6-1 (YR 1)	£31,095.72
OR4	OR4-5	£29,612.52
	OR4-4	£29,190.72
	OR4-3	£28,798.08
	OR4-2	£28,383.48
	OR4-1 (YR 2)	£27,640.80
	OR4-1 (YR 1)	£27,640.80
OR2/OR3	OR3-3	£26,295.96
	OR2-8 / OR3-2	£25,085.16
	OR2-7 / OR3-1	£23,778.00
	OR2-6	£22,635.00
	OR2-5	£21,608.76
	OR2-4	£20,668.56
	OR2-3	£19,636.44
	OR2-2 (YR 2)	£18,471.48
	OR2-2 (YR 1)	£18,471.48
OR2-1	£17,795.52	
New Entrants	NERP	£14,371.44

Appendix 10 Annex A to REM 04.01.06A dated 24 July 2019

FTRS (LC) OFFICERS AND NURSING OFFICERS RATES 2019-20

RANK	FTRS (LC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF6	OF6-5	£107,255.40	
	OF6-4	£106,170.84	
	OF6-3	£105,086.16	
	OF6-2	£104,001.36	
	OF6-1 (YR 2)	£102,916.68	
	OF6-1 (YR 1)	£102,916.68	
OF5	OF5-7	£93,017.76	£94,975.20
	OF5-6	£91,529.16	£93,443.52
	OF5-5	£90,040.20	£91,911.84
	OF5-4	£88,551.48	£90,380.16
	OF5-3	£87,062.64	£88,848.36
	OF5-2	£85,573.68	£87,316.68
	OF5-1 (YR 2)	£84,084.96	£85,785.12
	OF5-1 (YR 1)	£84,084.96	£85,785.12
OF4	OF4-7	£77,382.12	£79,538.04
	OF4-6	£75,675.00	£77,780.16
	OF4-5	£73,967.64	£76,021.92
	OF4-4	£72,260.64	£74,263.80
	OF4-3	£71,691.48	£73,675.08
	OF4-2	£69,904.20	£71,834.52
	OF4-1 (YR 2)	£68,106.24	£69,983.28
	OF4-1 (YR 1)	£68,106.24	£69,983.28
OF3	OF3-7	£58,116.60	£61,791.36
	OF3-6	£56,518.44	£59,963.40
	OF3-5	£54,920.04	£58,135.20
	OF3-4	£53,321.64	£56,307.24
	OF3-3	£51,723.24	£54,479.04
	OF3-2	£50,124.60	£52,651.08
	OF3-1 (YR 2)	£48,526.20	£50,822.88
	OF3-1 (YR 1)	£48,526.20	£50,822.88
OF2	OF2-7	£45,813.24	£48,243.96
	OF2-6	£44,598.48	£46,811.04
	OF2-5	£43,383.72	£45,377.76
	OF2-4	£42,168.72	£43,944.60
	OF2-3	£40,953.84	£42,511.44
	OF2-2	£39,738.96	£41,078.64
	OF2-1 (YR 2)	£38,523.96	£39,645.12
	OF2-1 (YR 1)	£38,523.96	£39,645.12
OF1	OF1-5	£33,227.52	£34,403.04
	OF1-4	£32,171.40	£33,311.16
	OF1-3	£31,116.36	£32,218.08
	OF1-2	£30,060.96	£31,125.24
	OF1-1	£25,010.04	£25,894.44

FTRS (LC) VETERINARY OFFICERS RATES 2019-20

RANK	FTRS (LC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£75,287.76
	VETS-OF4-4	£74,147.64
	VETS-OF4-3	£73,011.48
	VETS-OF4-2	£71,867.52
	VETS-OF4-1	£70,735.92
OF2/OF3	VETS-OF2/3-22	£68,668.08
	VETS-OF2/3-21	£67,249.20
	VETS-OF2/3-20	£65,826.36
	VETS-OF2/3-19	£64,407.12
	VETS-OF2/3-18	£62,992.44
	VETS-OF2/3-17	£61,569.72
	VETS-OF2/3-16	£60,155.04
	VETS-OF2/3-15	£58,728.36
	VETS-OF2/3-14	£57,321.72
	VETS-OF2/3-13	£56,090.28
	VETS-OF2/3-12	£54,875.04
	VETS-OF2/3-11	£53,510.52
	VETS-OF2/3-10	£52,141.68
	VETS-OF2/3-9	£50,777.04
	VETS-OF2/3-8	£49,420.56
	VETS-OF2/3-7	£48,055.92
	VETS-OF2/3-6	£46,691.40
	VETS-OF2/3-5	£45,330.48
	VETS-OF2/3-4	£43,966.20
	VETS-OF2/3-3	£42,605.28
VETS-OF2/3-2	£41,240.64	
VETS-OF2/3-1	£38,523.96	

FTRS (LC) CHAPLAIN OFFICERS RATES 2019-20

RANK	FTRS (LC) OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
OF7	OF7-C-5	£98,633.40
	OF7-C-4	£97,617.96
	OF7-C-3	£96,615.24
	OF7-C-2	£95,608.56
	OF7-C-1	£94,601.40
DCG	DCG-5	£87,170.04
	DCG-4	£86,130.36
	DCG-3	£85,090.32
	DCG-2	£84,054.24
	DCG-1	£83,018.40
CLASS 1	C1-6	£81,982.20
	C1-5	£80,946.00
	C1-4	£79,905.96
	C1-3	£78,869.52
	C1-2	£77,413.92
	C1-1	£75,957.60
CLASS 2 - 4	C2/4-27	£74,468.04
	C2/4-26	£73,082.28
	C2/4-25	£71,697.00
	C2/4-24	£70,319.76
	C2/4-23	£68,963.28
	C2/4-22	£67,577.76
	C2/4-21	£66,188.04
	C2/4-20	£64,807.08
	C2/4-19	£63,421.32
	C2/4-18	£62,039.76
	C2/4-17	£60,654.60
	C2/4-16	£59,272.80
	C2/4-15	£57,887.52
	C2/4-14	£56,506.08
	C2/4-13	£55,124.88
	C2/4-12	£53,735.28
	C2/4-11	£52,358.16
	C2/4-10	£50,972.64
	C2/4-9	£49,591.32
	C2/4-8	£48,201.60
	C2/4-7	£46,824.60
	C2/4-6	£45,430.44
	C2/4-5	£44,053.08
	C2/4-4	£42,672.00
C2/4-3	£41,290.56	
C2/4-2	£39,901.20	
C2/4-1	£38,523.96	

Appendix 13 Annex A to REM 04.01.06A dated 24 July 2019

FTRS (LC) OCFR AND SF OCFR RATES 2019-20

RANK	FTRS (LC) OFFICERS PAY RATES		
	INCREMENT	OCFR	SF OCFR
OF3	OF3-SF-OCFR-9		£68,014.68
	OF3-SF-OCFR-8		£67,332.36
	OF3-SF-OCFR-7		£66,649.92
	OF3-SF-OCFR-6		£65,971.80
	OF3-SF-OCFR-5		£65,293.68
	OF3-SF-OCFR-4		£64,798.56
	OF3-SF-OCFR-3		£63,929.04
	OF3-SF-OCFR-2		£63,250.56
	OF3-SF-OCFR-1		£62,572.44
OF1/OF2	OF1/2-OCFR-15 / OF1/2-SF-OCFR-15	£51,492.60	£63,205.08
	OF1/2-OCFR-14 / OF1/2-SF-OCFR-14	£51,155.64	£62,838.72
	OF1/2-OCFR-13 / OF1/2-SF-OCFR-13	£50,801.76	£62,476.92
	OF1/2-OCFR-12 / OF1/2-SF-OCFR-12	£50,115.48	£61,561.56
	OF1/2-OCFR-11 / OF1/2-SF-OCFR-11	£49,433.04	£60,642.12
	OF1/2-OCFR-10 / OF1/2-SF-OCFR-10	£48,742.56	£59,722.44
	OF1/2-OCFR-9 / OF1/2-SF-OCFR-9	£48,055.92	£58,811.40
	OF1/2-OCFR-8 / OF1/2-SF-OCFR-8	£47,369.28	£57,887.64
	OF1/2-OCFR-7 / OF1/2-SF-OCFR-7	£46,512.48	£56,968.08
	OF1/2-OCFR-6 / OF1/2-SF-OCFR-6	£45,984.00	£56,248.20
	OF1/2-OCFR-5 / OF1/2-SF-OCFR-5	£45,446.76	£55,561.44
	OF1/2-OCFR-4 / OF1/2-SF-OCFR-4	£44,386.44	£54,867.00
	OF1/2-OCFR-3 / OF1/2-SF-OCFR-3	£43,857.84	£54,168.36
	OF1/2-OCFR-2 / OF1/2-SF-OCFR-2	£43,317.00	£53,473.68
	OF1/2-OCFR-1 / OF1/2-SF-OCFR-1	£42,260.04	£52,778.40

OTHER RANKS - FTRS (LC) SUPPLEMENTS 1 – 4 RATES 2019-20

RANK	FTRS (LC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-5	£47,502.72	£47,502.72	£47,502.72	£48,784.08
	OR9-4	£47,021.52	£47,021.52	£47,021.52	£48,350.16
	OR9-3	£46,496.40	£46,496.40	£46,496.40	£47,889.72
	OR9-2	£45,970.92	£45,970.92	£45,970.92	£47,434.92
	OR9-1 (YR 2)	£45,707.04	£45,707.04	£45,707.04	£47,032.44
	OR9-1 (YR 1)	£45,707.04	£45,707.04	£45,707.04	£47,032.44
OR7/ OR8	OR7-10 / OR8-5	£42,518.76	£43,866.96	£44,809.56	£46,098.72
	OR7-9 / OR8-4	£41,805.96	£43,303.32	£44,543.52	£45,832.92
	OR7-8 / OR8-3	£41,108.88	£42,723.00	£44,260.68	£45,549.60
	OR7-7 / OR8-2	£40,309.68	£42,138.72	£43,945.56	£45,212.16
	OR7-6(YR 2) / OR8-1(YR2)	£39,464.28	£41,293.44	£43,326.00	£44,738.88
	OR7-6 (YR 1) / OR8-1 (YR1)	£39,464.28	£41,293.44	£43,326.00	£44,738.88
	OR7-5	£38,616.96	£40,231.20	£42,134.88	£43,520.52
	OR7-4	£38,019.12	£39,634.20	£41,305.20	£42,847.80
	OR7-3	£37,447.56	£39,062.88	£40,584.60	£42,126.96
	OR7-2	£36,855.72	£38,469.72	£39,882.60	£41,426.04
	OR7-1 (YR 2)	£36,284.04	£37,810.80	£39,181.68	£40,763.40
	OR7-1 (YR 1)	£36,284.04	£37,810.80	£39,181.68	£40,763.40
OR6	OR6-5	£35,562.60	£37,059.60	£38,358.96	£39,886.56
	OR6-4	£34,711.32	£36,141.84	£37,401.36	£38,863.20
	OR6-3	£33,868.68	£35,126.52	£36,490.20	£37,878.48
	OR6-2	£33,037.08	£34,202.76	£35,615.40	£36,904.92
	OR6-1 (YR 2)	£32,234.28	£33,319.92	£34,728.12	£35,868.84
	OR6-1 (YR 1)	£32,234.28	£33,319.92	£34,728.12	£35,868.84
OR4	OR4-5	£30,692.52	£31,723.44	£33,062.64	£34,051.56
	OR4-4	£30,261.60	£31,293.36	£32,473.56	£33,383.88
	OR4-3	£29,854.08	£30,871.08	£31,803.96	£32,602.08
	OR4-2	£29,418.36	£30,269.40	£31,104.24	£31,855.32
	OR4-1 (YR 2)	£28,652.40	£29,485.92	£30,297.12	£31,049.04
	OR4-1 (YR 1)	£28,652.40	£29,485.92	£30,297.12	£31,049.04
OR2/ OR3	OR2-9 / OR3-3	£26,900.76	£27,644.16	£28,227.12	£28,778.04
	OR2-8 / OR3-2	£25,706.04	£26,380.32	£26,895.72	£27,371.88
	OR2-7 / OR3-1	£24,567.84	£25,138.32	£25,629.12	£26,075.76
	OR2-6	£23,498.76	£23,965.08	£24,455.88	£24,768.36
	OR2-5	£22,458.84	£22,781.76	£23,186.40	£23,486.88
	OR2-4	£21,420.12	£21,659.52	£21,982.44	£22,282.92
	OR2-3	£20,354.88	£20,595.24	£20,844.84	£20,844.84
	OR2-2 (YR 2)	£19,087.08	£19,087.08	£19,087.08	£19,087.08
OR2-2 (YR 1)	£19,087.08	£19,087.08	£19,087.08	£19,087.08	
	OR2-1	£18,340.68	£18,340.68	£18,340.68	£18,340.68
New Entrants	NERP	£14,371.56			

FTRS (LC) NURSES OTHER RANKS RATES 2019-20

RANK	FTRS (LC) OTHER RANKS PAY RATES	
	INCREMENT	NURSES
OR9	OR9-5	£49,402.80
	OR9-4	£48,882.24
	OR9-3	£48,361.56
	OR9-2	£47,840.64
	OR9-1 (YR 2)	£47,319.84
	OR9-1 (YR 1)	£47,319.84
OR7/OR8	OR7-10 / OR8-5	£46,392.00
	OR7-9 / OR8-4	£45,722.88
	OR7-8 / OR8-3	£45,053.40
	OR7-7 / OR8-2	£44,383.92
	OR7-6 (YR 2) / OR8-1 (YR 2)	£43,714.68
	OR7-6 (YR 1) / OR8-1 (YR 1)	£43,714.68
	OR7-5	£42,857.52
	OR7-4	£42,181.56
	OR7-3	£41,505.96
	OR7-2	£40,830.00
	OR7-1 (YR 2)	£40,154.04
	OR7-1 (YR 1)	£40,154.04
OR6	OR6-5	£39,328.44
	OR6-4	£38,577.00
	OR6-3	£37,825.92
	OR6-2	£37,074.60
	OR6-1 (YR 2)	£36,323.64
	OR6-1 (YR 1)	£36,323.64
OR4	OR4-5	£34,560.84
	OR4-4	£33,639.12
	OR4-3	£32,717.28
	OR4-2	£31,795.08
	OR4-1 (YR 2)	£30,873.36
	OR4-1 (YR 1)	£30,873.36
OR2/OR3	OR2-9 / OR3-3	£29,403.60
	OR2-8 / OR3-2	£27,937.08
	OR2-7 / OR3-1	£26,470.80
	OR2-6	£25,004.88
	OR2-5	£23,538.60
	OR2-4	£22,072.32
	OR2-3	£20,606.16
	OR2-2 (YR 2)	£19,140.00
	OR2-2 (YR 1)	£19,140.00
	OR2-1	£18,340.68
New Entrants	NERP	£14,371.56

SF OTHER RANKS - FTRS (LC) RATES 2019-20

RANK	FTRS (LC) OTHER RANKS PAY RATES	
	INCREMENT	SF
OR9	OR9-6	£59,502.00
	OR9-5	£58,918.32
	OR9-4	£58,334.40
	OR9-3	£57,750.72
	OR9-2	£57,166.80
	OR9-1	£56,583.24
OR7/OR8	OR8-6	£55,473.48
	OR8-5	£54,835.32
	OR8-4	£54,197.16
	OR8-3	£53,559.00
	OR8-2	£52,920.72
	OR8-1	£52,282.56
	OR7-6	£51,257.40
	OR7-5	£50,619.36
	OR7-4	£49,981.20
	OR7-3	£49,343.04
	OR7-2	£48,704.64
	OR7-1	£48,066.60
OR6	OR6-5	£47,124.00
	OR6-4	£46,637.76
	OR6-3	£46,151.40
	OR6-2	£45,664.92
	OR6-1 (YR 2)	£45,178.56
	OR6-1 (YR 1)	£44,692.20
OR4	OR4-6	£42,563.76
	OR4-5	£41,925.84
	OR4-4	£41,287.44
	OR4-3	£40,649.40
	OR4-2	£40,011.12
	OR4-1	£39,372.60
OR2/OR3	OR3-3	£38,452.92
	OR2-9 / OR3-2	£37,878.36
	OR2-8 / OR3-1	£37,303.80
	OR2-7	£36,729.36
	OR2-6	£36,154.44
	OR2-5	£35,579.88
	OR2-4	£35,005.32
	OR2-3	£34,430.64
	OR2-2	£33,855.96
OR2-1	£33,281.52	

Appendix 17 Annex A to REM 04.01.06A dated 24 July 2019

OFFICERS AND NURSING OFFICERS - FTRS (HC) RATES 2019-20

RANK	FTRS (HC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF6	OF6-5	£106,117.44	
	OF6-4	£105,032.88	
	OF6-3	£103,948.20	
	OF6-2	£102,863.40	
	OF6-1 (YR 2)	£101,778.72	
	OF6-1 (YR 1)	£101,778.72	
OF5	OF5-7	£90,741.84	£92,636.28
	OF5-6	£89,253.24	£91,104.60
	OF5-5	£87,764.28	£89,572.92
	OF5-4	£86,275.56	£88,041.24
	OF5-3	£84,786.72	£86,509.44
	OF5-2	£83,297.76	£84,977.76
	OF5-1 (YR 2)	£81,809.04	£83,446.20
	OF5-1 (YR 1)	£81,809.04	£83,446.20
OF4	OF4-7	£75,106.20	£77,199.12
	OF4-6	£73,399.08	£75,441.24
	OF4-5	£71,691.72	£73,683.00
	OF4-4	£69,984.72	£71,924.88
	OF4-3	£68,277.60	£70,166.76
	OF4-2	£66,575.40	£68,413.80
	OF4-1 (YR 2)	£64,863.12	£66,650.76
	OF4-1 (YR 1)	£64,863.12	£66,650.76
OF3	OF3-7	£55,349.16	£58,848.96
	OF3-6	£53,827.08	£57,108.00
	OF3-5	£52,304.76	£55,366.80
	OF3-4	£50,782.56	£53,625.96
	OF3-3	£49,260.24	£51,884.76
	OF3-2	£47,737.68	£50,143.92
	OF3-1 (YR 2)	£46,215.48	£48,402.72
	OF3-1 (YR 1)	£46,215.48	£48,402.72
OF2	OF2-7	£43,631.64	£45,946.68
	OF2-6	£42,474.72	£44,581.92
	OF2-5	£41,317.80	£43,216.92
	OF2-4	£40,160.64	£41,852.04
	OF2-3	£39,003.60	£40,487.04
	OF2-2	£37,846.68	£39,122.52
	OF2-1 (YR 2)	£36,689.52	£37,757.28
	OF2-1 (YR 1)	£36,689.52	£37,757.28
OF1	OF1-5	£31,645.20	£32,764.80
	OF1-4	£30,639.48	£31,724.88
	OF1-3	£29,634.60	£30,683.88
	OF1-2	£28,629.48	£29,643.12
	OF1-1	£23,819.04	£24,661.32

VETERINARY OFFICERS - FTRS (HC) RATES 2019-20

RANK	FTRS (HC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£71,702.64
	VETS-OF4-4	£70,616.76
	VETS-OF4-3	£69,534.72
	VETS-OF4-2	£68,445.24
	VETS-OF4-1	£67,367.52
OF2/OF3	VETS-OF2/3-22	£65,398.20
	VETS-OF2/3-21	£64,046.88
	VETS-OF2/3-20	£62,691.72
	VETS-OF2/3-19	£61,340.16
	VETS-OF2/3-18	£59,992.80
	VETS-OF2/3-17	£58,637.88
	VETS-OF2/3-16	£57,290.52
	VETS-OF2/3-15	£55,931.76
	VETS-OF2/3-14	£54,592.08
	VETS-OF2/3-13	£53,419.32
	VETS-OF2/3-12	£52,261.92
	VETS-OF2/3-11	£50,962.44
	VETS-OF2/3-10	£49,658.76
	VETS-OF2/3-9	£48,359.04
	VETS-OF2/3-8	£47,067.24
	VETS-OF2/3-7	£45,767.52
	VETS-OF2/3-6	£44,468.04
	VETS-OF2/3-5	£43,171.92
	VETS-OF2/3-4	£41,872.56
	VETS-OF2/3-3	£40,576.44
VETS-OF2/3-2	£39,276.84	
VETS-OF2/3-1	£36,689.52	

Appendix 19 Annex A to REM 04.01.06A dated 24 July 2019

CHAPLAIN OFFICERS - FTRS (HC) RATES 2019-20

RANK	FTRS (HC) OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
OF7	OF7-C-5	£93,936.60
	OF7-C-4	£92,969.52
	OF7-C-3	£92,014.56
	OF7-C-2	£91,055.76
	OF7-C-1	£90,096.60
DCG	DCG-5	£83,019.12
	DCG-4	£82,028.88
	DCG-3	£81,038.40
	DCG-2	£80,051.64
	DCG-1	£79,065.12
CLASS 1	C1-6	£78,078.24
	C1-5	£77,091.48
	C1-4	£76,100.88
	C1-3	£75,113.88
	C1-2	£73,727.52
	C1-1	£72,340.56
CLASS 2 - 4	C2/4-27	£70,921.92
	C2/4-26	£69,602.16
	C2/4-25	£68,282.88
	C2/4-24	£66,971.16
	C2/4-23	£65,679.36
	C2/4-22	£64,359.72
	C2/4-21	£63,036.24
	C2/4-20	£61,721.04
	C2/4-19	£60,401.28
	C2/4-18	£59,085.48
	C2/4-17	£57,766.32
	C2/4-16	£56,450.28
	C2/4-15	£55,131.00
	C2/4-14	£53,815.32
	C2/4-13	£52,499.88
	C2/4-12	£51,176.40
	C2/4-11	£49,864.92
	C2/4-10	£48,545.40
	C2/4-9	£47,229.84
	C2/4-8	£45,906.24
	C2/4-7	£44,594.88
	C2/4-6	£43,267.08
	C2/4-5	£41,955.36
	C2/4-4	£40,640.04
C2/4-3	£39,324.36	
C2/4-2	£38,001.12	
C2/4-1	£36,689.52	

OCFR AND SF OCFR - FTRS (HC) RATES 2019-20

RANK	FTRS (HC) OFFICERS PAY RATES		
	INCREMENT	OCFR	SF OCFR
OF3	OF3-SF-OCFR-9		£64,775.88
	OF3-SF-OCFR-8		£64,126.08
	OF3-SF-OCFR-7		£63,476.16
	OF3-SF-OCFR-6		£62,830.32
	OF3-SF-OCFR-5		£62,184.48
	OF3-SF-OCFR-4		£61,712.88
	OF3-SF-OCFR-3		£60,884.76
	OF3-SF-OCFR-2		£60,238.68
	OF3-SF-OCFR-1		£59,592.84
OF1/OF2	OF1/2-OCFR-15 / OF1/2-SF-OCFR-15	£49,040.52	£60,195.36
	OF1/2-OCFR-14 / OF1/2-SF-OCFR-14	£48,719.64	£59,846.40
	OF1/2-OCFR-13 / OF1/2-SF-OCFR-13	£48,382.68	£59,501.88
	OF1/2-OCFR-12 / OF1/2-SF-OCFR-12	£47,729.04	£58,630.08
	OF1/2-OCFR-11 / OF1/2-SF-OCFR-11	£47,079.12	£57,754.44
	OF1/2-OCFR-10 / OF1/2-SF-OCFR-10	£46,421.52	£56,878.56
	OF1/2-OCFR-9 / OF1/2-SF-OCFR-9	£45,767.52	£56,010.84
	OF1/2-OCFR-8 / OF1/2-SF-OCFR-8	£45,113.64	£55,131.12
	OF1/2-OCFR-7 / OF1/2-SF-OCFR-7	£44,297.64	£54,255.36
	OF1/2-OCFR-6 / OF1/2-SF-OCFR-6	£43,794.24	£53,569.68
	OF1/2-OCFR-5 / OF1/2-SF-OCFR-5	£43,282.68	£52,915.68
	OF1/2-OCFR-4 / OF1/2-SF-OCFR-4	£42,272.76	£52,254.24
	OF1/2-OCFR-3 / OF1/2-SF-OCFR-3	£41,769.36	£51,588.96
	OF1/2-OCFR-2 / OF1/2-SF-OCFR-2	£41,254.32	£50,927.28
	OF1/2-OCFR-1 / OF1/2-SF-OCFR-1	£40,247.64	£50,265.12

OTHER RANKS - FTRS (HC) SUPPLEMENTS 1 – 4 RATES 2019-20

RANK	FTRS (HC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-5	£45,240.72	£45,240.72	£45,240.72	£46,461.00
	OR9-4	£44,782.44	£44,782.44	£44,782.44	£46,047.72
	OR9-3	£44,282.28	£44,282.28	£44,282.28	£45,609.24
	OR9-2	£43,781.88	£43,781.88	£43,781.88	£45,176.16
	OR9-1 (YR 2)	£43,530.48	£43,530.48	£43,530.48	£44,792.76
	OR9-1 (YR 1)	£43,530.48	£43,530.48	£43,530.48	£44,792.76
OR7/ OR8	OR7-10 / OR8-5	£40,494.00	£41,778.00	£42,675.72	£43,903.56
	OR7-9 / OR8-4	£39,815.16	£41,241.24	£42,422.40	£43,650.36
	OR7-8 / OR8-3	£39,151.32	£40,688.52	£42,153.00	£43,380.60
	OR7-7 / OR8-2	£38,390.16	£40,132.08	£41,852.88	£43,059.24
	OR7-6 (YR2)/OR8-1 (YR2)	£37,585.08	£39,327.12	£41,262.84	£42,608.40
	OR7-6 (YR1)/OR8-1 (YR1)	£37,585.08	£39,327.12	£41,262.84	£42,608.40
	OR7-5	£36,778.08	£38,315.40	£40,128.48	£41,448.12
	OR7-4	£36,208.68	£37,746.84	£39,338.28	£40,807.44
	OR7-3	£35,664.36	£37,202.76	£38,652.00	£40,120.92
	OR7-2	£35,100.72	£36,637.80	£37,983.48	£39,453.36
	OR7-1 (YR 2)	£34,556.28	£36,010.32	£37,315.92	£38,822.28
	OR7-1 (YR 1)	£34,556.28	£36,010.32	£37,315.92	£38,822.28
OR6	OR6-5	£33,869.16	£35,294.88	£36,532.32	£37,987.20
	OR6-4	£33,058.44	£34,420.80	£35,620.32	£37,012.56
	OR6-3	£32,255.88	£33,453.84	£34,752.60	£36,074.76
	OR6-2	£31,463.88	£32,574.00	£33,919.44	£35,147.52
	OR6-1 (YR 2)	£30,699.36	£31,733.28	£33,074.40	£34,160.76
	OR6-1 (YR 1)	£30,699.36	£31,733.28	£33,074.40	£34,160.76
OR4	OR4-5	£29,230.92	£30,212.76	£31,488.24	£32,430.00
	OR4-4	£28,820.52	£29,803.20	£30,927.24	£31,794.12
	OR4-3	£28,432.44	£29,401.08	£30,289.44	£31,049.64
	OR4-2	£28,017.48	£28,827.96	£29,623.08	£30,338.40
	OR4-1 (YR 2)	£27,288.00	£28,081.80	£28,854.36	£29,570.52
	OR4-1 (YR 1)	£27,288.00	£28,081.80	£28,854.36	£29,570.52
OR2/ OR3	OR2-9 / OR3-3	£25,619.76	£26,327.76	£26,883.00	£27,407.64
	OR2-8 / OR3-2	£24,481.92	£25,124.16	£25,614.96	£26,068.44
	OR2-7 / OR3-1	£23,397.96	£23,941.20	£24,408.72	£24,834.00
	OR2-6	£22,379.76	£22,823.88	£23,291.28	£23,588.88
	OR2-5	£21,389.40	£21,696.96	£22,082.28	£22,368.48
	OR2-4	£20,400.12	£20,628.12	£20,935.68	£21,221.88
	OR2-3	£19,385.64	£19,614.48	£19,852.20	£19,852.20
	OR2-2 (YR 2)	£18,178.20	£18,178.20	£18,178.20	£18,178.20
	OR2-2 (YR 1)	£18,178.20	£18,178.20	£18,178.20	£18,178.20
OR2-1	£17,467.32	£17,467.32	£17,467.32	£17,467.32	
New Entrants	NERP	£13,687.20			

Appendix 22 Annex A to REM 04.01.06A dated 24 July 2019

NURSES OTHER - FTRS (HC) RANKS RATES 2019-20

RANK	FTRS (HC) OTHER RANKS PAY RATES	
	INCREMENT	NURSES
OR9	OR9-5	£47,050.32
	OR9-4	£46,554.48
	OR9-3	£46,058.64
	OR9-2	£45,562.56
	OR9-1 (YR 2)	£45,066.48
	OR9-1 (YR 1)	£45,066.48
OR7/OR8	OR7-10 / OR8-5	£44,182.80
	OR7-9 / OR8-4	£43,545.60
	OR7-8 / OR8-3	£42,908.04
	OR7-7 / OR8-2	£42,270.36
	OR7-6 (YR 2) / OR8-1 (YR 2)	£41,633.04
	OR7-6 (YR 1) / OR8-1 (YR 1)	£41,633.04
	OR7-5	£40,816.68
	OR7-4	£40,172.88
	OR7-3	£39,529.44
	OR7-2	£38,885.76
	OR7-1 (YR 2)	£38,241.96
	OR7-1 (YR 1)	£38,241.96
	OR6	OR6-5
OR6-4		£36,740.04
OR6-3		£36,024.72
OR6-2		£35,309.16
OR6-1 (YR 2)		£34,593.96
OR6-1 (YR 1)		£34,593.96
OR4	OR4-5	£32,915.04
	OR4-4	£32,037.24
	OR4-3	£31,159.32
	OR4-2	£30,281.04
	OR4-1 (YR 2)	£29,403.24
	OR4-1 (YR 1)	£29,403.24
OR2/ OR3	OR2-9 / OR3-3	£28,003.44
	OR2-8 / OR3-2	£26,606.76
	OR2-7 / OR3-1	£25,210.32
	OR2-6	£23,814.12
	OR2-5	£22,417.68
	OR2-4	£21,021.24
	OR2-3	£19,624.92
	OR2-2 (YR 2)	£18,228.60
	OR2-2 (YR 1)	£18,228.60
	OR2-1	£17,467.32
New Entrants	NERP	£13,687.20

SF OTHER RANKS - FTRS (HC) RATES 2019-20

RANK	FTRS (HC) SF OTHER RANKS PAY RATES		
	INCREMENT	SF	
OR9	OR9-6	£56,668.56	
	OR9-5	£56,112.72	
	OR9-4	£55,556.52	
	OR9-3	£55,000.68	
	OR9-2	£54,444.60	
	OR9-1	£53,888.76	
OR7/OR8	OR8-6	£52,831.92	
	OR8-5	£52,224.12	
	OR8-4	£51,616.32	
	OR8-3	£51,008.52	
	OR8-2	£50,400.72	
	OR8-1	£49,792.92	
	OR7-6	£48,816.60	
	OR7-5	£48,208.92	
	OR7-4	£47,601.12	
	OR7-3	£46,993.32	
	OR7-2	£46,385.40	
	OR7-1	£45,777.72	
	OR6	OR6-6	£44,880.00
		OR6-5	£44,416.92
OR6-4		£43,953.72	
OR6-3		£43,490.40	
OR6-2		£43,027.20	
OR6-1		£42,564.00	
OR4	OR4-6	£40,536.96	
	OR4-5	£39,929.40	
	OR4-4	£39,321.36	
	OR4-3	£38,713.68	
	OR4-2	£38,105.88	
	OR4-1	£37,497.72	
OR2/OR3	OR3-3	£36,621.84	
	OR2-9 / OR3-2	£36,074.64	
	OR2-8 / OR3-1	£35,527.44	
	OR2-7	£34,980.36	
	OR2-6	£34,432.80	
	OR2-5	£33,885.60	
	OR2-4	£33,338.40	
	OR2-3	£32,791.08	
	OR2-2	£32,243.76	
	OR2-1	£31,696.68	

ROYAL GIB REGT OFFICERS - FULL (6.5%) X-FACTOR RATES 2019-20

ROYAL GIB REGT OFFICERS RATES (6.5%) FULL XF PAY RATES		
RANK	INCREMENT	ANNUAL RATES
OF4	OF4-7	£79,988.16
OF4	OF4-6	£78,170.04
OF4	OF4-5	£76,351.68
OF4	OF4-4	£74,533.68
OF4	OF4-3	£72,715.68
OF4	OF4-2	£70,902.84
OF4	OF4-1 (YR 2)	£69,079.20
OF4	OF4-1 (YR 1)	£69,079.20
OF3	OF3-7	£58,946.88
OF3	OF3-6	£57,325.80
OF3	OF3-5	£55,704.60
OF3	OF3-4	£54,083.40
OF3	OF3-3	£52,462.20
OF3	OF3-2	£50,840.64
OF3	OF3-1 (YR 2)	£49,219.44
OF3	OF3-1 (YR 2)	£49,219.44
OF2	OF2-7	£46,467.72
OF2	OF2-6	£45,235.56
OF2	OF2-5	£44,003.40
OF2	OF2-4	£42,771.12
OF2	OF2-3	£41,538.84
OF2	OF2-2	£40,306.68
OF2	OF2-1 (YR 2)	£39,074.28
OF2	OF2-1 (YR 1)	£39,074.28
OF1	OF1-5	£33,702.12
OF1	OF1-4	£32,631.00
OF1	OF1-3	£31,560.84
OF1	OF1-2	£30,490.44
OF1	OF1-1	£25,367.28

ROYAL GIB REGT OCFR - FULL (6.5%) X-FACTOR RATES 2019-20

ROYAL GIB REGT OCFR FULL (6.5%) XF RATES	
RANK	ANNUAL RATES
OCFR IL15	£52,228.20
OCFR IL14	£51,886.44
OCFR IL13	£51,527.52
OCFR IL12	£50,831.40
OCFR IL11	£50,139.24
OCFR IL10	£49,438.92
OCFR IL9	£48,742.44
OCFR IL8	£48,046.08
OCFR IL7	£47,177.04
OCFR IL6	£46,640.88
OCFR IL5	£46,096.08
OCFR IL4	£45,020.52
OCFR IL3	£44,484.36
OCFR IL2	£43,935.84
OCFR IL1	£42,863.76

Appendix 26 Annex A to REM 04.01.06A dated 24 July 2019

ROYAL GIB REGT OTHER RANKS - FULL (6.5%) X-FACTOR SUPPLEMENTS 1 – 4 RATES
2019-20

RANK		INCREMENT	ROYAL GIB REGT FULL (6.5%) XF OTHER RANKS PAY RATES			
			SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9		OR9-5	£48,181.32	£48,181.32	£48,181.32	£49,480.92
OR9		OR9-4	£47,693.28	£47,693.28	£47,693.28	£49,040.88
OR9		OR9-3	£47,160.60	£47,160.60	£47,160.60	£48,573.84
OR9		OR9-2	£46,627.68	£46,627.68	£46,627.68	£48,112.56
OR9		OR9-1 (YR2)	£46,359.96	£46,359.96	£46,359.96	£47,704.32
OR9		OR9-1 (YR1)	£46,359.96	£46,359.96	£46,359.96	£47,704.32
OR8		OR8-5	£43,126.08	£44,493.60	£45,449.64	£46,757.28
OR8		OR8-4	£42,403.20	£43,921.92	£45,179.88	£46,487.64
OR8		OR8-3	£41,696.16	£43,333.32	£44,892.96	£46,200.36
OR8		OR8-2	£40,885.56	£42,740.64	£44,573.28	£45,858.12
OR8		OR8-1 (YR2)	£40,028.16	£41,883.36	£43,944.96	£45,378.00
OR8		OR8-1 (YR1)	£40,028.16	£41,883.36	£43,944.96	£45,378.00
OR7		OR7-5	£39,168.60	£40,805.88	£42,736.80	£44,142.24
OR7		OR7-4	£38,562.24	£40,200.36	£41,895.24	£43,459.92
OR7		OR7-3	£37,982.52	£39,620.88	£41,164.44	£42,728.76
OR7		OR7-2	£37,382.28	£39,019.20	£40,452.36	£42,017.88
OR7		OR7-1 (YR2)	£36,802.44	£38,351.04	£39,741.48	£41,345.76
OR7		OR7-1 (YR1)	£36,802.44	£38,351.04	£39,741.48	£41,345.76
OR6		OR6-5	£36,070.68	£37,589.04	£38,906.88	£40,456.32
OR6		OR6-4	£35,207.28	£36,658.20	£37,935.60	£39,418.32
OR6		OR6-3	£34,352.52	£35,628.36	£37,011.48	£38,419.56
OR6		OR6-2	£33,509.04	£34,691.28	£36,124.20	£37,432.08
OR6		OR6-1 (YR2)	£32,694.84	£33,795.96	£35,224.20	£36,381.24
OR6		OR6-1 (YR1)	£32,694.84	£33,795.96	£35,224.20	£36,381.24
OR4		OR4-5	£31,130.88	£32,176.56	£33,534.96	£34,537.92
OR4		OR4-4	£30,693.84	£31,740.36	£32,937.48	£33,860.76
OR4		OR4-3	£30,280.56	£31,312.20	£32,258.28	£33,067.92
OR4		OR4-2	£29,838.60	£30,701.76	£31,548.60	£32,310.36
OR4		OR4-1 (YR2)	£29,061.72	£29,907.12	£30,729.84	£31,492.56
OR4		OR4-1 (YR1)	£29,061.72	£29,907.12	£30,729.84	£31,492.56
	OR3	OR3-3	£27,285.00	£28,039.08	£28,630.44	£29,189.16
OR2	OR3	OR2-8/OR3-2	£26,073.24	£26,757.24	£27,279.96	£27,762.84
OR2	OR3	OR2-7/OR3-1	£24,918.84	£25,497.36	£25,995.24	£26,448.24
OR2		OR2-6	£23,834.40	£24,307.44	£24,805.20	£25,122.12
OR2		OR2-5	£22,779.72	£23,107.32	£23,517.60	£23,822.40
OR2		OR2-4	£21,726.12	£21,969.00	£22,296.48	£22,601.28
OR2		OR2-3	£20,645.76	£20,889.48	£21,142.56	£21,142.56
OR2		OR2-2 (YR 2)	£19,359.84	£19,359.84	£19,359.84	£19,359.84
OR2		OR2-2 (YR 1)	£19,359.84	£19,359.84	£19,359.84	£19,359.84
OR2		OR2-1	£18,602.64	£18,602.64	£18,602.64	£18,602.64
New Entrants		NERP	£14,576.88			

ROYAL GIB REGT OFFICERS - PTVR (3.25%) X-FACTOR RATES 2019-20

ROYAL GIB REGT OFFICERS PTVR (3.25%) XF PAY RATES		
RANK	INCREMENT	DAILY RATES
OF4	OF4-9	£209.68
OF4	OF4-8	£205.01
OF4	OF4-7	£200.33
OF4	OF4-6	£195.66
OF4	OF4-5	£193.01
OF4	OF4-4	£188.20
OF4	OF4-3	£183.36
OF4	OF4-2	£183.36
OF4	OF4-1	£156.46
OF3	OF3-9	£152.16
OF3	OF3-8	£147.86
OF3	OF3-7	£143.55
OF3	OF3-6	£139.25
OF3	OF3-5	£134.95
OF3	OF3-4	£130.64
OF3	OF3-3	£130.64
OF3	OF3-2	£123.34
OF3	OF3-1	£120.07
OF2	OF2-9	£116.80
OF2	OF2-8	£113.53
OF2	OF2-7	£110.26
OF2	OF2-6	£106.99
OF2	OF2-5	£103.72
OF2	OF2-4	£103.72
OF2	OF2-3	£89.46
OF2	OF2-2	£86.61
OF2	OF2-1	£83.77
OF1	OF1-10	£80.93
OF1	OF1-9	£67.33

ROYAL GIB REGT OCFR - PTVR (3.25%) X-FACTOR RATES 2019-20

ROYAL GIB REGT OCFR PTVR (3.25%) XF PAY RATES	
RANK	DAILY RATES
OCFR IL15	£138.63
OCFR IL14	£137.72
OCFR IL13	£136.77
OCFR IL12	£134.92
OCFR IL11	£133.08
OCFR IL10	£131.23
OCFR IL9	£129.38
OCFR IL8	£127.53
OCFR IL7	£125.22
OCFR IL6	£123.80
OCFR IL5	£122.35
OCFR IL4	£119.50
OCFR IL3	£118.08
OCFR IL2	£116.62
OCFR IL1	£113.77

Appendix 29 Annex A to REM 04.01.06A dated 24 July 2019

ROYAL GIB REGT OTHER RANKS - PTVR (3.25%) X-FACTOR SUPPLEMENTS 1 – 4
RATES 2019-20

RANK		INCREMENT	ROYAL GIB REG (3.25%) PTVR XF OTHER RANKS DAILY PAY RATES			
			SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9		OR9-5	£127.89	£127.89	£127.89	£131.33
OR9		OR9-4	£126.59	£126.59	£126.59	£130.17
OR9		OR9-3	£125.18	£125.18	£125.18	£128.93
OR9		OR9-2	£123.77	£123.77	£123.77	£127.71
OR9		OR9-1 (YR 2)	£123.05	£123.05	£123.05	£126.63
OR9		OR9-1 (YR 1)	£123.05	£123.05	£123.05	£126.63
OR8		OR8-5	£114.47	£118.10	£120.64	£124.11
OR8		OR8-4	£112.55	£116.58	£119.92	£123.39
OR8		OR8-3	£110.67	£115.02	£119.16	£122.63
OR8		OR8-2	£108.53	£113.45	£118.31	£121.72
OR8		OR8-1 (YR 2)	£106.24	£111.17	£116.64	£120.45
OR8		OR8-1 (YR 1)	£106.24	£111.17	£116.64	£120.45
OR7		OR7-5	£103.96	£108.31	£113.44	£117.17
OR7		OR7-4	£102.35	£106.71	£111.20	£115.35
OR7		OR7-3	£100.81	£105.17	£109.26	£113.42
OR7		OR7-2	£99.22	£103.57	£107.37	£111.53
OR7		OR7-1 (YR 2)	£97.68	£101.79	£105.49	£109.74
OR7		OR7-1 (YR 1)	£97.68	£101.79	£105.49	£109.74
OR6		OR6-5	£95.74	£99.77	£103.27	£107.38
OR6		OR6-4	£93.45	£97.30	£100.69	£104.62
OR6		OR6-3	£91.18	£94.57	£98.24	£101.98
OR6		OR6-2	£88.94	£92.08	£95.89	£99.36
OR6		OR6-1 (YR 2)	£86.78	£89.70	£93.49	£96.57
OR6		OR6-1 (YR 1)	£86.78	£89.70	£93.49	£96.57
OR4		OR4-5	£82.63	£85.41	£89.01	£91.68
OR4		OR4-4	£81.47	£84.25	£87.42	£89.88
OR4		OR4-3	£80.37	£83.12	£85.63	£87.77
OR4		OR4-2	£79.20	£81.50	£83.74	£85.76
OR4		OR4-1 (YR 2)	£77.14	£79.38	£81.57	£83.59
OR4		OR4-1 (YR 1)	£77.14	£79.38	£81.57	£83.59
	OR3	OR3-3	£72.42	£74.42	£75.99	£77.48
OR2	OR3	OR2-8/OR3-2	£69.21	£71.03	£72.41	£73.69
OR2	OR3	OR2-7/OR3-1	£66.14	£67.68	£69.00	£70.20
OR2		OR2-6	£63.26	£64.52	£65.84	£66.68
OR2		OR2-5	£60.46	£61.33	£62.43	£63.23
OR2		OR2-4	£57.67	£58.32	£59.18	£59.99
OR2		OR2-3	£54.79	£55.45	£56.12	£56.12
OR2		OR2-2 (YR 2)	£51.39	£51.39	£51.39	£51.39
OR2		OR2-2 (YR 1)	£51.39	£51.39	£51.39	£51.39
OR2		OR2-1	£49.37	£49.37	£49.37	£49.37
NERP		NERP	£38.69			

PTVR OFFICER AND NURSING OFFICER RATES 2019-20

RANK	PTVR OFFICER AND NURSING OFFICER PAY RATES				
	INCREMENT	OFFICERS	DAILY RATE	NURSING OFFICERS	DAILY RATE
OF6	OF6-5	£107,255.40	£293.65		
	OF6-4	£106,170.84	£290.68		
	OF6-3	£105,086.16	£287.71		
	OF6-2	£104,001.36	£284.74		
	OF6-1 (YR 2)	£102,916.68	£281.77		
	OF6-1 (YR 1)	£102,916.68	£281.77		
OF5	OF5-7	£93,017.76	£254.67	£94,975.20	£260.03
	OF5-6	£91,529.16	£250.59	£93,443.52	£255.83
	OF5-5	£90,040.20	£246.52	£91,911.84	£251.64
	OF5-4	£88,551.48	£242.44	£90,380.16	£247.45
	OF5-3	£87,062.64	£238.36	£88,848.36	£243.25
	OF5-2	£85,573.68	£234.29	£87,316.68	£239.06
	OF5-1 (YR 2)	£84,084.96	£230.21	£85,785.12	£234.87
	OF5-1 (YR 1)	£84,084.96	£230.21	£85,785.12	£234.87
OF4	OF4-7	£77,382.12	£211.86	£79,538.04	£217.76
	OF4-6	£75,675.00	£207.19	£77,780.16	£212.95
	OF4-5	£73,967.64	£202.51	£76,021.92	£208.14
	OF4-4	£72,260.64	£197.84	£74,263.80	£203.32
	OF4-3	£71,691.48	£196.28	£73,675.08	£201.71
	OF4-2	£69,904.20	£191.39	£71,834.52	£196.67
	OF4-1 (YR 2)	£68,106.24	£186.46	£69,983.28	£191.60
	OF4-1 (YR 1)	£68,106.24	£186.46	£69,983.28	£191.60
OF3	OF3-7	£58,116.60	£159.11	£61,791.36	£169.18
	OF3-6	£56,518.44	£154.74	£59,963.40	£164.17
	OF3-5	£54,920.04	£150.36	£58,135.20	£159.17
	OF3-4	£53,321.64	£145.99	£56,307.24	£154.16
	OF3-3	£51,723.24	£141.61	£54,479.04	£149.16
	OF3-2	£50,124.60	£137.23	£52,651.08	£144.15
	OF3-1 (YR 2)	£48,526.20	£132.86	£50,822.88	£139.15
	OF3-1 (YR 1)	£48,526.20	£132.86	£50,822.88	£139.15
OF2	OF2-7	£45,813.24	£125.43	£48,243.96	£132.08
	OF2-6	£44,598.48	£122.10	£46,811.04	£128.16
	OF2-5	£43,383.72	£118.78	£45,377.76	£124.24
	OF2-4	£42,168.72	£115.45	£43,944.60	£120.31
	OF2-3	£40,953.84	£112.13	£42,511.44	£116.39
	OF2-2	£39,738.96	£108.80	£41,078.64	£112.47
	OF2-1 (YR 2)	£38,523.96	£105.47	£39,645.12	£108.54
	OF2-1 (YR 1)	£38,523.96	£105.47	£39,645.12	£108.54
OF1	OF1-5	£33,227.52	£90.97	£34,403.04	£94.19
	OF1-4	£32,171.40	£88.08	£33,311.16	£91.20
	OF1-3	£31,116.36	£85.19	£32,218.08	£88.21
	OF1-2	£30,060.96	£82.30	£31,125.24	£85.22
	OF1-1	£25,010.04	£68.47	£25,894.44	£70.90

PTVR OCFR AND SF OCFR RATES 2019-20

RANK	PTVR OCFR AND SF OCFR PAY RATES				
	INCREMENT	OCFR	DAILY RATE	SF OCFR	DAILY RATE
OF3	OF3-SF-OCFR-9			£68,014.68	£186.22
	OF3-SF-OCFR-8			£67,332.36	£184.35
	OF3-SF-OCFR-7			£66,649.92	£182.48
	OF3-SF-OCFR-6			£65,971.80	£180.62
	OF3-SF-OCFR-5			£65,293.68	£178.76
	OF3-SF-OCFR-4			£64,798.56	£177.41
	OF3-SF-OCFR-3			£63,929.04	£175.02
	OF3-SF-OCFR-2			£63,250.56	£173.17
	OF3-SF-OCFR-1			£62,572.44	£171.32
	OF1/OF2	OF1/2-OCFR-15 / OF1/2-SF-OCFR-15	£51,492.60	£140.98	£63,205.08
OF1/2-OCFR-14 / OF1/2-SF-OCFR-14		£51,155.64	£140.06	£62,838.72	£172.04
OF1/2-OCFR-13 / OF1/2-SF-OCFR-13		£50,801.76	£139.08	£62,476.92	£171.06
OF1/2-OCFR-12 / OF1/2-SF-OCFR-12		£50,115.48	£137.20	£61,561.56	£168.55
OF1/2-OCFR-11 / OF1/2-SF-OCFR-11		£49,433.04	£135.34	£60,642.12	£166.03
OF1/2-OCFR-10 / OF1/2-SF-OCFR-10		£48,742.56	£133.45	£59,722.44	£163.52
OF1/2-OCFR-9 / OF1/2-SF-OCFR-9		£48,055.92	£131.57	£58,811.40	£161.02
OF1/2-OCFR-8 / OF1/2-SF-OCFR-8		£47,369.28	£129.69	£57,887.64	£158.49
OF1/2-OCFR-7 / OF1/2-SF-OCFR-7		£46,512.48	£127.34	£56,968.08	£155.97
OF1/2-OCFR-6 / OF1/2-SF-OCFR-6		£45,984.00	£125.90	£56,248.20	£154.00
OF1/2-OCFR-5 / OF1/2-SF-OCFR-5		£45,446.76	£124.42	£55,561.44	£152.12
OF1/2-OCFR-4 / OF1/2-SF-OCFR-4		£44,386.44	£121.53	£54,867.00	£150.21
OF1/2-OCFR-3 / OF1/2-SF-OCFR-3		£43,857.84	£120.08	£54,168.36	£148.30
OF1/2-OCFR-2 / OF1/2-SF-OCFR-2		£43,317.00	£118.60	£53,473.68	£146.40
OF1/2-OCFR-1 / OF1/2-SF-OCFR-1		£42,260.04	£115.70	£52,778.40	£144.50

Appendix 32 Annex A to REM 04.01.06A dated 24 July 2019

PTVR VETERINARY OFFICER RATES 2019-20

RANK	PTVR VETERINARY OFFICERS PAY RATES		
	INCREMENT	VETS	DAILY RATE
OF4	VETS-OF4-5	£75,287.76	£206.13
	VETS-OF4-4	£74,147.64	£203.01
	VETS-OF4-3	£73,011.48	£199.90
	VETS-OF4-2	£71,867.52	£196.76
	VETS-OF4-1	£70,735.92	£193.66
OF2/OF3	VETS-OF2/3-22	£68,668.08	£188.00
	VETS-OF2/3-21	£67,249.20	£184.12
	VETS-OF2/3-20	£65,826.36	£180.22
	VETS-OF2/3-19	£64,407.12	£176.34
	VETS-OF2/3-18	£62,992.44	£172.46
	VETS-OF2/3-17	£61,569.72	£168.57
	VETS-OF2/3-16	£60,155.04	£164.69
	VETS-OF2/3-15	£58,728.36	£160.79
	VETS-OF2/3-14	£57,321.72	£156.93
	VETS-OF2/3-13	£56,090.28	£153.56
	VETS-OF2/3-12	£54,875.04	£150.24
	VETS-OF2/3-11	£53,510.52	£146.51
	VETS-OF2/3-10	£52,141.68	£142.76
	VETS-OF2/3-9	£50,777.04	£139.02
	VETS-OF2/3-8	£49,420.56	£135.30
	VETS-OF2/3-7	£48,055.92	£131.57
	VETS-OF2/3-6	£46,691.40	£127.84
	VETS-OF2/3-5	£45,330.48	£124.11
	VETS-OF2/3-4	£43,966.20	£120.37
	VETS-OF2/3-3	£42,605.28	£116.64
	VETS-OF2/3-2	£41,240.64	£112.91
	VETS-OF2/3-1	£38,523.96	£105.47

Appendix 33 Annex A to REM 04.01.06A dated 24 July 2019

PTVR CHAPLAIN OFFICERS RATES 2019-20

RANK	PTVR CHAPLAIN OFFICERS PAY RATES		
	INCREMENT	CHAPLAINS	DAILY RATE
OF7	OF7-C-5	£98,633.40	£270.04
	OF7-C-4	£97,617.96	£267.27
	OF7-C-3	£96,615.24	£264.52
	OF7-C-2	£95,608.56	£261.76
	OF7-C-1	£94,601.40	£259.00
DCG	DCG-5	£87,170.04	£238.65
	DCG-4	£86,130.36	£235.81
	DCG-3	£85,090.32	£232.96
	DCG-2	£84,054.24	£230.13
	DCG-1	£83,018.40	£227.29
CLASS 1	C1-6	£81,982.20	£224.46
	C1-5	£80,946.00	£221.61
	C1-4	£79,905.96	£218.77
	C1-3	£78,869.52	£215.93
	C1-2	£77,413.92	£211.94
	C1-1	£75,957.60	£207.96
CLASS 2 - 4	C2/4-27	£74,468.04	£203.88
	C2/4-26	£73,082.28	£200.09
	C2/4-25	£71,697.00	£196.30
	C2/4-24	£70,319.76	£192.53
	C2/4-23	£68,963.28	£188.81
	C2/4-22	£67,577.76	£185.02
	C2/4-21	£66,188.04	£181.21
	C2/4-20	£64,807.08	£177.43
	C2/4-19	£63,421.32	£173.64
	C2/4-18	£62,039.76	£169.86
	C2/4-17	£60,654.60	£166.07
	C2/4-16	£59,272.80	£162.28
	C2/4-15	£57,887.52	£158.49
	C2/4-14	£56,506.08	£154.71
	C2/4-13	£55,124.88	£150.93
	C2/4-12	£53,735.28	£147.12
	C2/4-11	£52,358.16	£143.35
	C2/4-10	£50,972.64	£139.56
	C2/4-9	£49,591.32	£135.78
	C2/4-8	£48,201.60	£131.96
C2/4-7	£46,824.60	£128.19	
C2/4-6	£45,430.44	£124.38	
C2/4-5	£44,053.08	£120.61	
C2/4-4	£42,672.00	£116.83	
C2/4-3	£41,290.56	£113.04	
C2/4-2	£39,901.20	£109.24	
C2/4-1	£38,523.96	£105.47	

PTVR OTHER RANKS SUPPLEMENTS 1 AND 2 RATES 2019-20

RANK	PTVR OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	DAILY RATE	SUPPLEMENT 2	DAILY RATE
OR9	OR9-5	£47,502.72	£130.05	£47,502.72	£130.05
	OR9-4	£47,021.52	£128.74	£47,021.52	£128.74
	OR9-3	£46,496.40	£127.30	£46,496.40	£127.30
	OR9-2	£45,970.92	£125.86	£45,970.92	£125.86
	OR9-1 (YR 2)	£45,707.04	£125.14	£45,707.04	£125.14
	OR9-1 (YR 1)	£45,707.04	£125.14	£45,707.04	£125.14
OR7/OR 8	OR7-10 / OR8-5	£42,518.76	£116.41	£43,866.96	£120.10
	OR7-9 / OR8-4	£41,805.96	£114.46	£43,303.32	£118.56
	OR7-8 / OR8-3	£41,108.88	£112.55	£42,723.00	£116.97
	OR7-7 / OR8-2	£40,309.68	£110.37	£42,138.72	£115.37
	OR7-6 (YR 2) / OR8-1 (YR 2)	£39,464.28	£108.04	£41,293.44	£113.05
	OR7-6 (YR 1) / OR8-1 (YR 1)	£39,464.28	£108.04	£41,293.44	£113.05
	OR7-5	£38,616.96	£105.72	£40,231.20	£110.15
	OR7-4	£38,019.12	£104.09	£39,634.20	£108.52
	OR7-3	£37,447.56	£102.52	£39,062.88	£106.95
	OR7-2	£36,855.72	£100.90	£38,469.72	£105.33
	OR7-1 (YR 2)	£36,284.04	£99.34	£37,810.80	£103.52
OR7-1 (YR 1)	£36,284.04	£99.34	£37,810.80	£103.52	
OR6	OR6-5	£35,562.60	£97.37	£37,059.60	£101.46
	OR6-4	£34,711.32	£95.04	£36,141.84	£98.95
	OR6-3	£33,868.68	£92.73	£35,126.52	£96.17
	OR6-2	£33,037.08	£90.45	£34,202.76	£93.64
	OR6-1 (YR 2)	£32,234.28	£88.25	£33,319.92	£91.22
	OR6-1 (YR 1)	£32,234.28	£88.25	£33,319.92	£91.22
OR4	OR4-5	£30,692.52	£84.03	£31,723.44	£86.86
	OR4-4	£30,261.60	£82.86	£31,293.36	£85.68
	OR4-3	£29,854.08	£81.73	£30,871.08	£84.52
	OR4-2	£29,418.36	£80.55	£30,269.40	£82.88
	OR4-1 (YR 2)	£28,652.40	£78.45	£29,485.92	£80.72
	OR4-1 (YR 1)	£28,652.40	£78.45	£29,485.92	£80.72
OR2/OR 3	OR2-9 / OR3-3	£26,900.76	£73.65	£27,644.16	£75.68
	OR2-8 / OR3-2	£25,706.04	£70.38	£26,380.32	£72.23
	OR2-7 / OR3-1	£24,567.84	£67.26	£25,138.32	£68.83
	OR2-6	£23,498.76	£64.33	£23,965.08	£65.61
	OR2-5	£22,458.84	£61.49	£22,781.76	£62.37
	OR2-4	£21,420.12	£58.64	£21,659.52	£59.30
	OR2-3	£20,354.88	£55.72	£20,595.24	£56.39
	OR2-2 (YR 2)	£19,087.08	£52.26	£19,087.08	£52.26
	OR2-2 (YR 1)	£19,087.08	£52.26	£19,087.08	£52.26
OR2-1	£18,340.68	£50.21	£18,340.68	£50.21	
New Entrants	NERP	£14,371.56	£39.34	£14,371.56	£39.34

PTVR OTHER RANKS SUPPLEMENTS 3 AND 4 RATES 2019-20

RANK	PTVR OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 3	DAILY RATE	SUPPLEMENT 4	DAILY RATE
OR9	OR9-5	£47,502.72	£130.05	£48,784.08	£133.56
	OR9-4	£47,021.52	£128.74	£48,350.16	£132.37
	OR9-3	£46,496.40	£127.30	£47,889.72	£131.11
	OR9-2	£45,970.92	£125.86	£47,434.92	£129.87
	OR9-1 (YR 2)	£45,707.04	£125.14	£47,032.44	£128.77
	OR9-1 (YR 1)	£45,707.04	£125.14	£47,032.44	£128.77
OR7/ OR8	OR7-10 / OR8-5	£44,809.56	£122.68	£46,098.72	£126.21
	OR7-9 / OR8-4	£44,543.52	£121.96	£45,832.92	£125.49
	OR7-8 / OR8-3	£44,260.68	£121.18	£45,549.60	£124.71
	OR7-7 / OR8-2	£43,945.56	£120.32	£45,212.16	£123.78
	OR7-6 (YR 2) / OR8-1 (YR2)	£43,326.00	£118.62	£44,738.88	£122.49
	OR7-6 (YR 1) / OR8-1 (YR1)	£43,326.00	£118.62	£44,738.88	£122.49
	OR7-5	£42,134.88	£115.36	£43,520.52	£119.15
	OR7-4	£41,305.20	£113.09	£42,847.80	£117.31
	OR7-3	£40,584.60	£111.11	£42,126.96	£115.34
	OR7-2	£39,882.60	£109.19	£41,426.04	£113.42
	OR7-1 (YR 2)	£39,181.68	£107.28	£40,763.40	£111.60
	OR7-1 (YR 1)	£39,181.68	£107.28	£40,763.40	£111.60
OR6	OR6-5	£38,358.96	£105.02	£39,886.56	£109.20
	OR6-4	£37,401.36	£102.40	£38,863.20	£106.40
	OR6-3	£36,490.20	£99.91	£37,878.48	£103.71
	OR6-2	£35,615.40	£97.51	£36,904.92	£101.04
	OR6-1 (YR 2)	£34,728.12	£95.08	£35,868.84	£98.21
	OR6-1 (YR 1)	£34,728.12	£95.08	£35,868.84	£98.21
OR4	OR4-5	£33,062.64	£90.52	£34,051.56	£93.23
	OR4-4	£32,473.56	£88.90	£33,383.88	£91.40
	OR4-3	£31,803.96	£87.08	£32,602.08	£89.26
	OR4-2	£31,104.24	£85.16	£31,855.32	£87.21
	OR4-1 (YR 2)	£30,297.12	£82.95	£31,049.04	£85.01
	OR4-1 (YR 1)	£30,297.12	£82.95	£31,049.04	£85.01
OR2/ OR3	OR2-9 / OR3-3	£28,227.12	£77.28	£28,778.04	£78.79
	OR2-8 / OR3-2	£26,895.72	£73.64	£27,371.88	£74.94
	OR2-7 / OR3-1	£25,629.12	£70.17	£26,075.76	£71.39
	OR2-6	£24,455.88	£66.96	£24,768.36	£67.81
	OR2-5	£23,186.40	£63.48	£23,486.88	£64.30
	OR2-4	£21,982.44	£60.19	£22,282.92	£61.00
	OR2-3	£20,844.84	£57.07	£20,844.84	£57.07
	OR2-2 (YR 2)	£19,087.08	£52.26	£19,087.08	£52.26
	OR2-2 (YR 1)	£19,087.08	£52.26	£19,087.08	£52.26
	OR2-1	£18,340.68	£50.21	£18,340.68	£50.21
New Entrants	NERP	£14,371.56	£39.34	£14,371.56	£39.34

PTVR NURSING OTHER RANKS RATES 2019-20

RANK	PTVR NURSES OTHER RANKS PAY RATES		
	INCREMENT	ANNUAL RATE	DAILY RATE
OR9	OR9-5	£49,402.80	£135.26
	OR9-4	£48,882.24	£133.83
	OR9-3	£48,361.56	£132.41
	OR9-2	£47,840.64	£130.98
	OR9-1 (YR 2)	£47,319.84	£129.56
	OR9-1 (YR 1)	£47,319.84	£129.56
OR7/OR8	OR7-10 / OR8-5	£46,392.00	£127.02
	OR7-9 / OR8-4	£45,722.88	£125.18
	OR7-8 / OR8-3	£45,053.40	£123.35
	OR7-7 / OR8-2	£44,383.92	£121.52
	OR7-6 (YR 2)/OR8-1 (YR 2)	£43,714.68	£119.69
	OR7-6 (YR 1)/OR8-1 (YR 1)	£43,714.68	£119.69
	OR7-5	£42,857.52	£117.34
	OR7-4	£42,181.56	£115.49
	OR7-3	£41,505.96	£113.64
	OR7-2	£40,830.00	£111.78
	OR7-1 (YR 2)	£40,154.04	£109.93
	OR7-1 (YR 1)	£40,154.04	£109.93
OR6	OR6-5	£39,328.44	£107.68
	OR6-4	£38,577.00	£105.62
	OR6-3	£37,825.92	£103.56
	OR6-2	£37,074.60	£101.50
	OR6-1 (YR 2)	£36,323.64	£99.45
	OR6-1 (YR 1)	£36,323.64	£99.45
OR4	OR4-5	£34,560.84	£94.63
	OR4-4	£33,639.12	£92.10
	OR4-3	£32,717.28	£89.58
	OR4-2	£31,795.08	£87.05
	OR4-1 (YR 2)	£30,873.36	£84.52
	OR4-1 (YR 1)	£30,873.36	£84.52
OR2/OR3	OR2-9 / OR3-3	£29,403.60	£80.50
	OR2-8 / OR3-2	£27,937.08	£76.49
	OR2-7 / OR3-1	£26,470.80	£72.47
	OR2-6	£25,004.88	£68.46
	OR2-5	£23,538.60	£64.45
	OR2-4	£22,072.32	£60.43
	OR2-3	£20,606.16	£56.42
	OR2-2 (YR 2)	£19,140.00	£52.41
	OR2-2 (YR 1)	£19,140.00	£52.41
	OR2-1	£18,340.68	£50.21

PTVR SF OTHER RANKS RATES 2019-20

RANK	PTVR SF OTHER RANKS PAY RATES		
	INCREMENT	ANNUAL RATE	DAILY RATE
OR9	OR9-6	£59,502.00	£162.91
	OR9-5	£58,918.32	£161.31
	OR9-4	£58,334.40	£159.72
	OR9-3	£57,750.72	£158.11
	OR9-2	£57,166.80	£156.51
	OR9-1	£56,583.24	£154.92
OR7/OR8	OR8-6	£55,473.48	£151.88
	OR8-5	£54,835.32	£150.13
	OR8-4	£54,197.16	£148.39
	OR8-3	£53,559.00	£146.63
	OR8-2	£52,920.72	£144.89
	OR8-1	£52,282.56	£143.15
	OR7-6	£51,257.40	£140.33
	OR7-5	£50,619.36	£138.59
	OR7-4	£49,981.20	£136.84
	OR7-3	£49,343.04	£135.09
	OR7-2	£48,704.64	£133.35
	OR7-1	£48,066.60	£131.60
OR6	OR6-6	£47,124.00	£129.01
	OR6-5	£46,637.76	£127.69
	OR6-4	£46,151.40	£126.36
	OR6-3	£45,664.92	£125.02
	OR6-2	£45,178.56	£123.69
	OR6-1	£44,692.20	£122.36
OR4	OR4-6	£42,563.76	£116.53
	OR4-5	£41,925.84	£114.79
	OR4-4	£41,287.44	£113.04
	OR4-3	£40,649.40	£111.29
	OR4-2	£40,011.12	£109.55
	OR4-1	£39,372.60	£107.79
OR2/OR3	OR3-3	£38,452.92	£105.28
	OR2-9 / OR3-2	£37,878.36	£103.71
	OR2-8 / OR3-1	£37,303.80	£102.13
	OR2-7	£36,729.36	£100.56
	OR2-6	£36,154.44	£98.98
	OR2-5	£35,579.88	£97.41
	OR2-4	£35,005.32	£95.84
	OR2-3	£34,430.64	£94.27
	OR2-2	£33,855.96	£92.69
OR2-1	£33,281.52	£91.12	

PRE-CAREER OF0 (ZERO RATED FOR X-FACTOR) RATES 2019-20

OF0 PAY SCALE	ARMY GAP YEAR COMMISSIONS	UNIVERSITY CADET ENTRANTS	UNIVERSITY CADETS ^a
PAYMENT METHOD	ANNUAL RATES	ANNUAL RATES	DAILY RATES
OF0-1		£15,553.44	£42.58
OF0-2	£18,453.84	£18,453.84	£50.52
OF0-3		£20,385.72	

^a Includes University Officer Training Corps (UOTC), University Air Squadron (UAS) and University Royal Navy Reserve Unit (URNU)

Appendix 39 Annex A to REM 04.01.06A dated 24 July 2019

CADET FORCE ADULT VOLUNTEERS 2019-20

Officers	Daily Rates of Volunteer Allowance
Midshipman (SCC) and Acting 2 nd Lieutenant (RM), OF1 (CCF) On appointment	£31.39
Acting Sub Lieutenant (SCC), 2 nd Lieutenant (RM), 2 nd Lieutenant (ACF) & Pilot Officer (ATC), OF1 (CCF) On appointment	£65.98
Sub Lieutenant (SCC), Lieutenant (RM), Lieutenant (ACF) & Flying Officer (ATC), OF1 (CCF) On appointment	£79.26
Lieutenant (SCC), Captain (RM), Captain (ACF) & Flight Lieutenant Officer (ATC), OF2 (CCF), Chaplains (CF4) On appointment	£101.61
Lieutenant Commander (SCC), Major (RM), Major (ACF) & Squadron Leader (ATC), OF3(CCF), Chaplains (CF3) On appointment	£127.99
Commander (SCC), Lieutenant Colonel (RM), Lieutenant Colonel (ACF) & Wing Commander (ATC), OF4 (CCF) On appointment	£179.68
Other Ranks	
Probationary Petty Officers (SCC) & Probationary Sergeant (RM), OR6 (CCF) On appointment	£31.39
Sergeant Instructor (ACF) & Adult Sergeant Instructors (ATC), OR6 (CCF) On appointment	£62.09
Staff Sergeant Instructors (ACF) & Adult Flight Sergeant Instructors (ATC), OR7 (CCF) On appointment	£66.65
Petty Officers (SCC), Sergeant (RM), Sergeant Major Instructor (ACF) On appointment	£73.33
Chief Petty Officers (SCC), Colour Sergeant (RM), Regimental Sergeant Major Instructor (ACF) & Adult Warrant Officers (ATC) On appointment	£77.54
School Staff Instructors (SSI) of the CCF (any rank)	£73.33

DMS MEDICAL AND DENTAL OFFICERS (OF5-OF6) - REGULARS
RATES OF PAY 2019-20

OF6

RANK	REGULAR MEDICAL AND DENTAL OFFICERS	
	INCREMENT	MODOs
OF6	OF6 IL7	£150,507.00
	OF6 IL6	£149,249.40
	OF6 IL5	£147,996.00
	OF6 IL4	£146,729.76
	OF6 IL3	£145,467.72
	OF6 IL2	£144,218.64
	OF6 IL1	£142,952.52

HIGHER MEDICAL MANAGEMENT^b

RANK	REGULAR MEDICAL AND DENTAL OFFICERS	
	INCREMENT	MODOs
OF5	OF5 IL15	£141,013.08
	OF5 IL14	£140,223.36
	OF5 IL13	£139,422.96
	OF5 IL12	£138,625.80
	OF5 IL11	£137,832.84
	OF5 IL10	£137,035.56
	OF5 IL9	£136,229.64
	OF5 IL8	£135,436.80
	OF5 IL7	£134,639.64
	OF5 IL6	£133,446.00
	OF5 IL5	£132,256.56
	OF5 IL4	£131,054.28
	OF5 IL3	£129,865.08
	OF5 IL2	£128,675.40
	OF5 IL1	£127,473.36

^b The final selection of PQO candidates to the HMM cadre was completed on 30 Jun 2010. OF5 HMM pay rates therefore only apply to those selected and who took up post on or prior to 4 July 2011 – **2010DIN01-125 dated 30 June 2010** refers.

CONSULTANTS/ACCREDITED/NON-ACCREDITED RATES OF PAY
2019-20

RANK	CONSULTANTS	ACCREDITED GENERAL MEDICAL/DENTAL PRACTITIONER GMP/GDP	NON-ACCREDITED MEDICAL OFFICERS
	Annual		
OF3-5 IL35		£135,417.96	
OF3-5 IL34		£135,417.96	
OF3-5 IL33		£135,417.96	
OF3-5 IL32	£145,140.60	£135,417.96	
OF3-5 IL31	£144,859.20	£134,993.88	
OF3-5 IL30	£144,582.12	£134,669.76	
OF3-5 IL29	£144,296.40	£134,141.88	
OF3-5 IL28	£144,019.08	£133,718.28	
OF3-5 IL27	£143,460.72	£133,289.76	
OF3-5 IL26	£142,902.12	£132,961.08	
OF3-5 IL25	£142,343.64	£132,437.52	
OF3-5 IL24	£140,988.24	£132,005.04	
OF3-5 IL23	£139,636.80	£131,581.08	
OF3-5 IL22	£136,848.36	£131,148.60	
OF3-5 IL21	£135,296.04	£130,724.40	
OF3-5 IL20	£133,748.88	£130,292.04	
OF3-5 IL19	£132,196.20	£128,300.04	£97,533.72
OF3-5 IL18	£130,653.96	£127,800.00	£96,547.92
OF3-5 IL17	£128,696.40	£127,205.28	£95,561.76
OF3-5 IL16	£126,749.04	£126,585.84	£94,571.28
OF3-5 IL15	£125,025.24	£125,972.28	£93,689.64
OF3-5 IL14	£123,297.36	£125,352.96	£92,821.68
OF3-5 IL13	£121,578.24	£124,738.92	£91,944.24
OF3-5 IL12	£119,854.68	£124,191.00	£91,067.52
OF3-5 IL11	£116,066.16	£121,368.48	£90,195.24
OF3-5 IL10	£112,286.04	£120,824.76	£89,322.24
OF3-5 IL9	£108,506.52	£120,197.76	£88,270.68
OF3-5 IL8	£105,150.00	£119,575.56	£86,499.48
OF3-5 IL7	£101,785.08	£118,948.68	£84,723.60
OF3-5 IL6	£98,415.48	£116,038.44	£83,462.76
OF3-5 IL5	£95,258.04	£114,451.92	£82,215.24
OF3-5 IL4	£94,031.16	£112,856.16	£80,962.92
OF3-5 IL3	£92,778.48	£111,269.76	£79,710.96
OF3-5 IL2	£88,627.68	£109,674.00	£75,517.92
OF3-5 IL1	£84,519.12	£106,654.08	£71,351.28

OF2 ACCREDITED AND NON-ACCREDITED RATES OF PAY 2019-20

RANK	INCREMENT	ACCREDITED	NON-ACCREDITED
		ANNUAL	ANNUAL
OF2	OF2 IL5	£80,713.44	£66,063.24
	OF2 IL4	£79,076.16	£64,375.20
	OF2 IL3	£77,443.32	£62,677.68
	OF2 IL2	£75,801.84	£60,993.60
	OF2 IL1	£74,164.92	£59,318.64

OF1 RATES OF PAY 2019-20

RANK	INCREMENT	ANNUAL
OF1	OF1 IL1	£44,903.04

GMP AND GDP PRACTITIONER RATES OF PAY 2019-20

GENERAL MEDICAL/GENERAL DENTAL PRACTITIONER TRAINER PAY RATES 2019-20

Daily
£23.37

ASSOCIATE GENERAL MEDICAL/DENTAL PRACTITIONER TRAINER PAY RATES 2019-20

Daily
£11.69

DISTINCTION AWARDS 2019-20

Level	Amount
A+	£63,475
A	£42,318
B	£16,927

CLINICAL EXCELLENCE AWARDS 2019-20

Level	Amount
Platinum	£60,789
Gold	£43,003
Silver	£31,145
Bronze	£19,796

Appendix 44 to Annex A to REM 04.01.06A dated 24 July 2019

CONSULTANTS (OF3-OF5) - RESERVES RATES OF PAY 2019-20

CONSULTANTS				
Level	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
	Annual	Daily	Annual	Annual
OF3-5 IL32	£145,140.60	£370.92	£135,479.40	£132,142.92
OF3-5 IL31	£144,859.20	£370.15	£135,198.00	£131,861.52
OF3-5 IL30	£144,582.12	£369.39	£134,920.92	£131,584.44
OF3-5 IL29	£144,296.40	£368.61	£134,635.20	£131,298.72
OF3-5 IL28	£144,019.08	£367.85	£134,357.88	£131,021.40
OF3-5 IL27	£143,460.72	£366.32	£133,799.52	£130,463.04
OF3-5 IL26	£142,902.12	£364.79	£133,240.92	£129,904.44
OF3-5 IL25	£142,343.64	£363.26	£132,682.44	£129,345.96
OF3-5 IL24	£140,988.24	£359.55	£131,327.04	£127,990.56
OF3-5 IL23	£139,636.80	£355.85	£129,975.60	£126,639.12
OF3-5 IL22	£136,848.36	£342.37	£125,053.08	£119,518.20
OF3-5 IL21	£135,296.04	£338.66	£123,697.32	£118,162.44
OF3-5 IL20	£133,748.88	£334.96	£122,346.12	£116,811.24
OF3-5 IL19	£132,196.20	£331.25	£120,990.12	£115,455.24
OF3-5 IL18	£130,653.96	£327.56	£119,643.12	£114,108.24
OF3-5 IL17	£128,696.40	£322.88	£117,933.48	£112,398.60
OF3-5 IL16	£126,749.04	£318.22	£116,232.72	£110,697.84
OF3-5 IL15	£125,025.24	£313.90	£114,651.96	£109,192.32
OF3-5 IL14	£123,297.36	£309.56	£113,067.48	£107,683.32
OF3-5 IL13	£121,578.24	£305.25	£111,490.92	£106,181.88
OF3-5 IL12	£119,854.68	£300.92	£109,910.40	£104,676.60
OF3-5 IL11	£116,066.16	£291.41	£106,436.28	£101,367.84
OF3-5 IL10	£112,286.04	£281.91	£102,969.72	£98,066.40
OF3-5 IL9	£108,506.52	£272.42	£99,503.88	£94,765.56
OF3-5 IL8	£105,150.00	£264.00	£96,425.76	£91,834.08
OF3-5 IL7	£101,785.08	£255.55	£93,340.08	£88,895.28
OF3-5 IL6	£98,415.48	£247.09	£90,250.08	£85,952.40
OF3-5 IL5	£95,258.04	£239.16	£87,354.60	£83,194.80
OF3-5 IL4	£94,031.16	£236.08	£86,229.48	£82,123.32
OF3-5 IL3	£92,778.48	£232.94	£85,080.72	£81,029.28
OF3-5 IL2	£88,627.68	£222.52	£81,274.32	£77,404.08
OF3-5 IL1	£84,519.12	£212.20	£77,506.68	£73,815.84

ACCREDITED GMP AND GDP – RESERVES RATES OF PAY 2019–20

ACCREDITED GENERAL MEDICAL AND DENTAL PRACTITIONERS				
Level	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
	Annual	Daily	Annual	Annual
OF3-5 IL35	£135,417.96	£345.77	£126,294.60	£122,961.72
OF3-5 IL34	£135,417.96	£345.77	£126,294.60	£122,961.72
OF3-5 IL33	£135,417.96	£345.77	£126,294.60	£122,961.72
OF3-5 IL32	£135,417.96	£345.77	£126,294.60	£122,961.72
OF3-5 IL31	£134,993.88	£344.61	£125,870.52	£122,537.64
OF3-5 IL30	£134,669.76	£343.72	£125,546.40	£122,213.52
OF3-5 IL29	£134,141.88	£342.28	£125,018.52	£121,685.64
OF3-5 IL28	£133,718.28	£341.12	£124,594.92	£121,262.04
OF3-5 IL27	£133,289.76	£339.94	£124,166.40	£120,833.52
OF3-5 IL26	£132,961.08	£339.04	£123,837.72	£120,504.84
OF3-5 IL25	£132,437.52	£337.61	£123,314.16	£119,981.28
OF3-5 IL24	£132,005.04	£336.43	£122,881.68	£119,548.80
OF3-5 IL23	£131,581.08	£335.27	£122,457.72	£119,124.84
OF3-5 IL22	£131,148.60	£328.72	£120,068.04	£114,540.24
OF3-5 IL21	£130,724.40	£327.71	£119,697.60	£114,169.80
OF3-5 IL20	£130,292.04	£326.68	£119,319.96	£113,792.16
OF3-5 IL19	£128,300.04	£321.91	£117,580.20	£112,052.40
OF3-5 IL18	£127,800.00	£320.72	£117,143.52	£111,615.72
OF3-5 IL17	£127,205.28	£319.30	£116,624.16	£111,096.36
OF3-5 IL16	£126,585.84	£317.81	£116,083.08	£110,555.28
OF3-5 IL15	£125,972.28	£316.28	£115,520.40	£110,019.48
OF3-5 IL14	£125,352.96	£314.73	£114,952.44	£109,478.52
OF3-5 IL13	£124,738.92	£313.18	£114,389.40	£108,942.24
OF3-5 IL12	£124,191.00	£311.81	£113,886.96	£108,463.80
OF3-5 IL11	£121,368.48	£304.72	£111,298.56	£105,998.64
OF3-5 IL10	£120,824.76	£303.36	£110,799.96	£105,523.80
OF3-5 IL9	£120,197.76	£301.78	£110,225.04	£104,976.24
OF3-5 IL8	£119,575.56	£300.22	£109,654.44	£104,432.76
OF3-5 IL7	£118,948.68	£298.64	£109,079.64	£103,885.32
OF3-5 IL6	£116,038.44	£291.33	£106,410.84	£101,343.60
OF3-5 IL5	£114,451.92	£287.35	£104,955.84	£99,957.96
OF3-5 IL4	£112,856.16	£283.34	£103,492.44	£98,564.28
OF3-5 IL3	£111,269.76	£279.36	£102,037.80	£97,178.88
OF3-5 IL2	£109,674.00	£275.36	£100,574.52	£95,785.20
OF3-5 IL1	£106,654.08	£267.77	£97,805.16	£93,147.72

OF2 ACCREDITED RATES OF PAY

Level	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
	Annual	Daily	Annual	Annual
OF2 IL5	£80,713.44	£202.65	£74,016.72	£70,492.08
OF2 IL4	£79,076.16	£198.53	£72,515.28	£69,062.16
OF2 IL3	£77,443.32	£194.44	£71,017.92	£67,636.08
OF2 IL2	£75,801.84	£190.31	£69,512.52	£66,202.44
OF2 IL1	£74,164.92	£186.21	£68,011.56	£64,772.88

NON-ACCREDITED MODOS - RESERVES RATES OF PAY 2019–20

NON-ACCREDITED MEDICAL AND DENTAL OFFICERS				
Level	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
	Annual	Daily	Annual	Annual
OF3-5 IL19	£97,533.72	£244.53	£89,312.04	£85,182.24
OF3-5 IL18	£96,547.92	£242.17	£88,451.16	£84,321.36
OF3-5 IL17	£95,561.76	£239.81	£87,589.80	£83,460.00
OF3-5 IL16	£94,571.28	£237.44	£86,724.84	£82,595.04
OF3-5 IL15	£93,689.64	£235.22	£85,916.28	£81,825.00
OF3-5 IL14	£92,821.68	£233.05	£85,120.32	£81,066.96
OF3-5 IL13	£91,944.24	£230.84	£84,315.72	£80,300.64
OF3-5 IL12	£91,067.52	£228.64	£83,511.72	£79,534.92
OF3-5 IL11	£90,195.24	£226.45	£82,711.80	£78,773.16
OF3-5 IL10	£89,322.24	£224.26	£81,911.16	£78,010.68
OF3-5 IL9	£88,270.68	£221.62	£80,946.96	£77,092.32
OF3-5 IL8	£86,499.48	£217.17	£79,322.64	£75,545.40
OF3-5 IL7	£84,723.60	£212.72	£77,694.12	£73,994.40
OF3-5 IL6	£83,462.76	£209.55	£76,537.92	£72,893.28
OF3-5 IL5	£82,215.24	£206.42	£75,393.84	£71,803.68
OF3-5 IL4	£80,962.92	£203.27	£74,245.56	£70,710.00
OF3-5 IL3	£79,710.96	£200.13	£73,097.40	£69,616.56
OF3-5 IL2	£75,517.92	£189.60	£69,252.24	£65,954.52
OF3-5 IL1	£71,351.28	£179.14	£65,431.32	£62,315.52

OF2 NON-ACCREDITED RATES OF PAY 2019-20

Level	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
	Annual	Daily	Annual	Annual
OF2 IL5	£66,063.24	£165.87	£60,582.12	£57,697.20
OF2 IL4	£64,375.20	£161.63	£59,034.00	£56,222.88
OF2 IL3	£62,677.68	£157.36	£57,477.24	£54,740.28
OF2 IL2	£60,993.60	£153.13	£55,933.08	£53,269.56
OF2 IL1	£59,318.64	£148.93	£54,396.96	£51,806.64

OF1 NON-ACCREDITED RATES OF PAY 2019-20

Level	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
	Annual	Daily	Annual	Annual
OF1 IL1	£44,903.04	£112.74	£41,177.40	£39,216.60

LEGACY NON-CTOS SUSTAINED QUALITY PAYMENTS 2019-20

Level	Daily
3	£18.05
2	£12.03
1	£6.03

DMS MODO CADETS RATES OF PAY 2019-20

Sub-Lieutenant, Second Lieutenant, Pilot Officer and Medical Cadets	Annual ^c
After 2 Years in Rank	£20,863.80
After 1 Year in Rank	£18,825.84
On Appointment	£16,797.48

DMS CADET FORCE ADULT VOLUNTEERS SERVING IN THE CADET SERVICE^d 2019 - 20

	Annual Rates of Volunteer Allowance
Lieutenant Commander (SCC), Major (RM), Major (ACF) & Squadron Leader (ATC) On appointment	£56,652.72
Lieutenant (SCC), Captain (RM), Captain (ACF) & Flight Lieutenant Officer (ATC) On appointment	£46,076.04

^c MODO Cadets are not deployable during their studies and so their pay is zero-rated for X-Factor. However, due to a JPA technical issue an element of X-Factor is erroneously identified on JPA (and pay slips).

^d Responsibility for the setting of Volunteer Allowance rates and their payment to CFAVs in the Sea Cadet Corps (SCC) and Air Training Corps lies with the Marine Society and the Air Cadet Organisation respectively. Therefore, the rates shown above are for illustrative purposes only.

RECRUITMENT AND RETENTION PAYMENTS**RECRUITMENT & RETENTION PAYMENT (FLYING)^e (RRP(F))**

	2019	
	Full Rate	50%
	Daily	
Officers		
Officer aircrew (trained)		
Trained Army NCO Pilots and Officer Aircrew in the rank of Squadron Leader and below		
<i>Tier 1</i>	£11.61	£5.81
<i>Tier 2</i>		
Rate 1	£38.43	£19.22
Rate 2	£41.33	£20.67
Rate 3	£47.87	£23.94
Rate 4	£50.77	£25.39
Rate 5	£52.22	£26.11
Rate 6	£53.66	£26.83
Rate 7	£55.70	£27.85
Wing Commander		
On appointment	£43.18	£21.59
After 6 years	£40.46	£20.23
After 8 years	£37.76	£18.88
Group Captain		
On appointment	£33.06	£16.53
After 2 years	£31.01	£15.51
After 4 years	£28.99	£14.50
After 6 years	£25.61	£12.81
After 8 years	£22.24	£11.12
Air Commodore^f	£13.48	£6.74
RAF specialist aircrew		
Flight Lieutenants (not Branch Officers)		
On designation as specialist aircrew	£51.24	£25.62
After 1 year as specialist aircrew	£51.95	£25.98
After 2 years as specialist aircrew	£53.28	£26.64
After 3 years as specialist aircrew	£53.93	£26.97
After 4 years as specialist aircrew	£54.64	£27.32
After 5 years as specialist aircrew	£55.97	£27.99
After 6 years as specialist aircrew	£56.65	£28.33
After 7 years as specialist aircrew	£57.34	£28.67
After 8 years as specialist aircrew	£58.67	£29.34
After 9 years as specialist aircrew	£59.34	£29.67
After 10 years as specialist aircrew	£60.01	£30.01
After 11 years as specialist aircrew	£61.36	£30.68
After 12 years as specialist aircrew	£62.05	£31.03
After 13 years as specialist aircrew	£63.41	£31.71
After 14 years as specialist aircrew	£64.07	£32.04
After 15 years as Specialist Aircrew	£64.73	£32.37
After 16 years as specialist aircrew	£66.77	£33.39
Branch Officers		
On designation as specialist aircrew	£41.83	£20.92
After 5 years as specialist aircrew	£46.54	£23.27

^e 'Flying Pay' is not available to personnel on the Professional Aviator Pay Spine.

^f Including equivalent ranks in the other Services. However, Pilots in the Army and RM who are not qualified as aircraft commanders do not receive the Officer rate of Flying Pay but receive the Army pilot rate of Flying Pay.

Ground Branch Officer aircrew (trained) and aircrew under transitional arrangement in the rank of Squadron Leader and below		
RM and Army pilot qualified as aircraft commanders		
Initial rate	£15.49	£7.75
Middle rate ^g	£26.30	£13.15
Top rate	£41.83	£20.92
Enhanced rate ^h	£49.24	£24.62
Enhanced rate ⁱ	£46.54	£23.27
Non-commission aircrew (trained) RN/RM, Army and RAF aircrewmen		
Initial rate	£8.09	£4.05
Middle rate ^j	£16.87	£8.44
Top rate ^k	£22.24	£11.12

RECRUITMENT & RETENTION PAYMENT (FLYING CREW) (RRP(FC))

	2019
	Full Rate
	Daily
Lower Rate	£5.25
Higher Rate	£8.51

RECRUITMENT & RETENTION PAYMENT (DIVING) (RRP(D))

	2019	
	Full Rate	50%
	Daily	
1 RN Diver (Able Rate) prior to Category 3 qualification Ship's Diver - all ranks and ratings	£4.57	£2.29
2 RN Search and Rescue Diver - all ratings, Ship Divers' Supervisors and Army Compressed Air Diver - all ranks	£9.21	£4.61
3 RN Diver (Able Rate) when qualified to Category 3 standards and Army Diver Class 1 - all ranks	£12.47	£6.24
3a Supplement for Explosive Ordnance (EOD) Operators. In receipt of RRP(D) Level 3 and completed EOD course 0804	£8.18	£4.09
4 RN Diver (Leading Rate) when qualified to Category 4 standards, Army Diving Supervisor and Instructor - all ranks and RN Mine Countermeasures and Diving Officer ^l	£21.61	£10.81
4a Supplement for Explosive Ordnance (EOD) Operators. In receipt of RRP(D) Level 4 and completed EOD course 0804	£8.18	£4.09
5 RN Divers (Petty Officer and above) when qualified to Category 5 standards		
On appointment	£30.81	£15.41
After 3 years	£33.44	£16.72
After 5 years	£35.39	£17.70
5a Supplement for Explosive Ordnance (EOD) Operators. In receipt of RRP(D) Level 5 and qualified beyond CMD level	£12.00	£6.00
5b Qualified only in CMD skills	£5.33	£2.67

^g After 4 years on the preceding rate.

^h Payable only to pilots who have received the top rate of RRP(Flying) for 4 years.

ⁱ Payable only to Weapon Systems Officers and Observers in the ranks of Squadron Leader and below who have received the top rate of Flying Pay for 4 years.

^j After 9 years' total service, subject to a minimum of 3 years' aircrew service.

^k After 18 years' reckonable service, subject to a minimum of 9 years' service in receipt of RRP(Flying).

^l To be paid Category 5 Diving Pay when in post requiring immediate control of diving operations.

RECRUITMENT & RETENTION PAYMENT (SUBMARINE) (RRP(SM))

	2019	
	Full Rate	50%
	Daily	
Level 1 - payable on qualification	£13.48	£6.74
Level 2 - payable after 5 years on Level 1	£17.52	£8.76
Level 3 - payable after 5 years on Level 2	£20.90	£10.45
Level 4 - payable after 5 years on Level 3	£23.62	£11.81
Level 5 - payable to Officers qualifying Advanced Warfare Course or in Charge Qualified positions	£29.67	£14.84
Submarine Supplements		
Harbour Rate	£5.40	
Sea Rate	£16.20	
RRP(SM) Engineer Officers' Supplement		
Level 1: pre-charge assignments in submarines ^m	£10.80	
Level 2: charge assignments in submarines	£21.60	

RECRUITMENT & RETENTION PAYMENT (WEAPON ENGINEER SUBMARINE) (RRP(WESM))

	2019	
	Full Rate	50%
	Daily	
Category 1 - OR4	£3.18	£1.59
Category 2 - OR6	£12.71	£6.36
Category 3 - OR7-9	£21.18	£10.59

RECRUITMENT & RETENTION PAYMENT (NUCLEAR PROPULSION) (RRP(NP))

	2019	
	Full Rate	50%
	Daily	
ORs Category C	£3.24	£1.62
ORs Category B	£6.48	£3.24
ORs Category B2	£12.96	£6.48
ORs Category A2	£43.20	£21.60
Category A1 Watchkeeper - MESM Officer - Charge and post Charge	£21.39	£10.70
Category A1 Watchkeeper - MESM Officer - Pre Charge	£12.83	£6.42

^m MESM Officers were ineligible for Level 1 April 2016.

RECRUITMENT & RETENTION PAYMENT (HYDROGRAPHIC) (RRP(H))

	2019	
	Full Rate	50%
	Daily	
On attaining Charge qualification (H Ch)	£16.00	£8.00
Surveyor 1 st Class (H1)	£13.50	£6.75
On promotion to Chief Petty Officer or attainment of NVQ4 whichever is sooner	£10.81	£5.41
Surveyor 2 nd Class (H2), on promotion to Petty Officer or attainment of NVQ3 whichever is sooner	£6.50	£3.25
On promotion to Leading Hand	£5.00	£2.50
On completion of Initial Hydrographic Training	£2.50	£1.25

RECRUITMENT & RETENTION PAYMENT (MOUNTAIN LEADERS) (RRP(ML))

	2019	
	Full Rate	50%
	Daily	
Initial	£15.31	£7.66
Enhanced	£20.81	£10.41

RECRUITMENT & RETENTION PAYMENT (PARACHUTE JUMP INSTRUCTOR) (RRP(PJI))

	2019	
	Full Rate	50%
	Daily	
Less than 8 years' experience	£7.95	£3.98
8 or more years' experience	£11.64	£5.82
Joint Air Delivery Test & Evaluation Unit Supplement	£3.68	

RECRUITMENT & RETENTION PAYMENT (PARACHUTE) (RRP(PARA))

	2019	
	Full Rate	50%
	Daily	
Basic Rate	£5.75	£2.88
High Altitude Rate	£10.84	

RECRUITMENT & RETENTION PAYMENT (EXPLOSIVE ORDNANCE DISPOSAL OPERATORS) (RRP(EOD))

	2019
	Full Rate
	Daily
2 Defence EOD Operators	£18.23
2a Advanced EOD Operators	£24.27
3 Advanced Manual Techniques Operators	£31.01

RECRUITMENT & RETENTION PAYMENT (NURSING) (RRP(N))

	2019	
	Full Rate	50%
	Daily	
Specialist nurses who acquire the specified academic qualification of specialist practice (Defence Nursing Operational Competency Framework (DNOCF) Level 3	£11.47	£5.74

RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES) (RRP(SF))

	2019	
	Full Rate	50%
	Daily	
Officers		
Level 1 – On Appointment	£42.59	£21.30
Level 2 – After 3 years	£49.80	£24.90
Level 3 – After 6 years	£54.39	£27.20
Level 4 – After 9 years	£59.28	£29.64
Other Ranks		
Level 1 – On Appointment	£20.98	£10.49
Level 2 – After 3 years	£29.48	£14.74
Level 3 – After 6 years	£34.09	£17.05
Level 4 - After 9 years	£40.65	£20.33
Level 5 - After 12 years	£44.57	£22.29
Level 6 - After 15 years	£49.80	£24.90
Level 7 - After 18 years	£54.39	£27.20
Level 8 - After 21 years	£59.28	£29.64
Level 9 - After 24 years	£63.43	£31.72
Level 10 - After 27 years	£66.60	£33.30

RECRUITMENT & RETENTION PAYMENT (SPECIAL RECONNAISSANCE) (RRP(SR))

	2019	
	Full Rate	50%
	Daily	
Officers		
Level 1 – On Badging	£42.59	£21.30
Level 2 – After 3 years	£49.80	£24.90
Level 3 – After 6 years	£54.39	£27.20
Level 4 – After 9 years	£59.28	£29.64
Other Ranks		
Level 1 – On Badging	£20.98	£10.49
Level 2 – After 2 years	£29.48	£14.74
Level 3 – After 6 years	£34.09	£17.05
Level 4 – After 9 years	£40.65	£20.33
Level 5 – After 12 years	£44.57	£22.29
Level 6 – After 15 years	£49.80	£24.90
Level 7 – After 18 years	£54.39	£27.20
Level 8 - After 21 years	£59.28	£29.64
Level 9 - After 24 years	£63.43	£31.72
Level 10 - After 27 years	£66.60	£33.30

RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES COMMUNICATIONS) (RRP(SFC))

	2019	
	Full Rate	50%
	Daily	
Level 1	£19.56	£9.78
Level 2	£22.93	£11.47

RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES SWIMMER DELIVERY VEHICLE) (RRP(SF SDV))

	2019
	Full Rate
	Daily
Level 1	£12.83

RECRUITMENT & RETENTION PAYMENT (SPECIAL COMMUNICATIONS) (RRP(SC))

	2019
	Full Rate
	Daily
Level 1	£12.83

RECRUITMENT & RETENTION PAYMENT (SPECIAL INTELLIGENCE) (RRP(SI))

	2019
	Full Rate
	Daily
HUMINT Operator Class 1 – Level 1	£22.93
HUMINT Operator Class 1 with more than 3 years Class 1 experience – Level 2	£34.41

**TRAINING BOUNTIES FOR TRAINING UNDERTAKEN IN TRAINING YEAR
AND CALL OUT GRATUITY 2019-20**

	1 st Year	2 nd Year	3 rd & 4 th Year	5 th & subsequent years
NAVY				
RNR/RMR List 1a – General (Higher)	£470.00	£1039.00	£1606.00	£1862.00
RNR/RMR List 1b – General (Lower)	£336.00	£737.00	£1139.00	£1320.00
University Royal Naval Reserve Units (Rates payable from 1 October 2000)	£161.00	£189.00	£227.00	
University Royal Naval Reserve Units (Rates payable to personnel who joined their units prior to 1 April 1998)	£307.00	£572.00	£864.00	
ARMY				
Group A – Higher training obligations for officers and soldiers	£470.00	£1039.00	£1606.00	£1862.00
Group A – Lower training obligation for officers and soldiers*	N/A	£572.00	£889.00	£1039.00
Group B – Officers, Officer Cadets and soldiers in the OTC	£161.00	£189.00	£227.00	
Ex-Regular Officers and Other Ranks Training Bounty	£419.00			
RAF				
Full Training Bounty – Reserve and Auxiliary Forces – General	£470.00	£1039.00	£1606.00	£1862.00
Lower Annual Training Commitment Bounty	N/A	£572.00	£889.00	£1039.00
University Air Squadrons – Rates payable from 1 October 2000	£161.00	£189.00	£227.00	
University Air Squadrons – Rates payable to personnel who joined their units prior to 1 April 1998	£189.00	£255.00	£355.00	
DTUS Students Training Bounty	£161.00	£189.00	£227.00	
Reduced Annual Training Commitment Bounty (Applies to Specialist Reserve posts)	Payable to personnel allocated to specified LUE posts in HQs and other units is based on the <u>Full</u> Training Bounty, with the actual rate varying between 50% and 100% of that rate in direct proportion to the training commitment.			
Sponsored Reservist (SR) Bounty	Based on the <u>Full</u> Training Bounty, with the actual rate varying between 50% and 100% of that rate in direct proportion to the training commitment.			
All Services				
Higher Readiness Reserve Bounty	£470.00			
Call-Out Gratuity	£565.00			

NOTES:

Excludes Reservists undertaking periods of service under FTRS, ADC and Ad Hoc Duties.

The HRR Bounty is paid on the anniversary of joining the HRR.

Sponsored Reserves – Individuals who fulfil the required training obligations are entitled to receive half of the appropriate rate of full annual Operational Training Supplement (OTS), plus a further proportion of the OTS calculated based on the Volunteer Reserves Bounty rates and the number of Man Training Days (MTDs).

Where 5th and subsequent years bounty is not shown personnel should receive the 3rd and 4th year payment.

ARMY ONLY

Full-time and Part-time reservists are not eligible for Training Bounties by virtue of the nature of their duties.

* Officers and Soldiers who are allowed to complete the lower training obligation under the terms of Army Reserve Regulations para 2.036.

Excludes Non Regular Permanent Staff Officers and Soldiers.