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**REGULAR AND FULL TIME RESERVE SERVICE (FTRS) (FC) OFFICERS<sup>a</sup> AND NURSING OFFICERS<sup>b</sup> RATES 2020-21**

**SSRB COHORT**

**CDS<sup>c</sup>**

Level	Annual Rate
4	£281,844.24
3	£276,317.88
2	£270,899.52
1	£265,588.20

**OF7 – OF9**

Level	2–Star Annual Rate (OF7)	3–Star Annual Rate (OF8)	4–Star Annual Rate (OF9)
6	£133,083.36	£170,367.24	£206,543.16
5	£130,529.28	£165,485.16	£202,493.40
4	£128,024.16	£160,746.12	£198,522.72
3	£125,568.24	£154,671.00	£193,681.20
2	£123,160.08	£147,437.64	£188,956.44
1	£120,800.04 <sup>d</sup>	£140,549.52	£184,348.08

<sup>a</sup> See [JSP 754](#) for full eligibility regarding access to and progression through the Officers' pay spine.

<sup>b</sup> See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Officers' pay spine.

<sup>c</sup> Exceptionally, the former CDS, AM Peach, will continue to be paid from the CDS incremental Pay Structure during his appointment as Chairman of the NATO Military Committee.

<sup>d</sup> In order to ensure the required minimum 10 per cent increase all those on increment OF7-1 will instead be paid a Specially Determined Rate of Pay of £121,840.80.

## AFPRB COHORT

### OF1 – OF6

RANK	REGULAR OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
<b>OF6</b>	OF6-5	£113,793.84	
	OF6-4	£112,687.56	
	OF6-3	£111,581.16	
	OF6-2	£110,474.76	
	OF6-1 (YR 2)	£109,368.36	
	OF6-1 (YR 1)	£109,368.36	
<b>OF5</b>	OF5-7	£100,887.84	£103,052.40
	OF5-6	£99,369.48	£101,490.00
	OF5-5	£97,850.76	£99,927.72
	OF5-4	£96,332.28	£98,365.44
	OF5-3	£94,813.56	£96,803.04
	OF5-2	£93,294.84	£95,240.64
	OF5-1 (YR 2)	£91,776.36	£93,678.48
	OF5-1 (YR 1)	£91,776.36	£93,678.48
<b>OF4</b>	OF4-7	£87,716.40	£90,160.80
	OF4-6	£85,722.84	£88,107.72
	OF4-5	£83,728.68	£86,054.40
	OF4-4	£81,735.12	£84,000.96
	OF4-3	£79,741.44	£81,947.88
	OF4-2	£77,753.40	£79,900.56
	OF4-1 (YR 2)	£75,753.60	£77,841.36
	OF4-1 (YR 1)	£75,753.60	£77,841.36
<b>OF3 ADDITIONAL INCREMENTS</b> RAF's Enhanced Officer Pay Spine – selected Engineering Specialists only <sup>e</sup>	OF3-12	£71,370.24	
	OF3-11	£69,970.80	
	OF3-10	£68,598.84	
	OF3-9	£67,253.76	
	OF3-8	£65,935.08	
<b>OF3</b>	OF3-7	£64,642.32	£68,729.64
	OF3-6	£62,864.64	£66,696.48
	OF3-5	£61,086.84	£64,662.96
	OF3-4	£59,309.04	£62,629.80
	OF3-3	£57,531.00	£60,596.16
	OF3-2	£55,752.84	£58,563.12
	OF3-1 (YR 2)	£53,975.16	£56,529.60
	OF3-1 (YR 1)	£53,975.16	£56,529.60
<b>OF2</b>	OF2-7	£50,957.40	£53,661.12
	OF2-6	£49,606.32	£52,067.28
	OF2-5	£48,255.12	£50,472.96
	OF2-4	£46,903.56	£48,879.00
	OF2-3	£45,552.24	£47,284.80
	OF2-2	£44,201.04	£45,691.08
	OF2-1 (YR 2)	£42,849.72	£44,096.76
	OF2-1 (YR 1)	£42,849.72	£44,096.76
<b>OF1</b>	OF1-5	£36,958.44	£38,266.08
	OF1-4	£35,783.88	£37,051.44
	OF1-3	£34,610.28	£35,835.72
	OF1-2	£33,436.44	£34,620.24
	OF1-1	£27,818.28	£28,801.92

<sup>e</sup> Arising from work undertaken as part of the Defence Engineering Remuneration Review (DERR) – eligibility criteria for access to these additional increments will be published in [JSP 754](#) and selection of eligible officers will be administered by the relevant RAF manning authority. Initially implemented on a case-by-case basis through the application of SDRPs until JPA can be reprogrammed.

**REGULAR AND FTRS (FC) VETERINARY OFFICERS<sup>f</sup> RATES 2020-21**

RANK	REGULAR OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£83,741.64
	VETS-OF4-4	£82,473.36
	VETS-OF4-3	£81,209.64
	VETS-OF4-2	£79,937.28
	VETS-OF4-1	£78,678.48
OF2 / OF3	VETS-OF2/3-22	£76,378.56
	VETS-OF2/3-21	£74,800.44
	VETS-OF2/3-20	£73,217.52
	VETS-OF2/3-19	£71,639.16
	VETS-OF2/3-18	£70,065.60
	VETS-OF2/3-17	£68,483.16
	VETS-OF2/3-16	£66,909.60
	VETS-OF2/3-15	£65,322.72
	VETS-OF2/3-14	£63,758.04
	VETS-OF2/3-13	£62,388.36
	VETS-OF2/3-12	£61,036.80
	VETS-OF2/3-11	£59,519.04
	VETS-OF2/3-10	£57,996.36
	VETS-OF2/3-9	£56,478.60
	VETS-OF2/3-8	£54,969.84
	VETS-OF2/3-7	£53,451.84
	VETS-OF2/3-6	£51,934.20
	VETS-OF2/3-5	£50,420.40
	VETS-OF2/3-4	£48,903.00
	VETS-OF2/3-3	£47,389.32
	VETS-OF2/3-2	£45,871.56
	VETS-OF2/3-1	£42,849.72

<sup>f</sup> See [JSP 754](#), Chapter 4, Section 2 for full eligibility regarding access to and progression through the Veterinary Officers' pay spine.

**REGULAR AND FTRS (FC) CHAPLAIN OFFICERS<sup>9</sup> RATES 2020-21**

RANK	REGULAR OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
OF7	OF7-C-5	£109,708.68
	OF7-C-4	£108,579.12
	OF7-C-3	£107,463.84
	OF7-C-2	£106,344.12
	OF7-C-1	£105,223.92
DCG	DCG-5	£96,958.08
	DCG-4	£95,801.52
	DCG-3	£94,644.72
	DCG-2	£93,492.24
	DCG-1	£92,340.12
CLASS 1	C1-6	£91,187.76
	C1-5	£90,035.28
	C1-4	£88,878.36
	C1-3	£87,725.64
	C1-2	£86,106.48
	C1-1	£84,486.72
CLASS 2 - 4	C2/4-20	£78,215.52
	C2/4-19	£76,707.00
	C2/4-18	£75,165.72
	C2/4-17	£73,620.00
	C2/4-16	£72,084.00
	C2/4-15	£70,542.72
	C2/4-14	£69,006.00
	C2/4-13	£67,465.32
	C2/4-12	£65,928.36
	C2/4-11	£64,387.56
	C2/4-10	£62,850.84
	C2/4-9	£61,314.60
	C2/4-8	£59,768.88
	C2/4-7	£58,237.08
	C2/4-6	£56,696.16
	C2/4-5	£55,159.68
	C2/4-4	£53,613.84
	C2/4-3	£52,082.28
	C2/4-2	£50,531.64
	C2/4-1	£48,999.72

<sup>9</sup> See [JSP 754](#), Chapter 4, Section 4 for full eligibility regarding access to and progression through the Chaplain Officers' pay spine.

**REGULAR AND FTRS (FC) OFFICERS COMMISSIONED FROM THE RANKS (OCFRs) AND  
SPECIAL FORCES OFFICERS COMMISSIONED FROM THE RANKS (SF OCFRs)<sup>h</sup>  
RATES 2020-21**

RANK	REGULAR OFFICERS PAY RATES		
	INCREMENT	OCFR	SF OCFR
OF3	OF3-SF-OCFR-9		£75,651.72
	OF3-SF-OCFR-8		£74,892.84
	OF3-SF-OCFR-7		£74,133.72
	OF3-SF-OCFR-6		£73,379.52
	OF3-SF-OCFR-5		£72,625.20
	OF3-SF-OCFR-4		£72,074.52
	OF3-SF-OCFR-3		£71,107.20
	OF3-SF-OCFR-2		£70,352.64
	OF3-SF-OCFR-1		£69,598.44
OF1 / OF2	OF1/2-OCFR-15 / OF1/2-SF-OCFR-15	£57,274.32	£70,302.24
	OF1/2-OCFR-14 / OF1/2-SF-OCFR-14	£56,899.68	£69,894.60
	OF1/2-OCFR-13 / OF1/2-SF-OCFR-13	£56,506.08	£69,492.24
	OF1/2-OCFR-12 / OF1/2-SF-OCFR-12	£55,742.76	£68,474.16
	OF1/2-OCFR-11 / OF1/2-SF-OCFR-11	£54,983.64	£67,451.40
	OF1/2-OCFR-10 / OF1/2-SF-OCFR-10	£54,215.76	£66,428.52
	OF1/2-OCFR-9 / OF1/2-SF-OCFR-9	£53,451.84	£65,415.00
	OF1/2-OCFR-8 / OF1/2-SF-OCFR-8	£52,688.28	£64,387.68
	OF1/2-OCFR-7 / OF1/2-SF-OCFR-7	£51,735.24	£63,364.92
	OF1/2-OCFR-6 / OF1/2-SF-OCFR-6	£51,147.24	£62,564.04
	OF1/2-OCFR-5 / OF1/2-SF-OCFR-5	£50,549.88	£61,800.24
	OF1/2-OCFR-4 / OF1/2-SF-OCFR-4	£49,370.40	£61,027.80
	OF1/2-OCFR-3 / OF1/2-SF-OCFR-3	£48,782.40	£60,250.92
	OF1/2-OCFR-2 / OF1/2-SF-OCFR-2	£48,180.96	£59,478.00
	OF1/2-OCFR-1 / OF1/2-SF-OCFR-1	£47,005.20	£58,704.72

<sup>h</sup> See [JSP 754](#), Chapter 4, Section 3 for full eligibility regarding access to and progression through the two OCFRs' pay spines.

**REGULAR PROFESSIONAL AVIATORS' SPINE<sup>i</sup> (PAS) RATES 2020-21**

RANK	REGULAR PAY RATES	
	INCREMENT	PAS
VARIOUS	PAS-35	£87,725.52
	PAS-34	£86,522.76
	PAS-33	£85,314.72
	PAS-32	£84,111.72
	PAS-31	£82,912.80
	PAS-30	£81,700.56
	PAS-29	£80,506.32
	PAS-28	£79,298.64
	PAS-27	£78,086.16
	PAS-26	£76,892.16
	PAS-25	£75,679.80
	PAS-24	£74,481.00
	PAS-23	£73,365.36
	PAS-22	£71,968.44
	PAS-21	£70,630.44
	PAS-20	£69,283.68
	PAS-19	£67,950.84
	PAS-18	£66,613.44
	PAS-17	£65,276.16
	PAS-16	£63,939.12
	PAS-15	£62,601.36
	PAS-14	£61,264.08
	PAS-13	£59,917.20
	PAS-12	£58,584.48
	PAS-11	£57,246.72
	PAS-10	£56,478.60
	PAS-9	£55,599.36
	PAS-8	£54,711.00
	PAS-7	£53,831.04
	PAS-6	£52,947.48
	PAS-5	£52,058.76
	PAS-4	£51,175.08
	PAS-3	£50,291.04
	PAS-2	£49,402.44
	PAS-1	£48,513.84

<sup>i</sup> See [JSP 754](#), Chapter 4, Sections 6 and 7 for full eligibility regarding access to and progression through the Professional Aviators' pay spine.



**REGULAR AND FTRS (FC) OTHER RANKS<sup>i</sup> RATES 2020-21**

RANK	REGULAR OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-5	£52,836.60	£52,836.60	£52,836.60	£54,261.72
	OR9-4	£52,301.40	£52,301.40	£52,301.40	£53,779.20
	OR9-3	£51,717.36	£51,717.36	£51,717.36	£53,266.92
	OR9-2	£51,132.84	£51,132.84	£51,132.84	£52,761.24
	OR9-1 (YR2)	£50,839.20	£50,839.20	£50,839.20	£52,313.52
	OR9-1 (YR1)	£50,839.20	£50,839.20	£50,839.20	£52,313.52
OR7/ OR8	OR7-10/OR8-5	£47,292.96	£48,792.48	£49,840.92	£51,274.92
	OR7-9/ OR8-4	£46,500.12	£48,165.60	£49,545.12	£50,979.24
	OR7-8/ OR8-3	£45,724.80	£47,520.12	£49,230.60	£50,664.24
	OR7-7/ OR8-2	£44,835.84	£46,870.32	£48,879.96	£50,289.00
	OR7-6 (YR2)/OR8-1 (YR2)	£43,895.64	£45,930.12	£48,190.80	£49,762.32
	OR7-6 (YR1)/OR8-1 (YR1)	£43,895.64	£45,930.12	£48,190.80	£49,762.32
	OR7-5	£42,953.16	£44,748.60	£46,866.12	£48,407.28
	OR7-4	£42,288.12	£44,084.52	£45,943.32	£47,658.96
	OR7-3	£41,652.36	£43,449.00	£45,141.72	£46,857.12
	OR7-2	£40,994.16	£42,789.36	£44,361.00	£46,077.60
	OR7-1 (YR 2)	£40,358.40	£42,056.40	£43,581.24	£45,340.44
	OR7-1 (YR 1)	£40,358.40	£42,056.40	£43,581.24	£45,340.44
OR6	OR6-5	£39,555.84	£41,220.96	£42,666.12	£44,365.20
	OR6-4	£38,609.04	£40,200.12	£41,601.00	£43,227.00
	OR6-3	£37,671.60	£39,070.68	£40,587.60	£42,131.64
	OR6-2	£36,746.64	£38,043.12	£39,614.52	£41,048.76
	OR6-1 (YR 2)	£35,853.72	£37,061.28	£38,627.52	£39,896.40
	OR6-1 (YR 1)	£35,853.72	£37,061.28	£38,627.52	£39,896.40
OR4	OR4-5	£34,138.80	£35,285.40	£36,775.08	£37,875.00
	OR4-4	£33,659.52	£34,807.08	£36,119.88	£37,132.32
	OR4-3	£33,206.28	£34,337.52	£35,375.16	£36,262.92
	OR4-2	£32,721.48	£33,668.28	£34,596.96	£35,432.16
	OR4-1 (YR 2)	£31,869.60	£32,796.72	£33,699.00	£34,535.52
	OR4-1 (YR 1)	£31,869.60	£32,796.72	£33,699.00	£34,535.52
OR2/ OR3	OR2-9/OR3-3	£29,921.28	£30,748.20	£31,396.68	£32,009.40
	OR2-8/OR3-2	£28,592.40	£29,342.40	£29,915.64	£30,445.20
	OR2-7/OR3-1	£27,326.52	£27,960.96	£28,506.96	£29,003.64
	OR2-6	£26,137.32	£26,655.96	£27,201.96	£27,549.36
	OR2-5	£24,980.64	£25,339.80	£25,790.04	£26,124.12
	OR2-4	£23,825.28	£24,091.56	£24,450.72	£24,785.04
	OR2-3	£22,640.52	£22,907.76	£23,185.44	£23,185.44
	OR2-2 (YR 2)	£21,230.28	£21,230.28	£21,230.28	£21,230.28
	OR2-2 (YR 1)	£21,230.28	£21,230.28	£21,230.28	£21,230.28
New Entrants	OR2-1	£20,400.00	£20,400.00	£20,400.00	£20,400.00
	NERP	£15,985.20			

<sup>i</sup> See [JSP 754](#) for full eligibility regarding access to and progression through the Other Ranks' pay spine.

**REGULAR AND FTRS (FC) NURSES<sup>k</sup> AND CLEARANCE DIVERS OTHER RANKS<sup>l</sup>**  
**RATES 2020-21**

RANK	REGULAR OTHER RANKS PAY RATES		
	INCREMENT	NURSES	CLEARANCE DIVERS
OR9	OR9-5	£54,949.92	£70,901.40
	OR9-4	£54,370.92	£70,247.16
	OR9-3	£53,791.80	£69,592.56
	OR9-2	£53,212.56	£68,938.20
	OR9-1 (YR 2)	£52,633.08	£68,283.36
	OR9-1 (YR 1)	£52,633.08	£68,283.36
OR7/ OR8	OR7-10 / OR8-5	£51,601.08	£66,944.76
	OR7-9 / OR8-4	£50,856.96	£66,360.72
	OR7-8 / OR8-3	£50,112.24	£65,776.56
	OR7-7 / OR8-2	£49,367.52	£65,192.04
	OR7-6 (YR 2)/ OR8-1 (YR 2)	£48,623.28	£64,608.12
	OR7-6 (YR 1)/ OR8-1 (YR 1)	£48,623.28	£64,608.12
	OR7-5	£47,669.88	£63,341.04
	OR7-4	£46,917.84	£62,769.60
	OR7-3	£46,166.40	£62,197.68
	OR7-2	£45,414.72	£61,626.12
	OR7-1 (YR 2)	£44,662.80	£61,054.20
	OR7-1 (YR 1)	£44,662.80	£61,054.20
OR6	OR6-5	£43,744.44	£59,799.12
	OR6-4	£42,908.64	£58,182.84
	OR6-3	£42,073.20	£56,567.28
	OR6-2	£41,237.64	£54,951.84
	OR6-1 (YR 2)	£40,402.32	£53,336.40
	OR6-1 (YR 1)	£40,402.32	£53,336.40
OR4	OR4-5	£38,441.52	
	OR4-4	£37,416.36	
	OR4-3	£36,390.96	
	OR4-2	£35,365.20	
	OR4-1 (YR 2)	£34,340.16	
	OR4-1 (YR 1)	£34,340.16	
OR2/ OR3	OR2-9 / OR3-3	£32,705.16	
	OR2-8 / OR3-2	£31,074.12	
	OR2-7 / OR3-1	£29,443.08	
	OR2-6	£27,812.52	
	OR2-5	£26,181.60	
	OR2-4	£24,550.80	
	OR2-3	£22,920.00	
	OR2-2 (YR 2)	£21,289.20	
	OR2-2 (YR 1)	£21,289.20	
	OR2-1	£20,400.00	
New Entrants	NERP	£15,985.20	

<sup>k</sup> See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Other Ranks' pay spine.

<sup>l</sup> See [JSP 754](#), Chapter 4, Section 11 for full eligibility regarding access to and progression through the RN Clearance Divers' pay spine.

**REGULAR & FTRS (FC) SPECIAL FORCES (SF) OTHER RANKS<sup>m</sup> RATES 2020-21**

RANK	REGULAR OTHER RANKS PAY RATES	
	INCREMENT	SF
OR9	OR9-6	£66,183.24
	OR9-5	£65,534.04
	OR9-4	£64,884.48
	OR9-3	£64,235.28
	OR9-2	£63,585.84
	OR9-1	£62,936.76
OR8	OR8-6	£61,702.44
	OR8-5	£60,992.52
	OR8-4	£60,282.72
	OR8-3	£59,572.80
	OR8-2	£58,863.00
	OR8-1	£58,153.08
OR7	OR7-6	£57,012.84
	OR7-5	£56,303.04
	OR7-4	£55,593.36
	OR7-3	£54,883.56
	OR7-2	£54,173.52
	OR7-1	£53,463.84
OR6	OR6-6	£52,415.40
	OR6-5	£51,874.44
	OR6-4	£51,333.60
	OR6-3	£50,792.52
	OR6-2	£50,251.44
	OR6-1	£49,710.48
OR4	OR4-6	£47,343.12
	OR4-5	£46,633.56
	OR4-4	£45,923.28
	OR4-3	£45,213.72
	OR4-2	£44,503.92
	OR4-1	£43,793.64
OR2/OR3	OR3-3	£42,770.52
	OR2-9/OR3-2	£42,131.52
	OR2-8/OR3-1	£41,492.52
	OR2-7	£40,853.52
	OR2-6	£40,214.04
	OR2-5	£39,575.04
	OR2-4	£38,936.04
	OR2-3	£38,296.80
	OR2-2	£37,657.44
	OR2-1	£37,018.56

<sup>m</sup> See [JSP 754](#), Chapter 4, Section 5 for full eligibility regarding access to and progression through the Special Forces Other Ranks' pay spine.

**MILITARY PROVOST GUARD SERVICE<sup>n</sup> (MPGS) OTHER RANKS RATES 2020-21**

RANK		REGULAR OTHER RANKS PAY RATES	
		INCREMENT	MPGS
OR9		OR9-5	£45,723.60
		OR9-4	£44,961.24
		OR9-3	£44,197.56
		OR9-2	£43,434.36
		OR9-1 (YR 2)	£42,670.08
		OR9-1 (YR 1)	£42,670.08
OR8		OR8-5	£41,832.72
		OR8-4	£41,136.84
		OR8-3	£40,450.80
		OR8-2	£39,663.84
		OR8-1 (YR 2)	£38,831.40
		OR8-1 (YR 1)	£38,831.40
OR7		OR7-5	£38,007.36
		OR7-4	£37,419.96
		OR7-3	£36,857.88
		OR7-2	£36,274.44
		OR7-1 (YR 2)	£35,711.04
		OR7-1 (YR 1)	£35,711.04
OR6		OR6-5	£35,001.36
		OR6-4	£34,163.04
		OR6-3	£33,334.80
		OR6-2	£32,516.28
		OR6-1 (YR 2)	£31,717.56
		OR6-1 (YR 1)	£31,717.56
OR4		OR4-5	£30,204.84
		OR4-4	£29,774.52
		OR4-3	£29,374.08
		OR4-2	£28,951.20
		OR4-1 (YR 2)	£28,193.64
		OR4-1 (YR 1)	£28,193.64
OR2	OR3	OR3-3	£26,822.04
		OR2-8 / OR3-2	£25,586.88
		OR2-7 / OR3-1	£24,253.44
		OR2-6	£23,087.64
		OR2-5	£22,040.88
		OR2-4	£21,081.96
		OR2-3	£20,029.08
		OR2-2 (YR 2)	£18,840.96
		OR2-2 (YR 1)	£18,840.96
		OR2-1	£18,151.44
New Entrants		NERP	£14,658.84

<sup>n</sup> See [JSP 754](#), Chapter 4, Section 9 for full eligibility regarding access to the Military Provost Guard Service's pay spine.

**FTRS (LC) OFFICERS<sup>o</sup> AND NURSING OFFICERS<sup>p</sup> RATES 2020-21**

RANK	FTRS (LC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF7	OF7-6	£131,467.08	
	OF7-5	£128,913.00	
	OF7-4	£126,407.88	
	OF7-3	£123,951.96	
	OF7-2	£121,543.80	
	OF7-1 <sup>q</sup>	£119,183.76	
OF6	OF6-5	£109,400.52	
	OF6-4	£108,294.24	
	OF6-3	£107,187.84	
	OF6-2	£106,081.44	
	OF6-1 (YR 2)	£104,975.04	
	OF6-1 (YR 1)	£104,975.04	
OF5	OF5-7	£94,878.12	£96,874.80
	OF5-6	£93,359.76	£95,312.40
	OF5-5	£91,841.04	£93,750.12
	OF5-4	£90,322.56	£92,187.84
	OF5-3	£88,803.84	£90,625.44
	OF5-2	£87,285.12	£89,063.04
	OF5-1 (YR 2)	£85,766.64	£87,500.88
	OF5-1 (YR 1)	£85,766.64	£87,500.88
OF4	OF4-7	£78,929.64	£81,128.76
	OF4-6	£77,188.56	£79,335.72
	OF4-5	£75,446.88	£77,542.44
	OF4-4	£73,705.80	£75,749.04
	OF4-3	£73,125.36	£75,148.68
	OF4-2	£71,302.32	£73,271.28
	OF4-1 (YR 2)	£69,468.36	£71,382.96
	OF4-1 (YR 1)	£69,468.36	£71,382.96
OF3	OF3-7	£59,278.92	£63,027.24
	OF3-6	£57,648.84	£61,162.68
	OF3-5	£56,018.52	£59,297.88
	OF3-4	£54,388.20	£57,433.44
	OF3-3	£52,757.76	£55,568.52
	OF3-2	£51,127.08	£53,704.20
	OF3-1 (YR 2)	£49,496.88	£51,839.40
	OF3-1 (YR 1)	£49,496.88	£51,839.40
OF2	OF2-7	£46,729.44	£49,208.88
	OF2-6	£45,490.56	£47,747.28
	OF2-5	£44,251.44	£46,285.20
	OF2-4	£43,011.96	£44,823.48
	OF2-3	£41,772.84	£43,361.64
	OF2-2	£40,533.72	£41,900.16
	OF2-1 (YR 2)	£39,294.48	£40,438.08
	OF2-1 (YR 1)	£39,294.48	£40,438.08
OF1	OF1-5	£33,891.96	£35,091.12
	OF1-4	£32,814.96	£33,977.28
	OF1-3	£31,738.68	£32,862.48
	OF1-2	£30,662.28	£31,747.80
	OF1-1	£25,510.20	£26,412.24

<sup>o</sup> See [JSP 754](#) for full eligibility regarding access to and progression through the Officers' pay spine.<sup>p</sup> See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Officers' pay spine.<sup>q</sup> In order to ensure the required minimum 10 per cent increase all those on increment OF7-1 will instead be paid a Specially Determined Rate of Pay of £120,224.52.

**FTRS (LC) VETERINARY OFFICERS' RATES 2020-21**

RANK	FTRS (LC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£76,793.64
	VETS-OF4-4	£75,630.60
	VETS-OF4-3	£74,471.64
	VETS-OF4-2	£73,304.88
	VETS-OF4-1	£72,150.60
OF2/OF3	VETS-OF2/3-22	£70,041.48
	VETS-OF2/3-21	£68,594.28
	VETS-OF2/3-20	£67,142.76
	VETS-OF2/3-19	£65,695.32
	VETS-OF2/3-18	£64,252.32
	VETS-OF2/3-17	£62,801.16
	VETS-OF2/3-16	£61,358.04
	VETS-OF2/3-15	£59,902.92
	VETS-OF2/3-14	£58,468.08
	VETS-OF2/3-13	£57,212.04
	VETS-OF2/3-12	£55,972.56
	VETS-OF2/3-11	£54,580.80
	VETS-OF2/3-10	£53,184.48
	VETS-OF2/3-9	£51,792.60
	VETS-OF2/3-8	£50,409.12
	VETS-OF2/3-7	£49,017.00
	VETS-OF2/3-6	£47,625.24
	VETS-OF2/3-5	£46,237.08
	VETS-OF2/3-4	£44,845.56
	VETS-OF2/3-3	£43,457.40
	VETS-OF2/3-2	£42,065.64
	VETS-OF2/3-1	£39,294.48

<sup>r</sup> See [JSP 754](#), Chapter 4, Section 2 for full eligibility regarding access to and progression through the Veterinary Officers' pay spine.

**FTRS (LC) CHAPLAIN OFFICERS<sup>s</sup> RATES 2020-21**

RANK	FTRS (LC) OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
OF7	OF7-C-5	£108,370.92
	OF7-C-4	£107,241.36
	OF7-C-3	£106,126.08
	OF7-C-2	£105,006.36
	OF7-C-1	£103,886.16
DCG	DCG-5	£93,144.12
	DCG-4	£91,987.56
	DCG-3	£90,830.76
	DCG-2	£89,678.28
	DCG-1	£88,526.16
CLASS 1	C1-6	£86,035.92
	C1-5	£84,883.44
	C1-4	£83,726.52
	C1-3	£82,573.80
	C1-2	£80,954.64
	C1-1	£79,334.88
CLASS 2 - 4	C2/4-20	£71,726.04
	C2/4-19	£70,342.68
	C2/4-18	£68,929.32
	C2/4-17	£67,511.76
	C2/4-16	£66,103.20
	C2/4-15	£64,689.84
	C2/4-14	£63,280.56
	C2/4-13	£61,867.80
	C2/4-12	£60,458.28
	C2/4-11	£59,045.40
	C2/4-10	£57,636.24
	C2/4-9	£56,227.32
	C2/4-8	£54,809.88
	C2/4-7	£53,405.28
	C2/4-6	£51,992.16
	C2/4-5	£50,583.12
	C2/4-4	£49,165.56
	C2/4-3	£47,761.08
	C2/4-2	£46,339.08
	C2/4-1	£44,934.24

<sup>s</sup> See [JSP 754](#), Chapter 4, Section 4 for full eligibility regarding access to and progression through the Chaplain Officers' pay spine.

**FTRS (LC) OCFR AND SF OCFR<sup>†</sup> RATES 2020-21**

RANK	FTRS (LC) OFFICERS PAY RATES		
	INCREMENT	OCFR	SF OCFR
OF3	OF3-SF-OCFR-9		£69,375.00
	OF3-SF-OCFR-8		£68,679.12
	OF3-SF-OCFR-7		£67,982.88
	OF3-SF-OCFR-6		£67,291.32
	OF3-SF-OCFR-5		£66,599.52
	OF3-SF-OCFR-4		£66,094.56
	OF3-SF-OCFR-3		£65,207.52
	OF3-SF-OCFR-2		£64,515.48
	OF3-SF-OCFR-1		£63,823.92
OF1/OF2	OF1/2-OCFR-15 / OF1/2-SF-OCFR-15	£52,522.32	£64,469.28
	OF1/2-OCFR-14 / OF1/2-SF-OCFR-14	£52,178.76	£64,095.48
	OF1/2-OCFR-13 / OF1/2-SF-OCFR-13	£51,817.80	£63,726.48
	OF1/2-OCFR-12 / OF1/2-SF-OCFR-12	£51,117.84	£62,792.88
	OF1/2-OCFR-11 / OF1/2-SF-OCFR-11	£50,421.72	£61,855.08
	OF1/2-OCFR-10 / OF1/2-SF-OCFR-10	£49,717.44	£60,916.92
	OF1/2-OCFR-9 / OF1/2-SF-OCFR-9	£49,017.00	£59,987.64
	OF1/2-OCFR-8 / OF1/2-SF-OCFR-8	£48,316.68	£59,045.52
	OF1/2-OCFR-7 / OF1/2-SF-OCFR-7	£47,442.84	£58,107.60
	OF1/2-OCFR-6 / OF1/2-SF-OCFR-6	£46,903.68	£57,373.08
	OF1/2-OCFR-5 / OF1/2-SF-OCFR-5	£46,355.76	£56,672.64
	OF1/2-OCFR-4 / OF1/2-SF-OCFR-4	£45,274.20	£55,964.40
	OF1/2-OCFR-3 / OF1/2-SF-OCFR-3	£44,734.92	£55,251.84
	OF1/2-OCFR-2 / OF1/2-SF-OCFR-2	£44,183.40	£54,543.12
	OF1/2-OCFR-1 / OF1/2-SF-OCFR-1	£43,105.20	£53,834.04

<sup>†</sup> See [JSP 754](#), Chapter 4, Section 3 for full eligibility regarding access to and progression through the two OCFRs' pay spines.



**OTHER RANKS<sup>u</sup> - FTRS (LC) SUPPLEMENTS 1 - 4 RATES 2020-21**

RANK	FTRS (LC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-5	£48,452.76	£48,452.76	£48,452.76	£49,759.68
	OR9-4	£47,962.08	£47,962.08	£47,962.08	£49,317.12
	OR9-3	£47,426.40	£47,426.40	£47,426.40	£48,847.44
	OR9-2	£46,890.36	£46,890.36	£46,890.36	£48,383.64
	OR9-1 (YR 2)	£46,621.08	£46,621.08	£46,621.08	£47,973.12
	OR9-1 (YR 1)	£46,621.08	£46,621.08	£46,621.08	£47,973.12
OR7/ OR8	OR7-10 / OR8-5	£43,369.08	£44,744.28	£45,705.60	£47,020.68
	OR7-9 / OR8-4	£42,642.00	£44,169.36	£45,434.40	£46,749.48
	OR7-8 / OR8-3	£41,931.00	£43,577.40	£45,145.92	£46,460.64
	OR7-7 / OR8-2	£41,115.84	£42,981.48	£44,824.32	£46,116.48
	OR7-6 (YR 2) / OR8-1 (YR2)	£40,253.64	£42,119.28	£44,192.52	£45,633.60
	OR7-6 (YR 1) / OR8-1 (YR1)	£40,253.64	£42,119.28	£44,192.52	£45,633.60
	OR7-5	£39,389.40	£41,035.80	£42,977.76	£44,390.88
	OR7-4	£38,779.56	£40,426.80	£42,131.40	£43,704.72
	OR7-3	£38,196.48	£39,844.08	£41,396.28	£42,969.36
	OR7-2	£37,592.88	£39,239.16	£40,680.36	£42,254.64
	OR7-1 (YR 2)	£37,009.80	£38,566.92	£39,965.28	£41,578.56
	OR7-1 (YR 1)	£37,009.80	£38,566.92	£39,965.28	£41,578.56
OR6	OR6-5	£36,273.84	£37,800.84	£39,126.12	£40,684.32
	OR6-4	£35,405.64	£36,864.72	£38,149.44	£39,640.44
	OR6-3	£34,546.08	£35,829.00	£37,220.04	£38,636.04
	OR6-2	£33,697.80	£34,886.76	£36,327.72	£37,643.04
	OR6-1 (YR 2)	£32,878.92	£33,986.40	£35,422.68	£36,586.20
	OR6-1 (YR 1)	£32,878.92	£33,986.40	£35,422.68	£36,586.20
OR4	OR4-5	£31,306.32	£32,357.76	£33,723.96	£34,732.56
	OR4-4	£30,866.88	£31,919.16	£33,123.00	£34,051.56
	OR4-3	£30,451.20	£31,488.48	£32,440.08	£33,254.16
	OR4-2	£30,006.60	£30,874.80	£31,726.44	£32,492.40
	OR4-1 (YR 2)	£29,225.40	£30,075.60	£30,903.00	£31,670.16
	OR4-1 (YR 1)	£29,225.40	£30,075.60	£30,903.00	£31,670.16
OR2/ OR3	OR2-9 / OR3-3	£27,438.72	£28,197.00	£28,791.72	£29,353.56
	OR2-8 / OR3-2	£26,220.12	£26,907.96	£27,433.56	£27,919.20
	OR2-7 / OR3-1	£25,059.24	£25,641.00	£26,141.76	£26,597.16
	OR2-6	£23,968.68	£24,444.36	£24,945.00	£25,263.60
	OR2-5	£22,908.12	£23,237.40	£23,650.20	£23,956.68
	OR2-4	£21,848.52	£22,092.72	£22,422.12	£22,728.60
	OR2-3	£20,762.04	£21,007.08	£21,261.72	£21,261.72
	OR2-2 (YR 2)	£19,468.80	£19,468.80	£19,468.80	£19,468.80
	OR2-2 (YR 1)	£19,468.80	£19,468.80	£19,468.80	£19,468.80
	OR2-1	£18,707.52	£18,707.52	£18,707.52	£18,707.52
New Entrants	NERP	£14,658.96			

<sup>u</sup> See [JSP 754](#) for full eligibility regarding access to and progression through the Other Ranks' pay spine.

**FTRS (LC) NURSES OTHER RANKS<sup>ν</sup> RATES 2020-21**

RANK	FTRS (LC) OTHER RANKS PAY RATES	
	INCREMENT	NURSES
OR9	OR9-5	£50,390.76
	OR9-4	£49,859.88
	OR9-3	£49,328.76
	OR9-2	£48,797.52
	OR9-1 (YR 2)	£48,266.16
	OR9-1 (YR 1)	£48,266.16
OR7/OR8	OR7-10 / OR8-5	£47,319.84
	OR7-9 / OR8-4	£46,637.40
	OR7-8 / OR8-3	£45,954.48
	OR7-7 / OR8-2	£45,271.56
	OR7-6 (YR 2) / OR8-1 (YR 2)	£44,589.00
	OR7-6 (YR 1) / OR8-1 (YR 1)	£44,589.00
	OR7-5	£43,714.68
	OR7-4	£43,025.04
	OR7-3	£42,336.00
	OR7-2	£41,646.60
	OR7-1 (YR 2)	£40,957.20
	OR7-1 (YR 1)	£40,957.20
OR6	OR6-5	£40,115.04
	OR6-4	£39,348.60
	OR6-3	£38,582.52
	OR6-2	£37,816.08
	OR6-1 (YR 2)	£37,050.12
	OR6-1 (YR 1)	£37,050.12
OR4	OR4-5	£35,252.04
	OR4-4	£34,311.96
	OR4-3	£33,371.64
	OR4-2	£32,430.96
	OR4-1 (YR 2)	£31,490.88
	OR4-1 (YR 1)	£31,490.88
OR2/OR3	OR2-9 / OR3-3	£29,991.60
	OR2-8 / OR3-2	£28,495.92
	OR2-7 / OR3-1	£27,000.12
	OR2-6	£25,504.92
	OR2-5	£24,009.36
	OR2-4	£22,513.80
	OR2-3	£21,018.36
	OR2-2 (YR 2)	£19,522.80
	OR2-2 (YR 1)	£19,522.80
	OR2-1	£18,707.52
New Entrants	NERP	£14,658.96

<sup>ν</sup> See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Other Ranks' pay spine.

**SF OTHER RANKS - FTRS (LC) RATES 2020-21**

RANK	FTRS (LC) OTHER RANKS PAY RATES	
	INCREMENT	SF
OR9	OR9-6	£60,692.04
	OR9-5	£60,096.72
	OR9-4	£59,501.16
	OR9-3	£58,905.72
	OR9-2	£58,310.16
	OR9-1	£57,714.96
OR7/OR8	OR8-6	£56,583.12
	OR8-5	£55,932.00
	OR8-4	£55,281.12
	OR8-3	£54,630.12
	OR8-2	£53,979.12
	OR8-1	£53,328.12
	OR7-6	£52,282.56
	OR7-5	£51,631.68
	OR7-4	£50,980.92
	OR7-3	£50,329.92
	OR7-2	£49,678.80
	OR7-1	£49,028.04
OR6	OR6-5	£48,066.48
	OR6-4	£47,570.40
	OR6-3	£47,074.44
	OR6-2	£46,578.24
	OR6-1 (YR 2)	£46,082.16
	OR6-1 (YR 1)	£45,586.08
OR4	OR4-6	£43,415.04
	OR4-5	£42,764.40
	OR4-4	£42,113.16
	OR4-3	£41,462.28
	OR4-2	£40,811.40
	OR4-1	£40,160.16
OR2/OR3	OR3-3	£39,221.88
	OR2-9 / OR3-2	£38,635.92
	OR2-8 / OR3-1	£38,049.84
	OR2-7	£37,464.00
	OR2-6	£36,877.56
	OR2-5	£36,291.48
	OR2-4	£35,705.52
	OR2-3	£35,119.32
	OR2-2	£34,533.12
	OR2-1	£33,947.16

**OFFICERS<sup>w</sup> AND NURSING OFFICERS<sup>x</sup> - FTRS (HC) RATES 2020-21**

RANK	FTRS (HC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF7	OF7-6	£130,306.32	
	OF7-5	£127,752.24	
	OF7-4	£125,247.12	
	OF7-3	£122,791.20	
	OF7-2	£120,383.04	
	OF7-1 <sup>y</sup>	£118,023.00	
OF6	OF6-5	£108,239.76	
	OF6-4	£107,133.48	
	OF6-3	£106,027.08	
	OF6-2	£104,920.68	
	OF6-1 (YR 2)	£103,814.28	
	OF6-1 (YR 1)	£103,814.28	
OF5	OF5-7	£92,556.72	£94,489.08
	OF5-6	£91,038.36	£92,926.68
	OF5-5	£89,519.64	£91,364.40
	OF5-4	£88,001.16	£89,802.12
	OF5-3	£86,482.44	£88,239.72
	OF5-2	£84,963.72	£86,677.32
	OF5-1 (YR 2)	£83,445.24	£85,115.16
	OF5-1 (YR 1)	£83,445.24	£85,115.16
OF4	OF4-7	£76,608.24	£78,743.04
	OF4-6	£74,867.16	£76,950.00
	OF4-5	£73,125.48	£75,156.72
	OF4-4	£71,384.40	£73,363.32
	OF4-3	£69,643.20	£71,570.16
	OF4-2	£67,906.92	£69,782.16
	OF4-1 (YR 2)	£66,160.32	£67,983.72
	OF4-1 (YR 1)	£66,160.32	£67,983.72
OF3	OF3-7	£56,456.16	£60,025.92
	OF3-6	£54,903.60	£58,250.16
	OF3-5	£53,350.92	£56,474.16
	OF3-4	£51,798.24	£54,698.52
	OF3-3	£50,245.44	£52,922.40
	OF3-2	£48,692.40	£51,146.88
	OF3-1 (YR 2)	£47,139.84	£49,370.88
	OF3-1 (YR 1)	£47,139.84	£49,370.88
OF2	OF2-7	£44,504.28	£46,865.64
	OF2-6	£43,324.32	£45,473.64
	OF2-5	£42,144.24	£44,081.16
	OF2-4	£40,963.80	£42,689.04
	OF2-3	£39,783.60	£41,296.80
	OF2-2	£38,603.52	£39,904.92
	OF2-1 (YR 2)	£37,423.32	£38,512.44
	OF2-1 (YR 1)	£37,423.32	£38,512.44
OF1	OF1-5	£32,278.08	£33,420.12
	OF1-4	£31,252.32	£32,359.32
	OF1-3	£30,227.28	£31,297.56
	OF1-2	£29,202.12	£30,236.04
	OF1-1	£24,295.44	£25,154.52

<sup>w</sup> See [JSP 754](#) for full eligibility regarding access to and progression through the Officers' pay spine.<sup>x</sup> See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Officers' pay spine.<sup>y</sup> In order to ensure the required minimum 10 per cent increase all those on increment OF7-1 will instead be paid a Specially Determined Rate of Pay of £119,063.76.

**VETERINARY OFFICERS<sup>z</sup> - FTRS (HC) RATES 2020-21**

RANK	FTRS (HC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£73,136.76
	VETS-OF4-4	£72,029.16
	VETS-OF4-3	£70,925.40
	VETS-OF4-2	£69,814.20
	VETS-OF4-1	£68,714.88
OF2/OF3	VETS-OF2/3-22	£66,706.20
	VETS-OF2/3-21	£65,327.88
	VETS-OF2/3-20	£63,945.48
	VETS-OF2/3-19	£62,566.92
	VETS-OF2/3-18	£61,192.68
	VETS-OF2/3-17	£59,810.64
	VETS-OF2/3-16	£58,436.28
	VETS-OF2/3-15	£57,050.40
	VETS-OF2/3-14	£55,683.84
	VETS-OF2/3-13	£54,487.68
	VETS-OF2/3-12	£53,307.24
	VETS-OF2/3-11	£51,981.72
	VETS-OF2/3-10	£50,651.88
	VETS-OF2/3-9	£49,326.24
	VETS-OF2/3-8	£48,008.64
	VETS-OF2/3-7	£46,682.88
	VETS-OF2/3-6	£45,357.36
	VETS-OF2/3-5	£44,035.32
	VETS-OF2/3-4	£42,710.04
	VETS-OF2/3-3	£41,388.00
	VETS-OF2/3-2	£40,062.48
	VETS-OF2/3-1	£37,423.32

<sup>z</sup> See [JSP 754](#), Chapter 4, Section 2 for full eligibility regarding access to and progression through the Veterinary Officers' pay spine.

**CHAPLAIN OFFICERS<sup>aa</sup> - FTRS (HC) RATES 2020-21**

RANK	FTRS (HC) OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
OF7	OF7-C-5	£107,232.36
	OF7-C-4	£106,102.80
	OF7-C-3	£104,987.52
	OF7-C-2	£103,867.80
	OF7-C-1	£102,747.60
DCG	DCG-5	£92,005.56
	DCG-4	£90,849.00
	DCG-3	£89,692.20
	DCG-2	£88,539.72
	DCG-1	£87,387.60
CLASS 1	C1-6	£83,758.92
	C1-5	£82,606.44
	C1-4	£81,449.52
	C1-3	£80,296.80
	C1-2	£78,677.64
	C1-1	£77,057.88
CLASS 2 - 4	C2/4-20	£68,310.48
	C2/4-19	£66,993.00
	C2/4-18	£65,646.96
	C2/4-17	£64,296.96
	C2/4-16	£62,955.48
	C2/4-15	£61,609.32
	C2/4-14	£60,267.24
	C2/4-13	£58,921.68
	C2/4-12	£57,579.36
	C2/4-11	£56,233.68
	C2/4-10	£54,891.60
	C2/4-9	£53,549.88
	C2/4-8	£52,199.88
	C2/4-7	£50,862.12
	C2/4-6	£49,516.32
	C2/4-5	£48,174.36
	C2/4-4	£46,824.36
	C2/4-3	£45,486.72
	C2/4-2	£44,132.40
	C2/4-1	£42,794.52

<sup>aa</sup> See [JSP 754](#), Chapter 4, Section 4 for full eligibility regarding access to and progression through the Chaplain Officers' pay spine.

**OCFR AND SF OCFR<sup>bb</sup> - FTRS (HC) RATES 2020-21**

RANK	FTRS (HC) OFFICERS PAY RATES		
	INCREMENT	OCFR	SF OCFR
OF3	OF3-SF-OCFR-9		£66,071.40
	OF3-SF-OCFR-8		£65,408.64
	OF3-SF-OCFR-7		£64,745.64
	OF3-SF-OCFR-6		£64,086.96
	OF3-SF-OCFR-5		£63,428.16
	OF3-SF-OCFR-4		£62,947.20
	OF3-SF-OCFR-3		£62,102.40
	OF3-SF-OCFR-2		£61,443.36
	OF3-SF-OCFR-1		£60,784.68
OF1/OF2	OF1/2-OCFR-15 / OF1/2-SF-OCFR-15	£50,021.28	£61,399.32
	OF1/2-OCFR-14 / OF1/2-SF-OCFR-14	£49,694.04	£61,043.28
	OF1/2-OCFR-13 / OF1/2-SF-OCFR-13	£49,350.24	£60,691.92
	OF1/2-OCFR-12 / OF1/2-SF-OCFR-12	£48,683.64	£59,802.72
	OF1/2-OCFR-11 / OF1/2-SF-OCFR-11	£48,020.64	£58,909.56
	OF1/2-OCFR-10 / OF1/2-SF-OCFR-10	£47,349.96	£58,016.16
	OF1/2-OCFR-9 / OF1/2-SF-OCFR-9	£46,682.88	£57,131.04
	OF1/2-OCFR-8 / OF1/2-SF-OCFR-8	£46,015.92	£56,233.80
	OF1/2-OCFR-7 / OF1/2-SF-OCFR-7	£45,183.60	£55,340.52
	OF1/2-OCFR-6 / OF1/2-SF-OCFR-6	£44,670.12	£54,641.04
	OF1/2-OCFR-5 / OF1/2-SF-OCFR-5	£44,148.36	£53,973.96
	OF1/2-OCFR-4 / OF1/2-SF-OCFR-4	£43,118.28	£53,299.44
	OF1/2-OCFR-3 / OF1/2-SF-OCFR-3	£42,604.68	£52,620.84
	OF1/2-OCFR-2 / OF1/2-SF-OCFR-2	£42,079.44	£51,945.84
	OF1/2-OCFR-1 / OF1/2-SF-OCFR-1	£41,052.60	£51,270.48

<sup>bb</sup> See [JSP 754](#), Chapter 4, Section 3 for full eligibility regarding access to and progression through the two OCFRs' pay spines.

**OTHER RANKS<sup>cc</sup> - FTRS (HC) SUPPLEMENTS 1 – 4 RATES 2020-21**

RANK	FTRS (HC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-5	£46,145.52	£46,145.52	£46,145.52	£47,390.16
	OR9-4	£45,678.12	£45,678.12	£45,678.12	£46,968.72
	OR9-3	£45,168.00	£45,168.00	£45,168.00	£46,521.36
	OR9-2	£44,657.52	£44,657.52	£44,657.52	£46,079.64
	OR9-1 (YR 2)	£44,401.08	£44,401.08	£44,401.08	£45,688.68
	OR9-1 (YR 1)	£44,401.08	£44,401.08	£44,401.08	£45,688.68
OR7/ OR8	OR7-10 / OR8-5	£41,303.88	£42,613.56	£43,529.16	£44,781.60
	OR7-9 / OR8-4	£40,611.48	£42,066.00	£43,270.80	£44,523.36
	OR7-8 / OR8-3	£39,934.32	£41,502.24	£42,996.12	£44,248.20
	OR7-7 / OR8-2	£39,157.92	£40,934.76	£42,689.88	£43,920.48
	OR7-6 (YR2)/OR8-1 (YR2)	£38,336.76	£40,113.60	£42,088.08	£43,460.52
	OR7-6 (YR1)/OR8-1 (YR1)	£38,336.76	£40,113.60	£42,088.08	£43,460.52
	OR7-5	£37,513.68	£39,081.72	£40,931.16	£42,277.08
	OR7-4	£36,932.88	£38,501.76	£40,125.12	£41,623.56
	OR7-3	£36,377.64	£37,946.76	£39,425.04	£40,923.24
	OR7-2	£35,802.72	£37,370.64	£38,743.20	£40,242.48
	OR7-1 (YR 2)	£35,247.48	£36,730.44	£38,062.20	£39,598.68
	OR7-1 (YR 1)	£35,247.48	£36,730.44	£38,062.20	£39,598.68
OR6	OR6-5	£34,546.56	£36,000.84	£37,263.00	£38,746.92
	OR6-4	£33,719.64	£35,109.24	£36,332.76	£37,752.84
	OR6-3	£32,901.00	£34,122.84	£35,447.64	£36,796.20
	OR6-2	£32,093.16	£33,225.48	£34,597.80	£35,850.48
	OR6-1 (YR 2)	£31,313.28	£32,367.96	£33,735.84	£34,844.04
	OR6-1 (YR 1)	£31,313.28	£32,367.96	£33,735.84	£34,844.04
OR4	OR4-5	£29,815.56	£30,816.96	£32,118.00	£33,078.60
	OR4-4	£29,397.00	£30,399.24	£31,545.72	£32,430.00
	OR4-3	£29,001.12	£29,989.08	£30,895.32	£31,670.64
	OR4-2	£28,577.76	£29,404.56	£30,215.64	£30,945.12
	OR4-1 (YR 2)	£27,833.76	£28,643.40	£29,431.44	£30,162.00
	OR4-1 (YR 1)	£27,833.76	£28,643.40	£29,431.44	£30,162.00
OR2/ OR3	OR2-9 / OR3-3	£26,132.16	£26,854.32	£27,420.72	£27,955.80
	OR2-8 / OR3-2	£24,971.52	£25,626.60	£26,127.24	£26,589.72
	OR2-7 / OR3-1	£23,865.96	£24,420.00	£24,896.88	£25,330.68
	OR2-6	£22,827.36	£23,280.36	£23,757.12	£24,060.60
	OR2-5	£21,817.20	£22,130.88	£22,524.00	£22,815.84
	OR2-4	£20,808.12	£21,040.68	£21,354.36	£21,646.32
	OR2-3	£19,773.36	£20,006.76	£20,249.28	£20,249.28
	OR2-2 (YR 2)	£18,541.68	£18,541.68	£18,541.68	£18,541.68
	OR2-2 (YR 1)	£18,541.68	£18,541.68	£18,541.68	£18,541.68
	OR2-1	£17,816.64	£17,816.64	£17,816.64	£17,816.64
New Entrants	NERP	£13,960.92			

<sup>cc</sup> See [JSP 754](#) for full eligibility regarding access to and progression through the Other Ranks' pay spine.



**NURSES OTHER RANKS<sup>dd</sup> - FTRS (HC) RATES 2020-21**

RANK	FTRS (HC) OTHER RANKS PAY RATES	
	INCREMENT	NURSES
OR9	OR9-5	£47,991.24
	OR9-4	£47,485.56
	OR9-3	£46,979.76
	OR9-2	£46,473.84
	OR9-1 (YR 2)	£45,967.80
	OR9-1 (YR 1)	£45,967.80
OR7/OR8	OR7-10 / OR8-5	£45,066.48
	OR7-9 / OR8-4	£44,416.56
	OR7-8 / OR8-3	£43,766.16
	OR7-7 / OR8-2	£43,115.76
	OR7-6 (YR 2) / OR8-1 (YR 2)	£42,465.72
	OR7-6 (YR 1) / OR8-1 (YR 1)	£42,465.72
	OR7-5	£41,633.04
	OR7-4	£40,976.28
	OR7-3	£40,320.00
	OR7-2	£39,663.48
	OR7-1 (YR 2)	£39,006.84
	OR7-1 (YR 1)	£39,006.84
OR6	OR6-5	£38,204.76
	OR6-4	£37,474.80
	OR6-3	£36,745.20
	OR6-2	£36,015.36
	OR6-1 (YR 2)	£35,285.88
	OR6-1 (YR 1)	£35,285.88
OR4	OR4-5	£33,573.36
	OR4-4	£32,678.04
	OR4-3	£31,782.48
	OR4-2	£30,886.68
	OR4-1 (YR 2)	£29,991.36
	OR4-1 (YR 1)	£29,991.36
OR2/OR3	OR2-9 / OR3-3	£28,563.48
	OR2-8 / OR3-2	£27,138.96
	OR2-7 / OR3-1	£25,714.44
	OR2-6	£24,290.40
	OR2-5	£22,866.00
	OR2-4	£21,441.72
	OR2-3	£20,017.44
	OR2-2 (YR 2)	£18,593.16
	OR2-2 (YR 1)	£18,593.16
	OR2-1	£17,816.64
New Entrants	NERP	£13,960.92

<sup>dd</sup> See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Other Ranks' pay spine.

**SF OTHER RANKS<sup>ee</sup> - FTRS (HC) RATES 2020-21**

RANK		FTRS (HC) SF OTHER RANKS PAY RATES	
		INCREMENT	SF
OR9		OR9-6	£57,801.96
		OR9-5	£57,234.96
		OR9-4	£56,667.72
		OR9-3	£56,100.72
		OR9-2	£55,533.48
		OR9-1	£54,966.60
OR8		OR8-6	£53,888.64
		OR8-5	£53,268.60
		OR8-4	£52,648.68
		OR8-3	£52,028.64
		OR8-2	£51,408.72
		OR8-1	£50,788.68
OR7		OR7-6	£49,792.92
		OR7-5	£49,173.00
		OR7-4	£48,553.20
		OR7-3	£47,933.28
		OR7-2	£47,313.12
		OR7-1	£46,693.32
OR6		OR6-6	£45,777.60
		OR6-5	£45,305.16
		OR6-4	£44,832.84
		OR6-3	£44,360.28
		OR6-2	£43,887.72
		OR6-1	£43,415.28
OR4		OR4-6	£41,347.68
		OR4-5	£40,728.00
		OR4-4	£40,107.72
		OR4-3	£39,487.92
		OR4-2	£38,868.00
		OR4-1	£38,247.72
	OR3	OR3-3	£37,354.20
OR2		OR2-9 / OR3-2	£36,796.08
		OR2-8 / OR3-1	£36,237.96
		OR2-7	£35,679.96
		OR2-6	£35,121.48
		OR2-5	£34,563.36
		OR2-4	£34,005.24
		OR2-3	£33,447.00
		OR2-2	£32,888.64
		OR2-1	£32,330.64

<sup>ee</sup> See [JSP 754](#), Chapter 4, Section 5 for full eligibility regarding access to and progression through the Special Forces Other Ranks' pay spine.

**ROYAL GIB REGT OFFICERS - REGULAR (6.5% X-FACTOR) RATES 2020-21**

<b>ROYAL GIB REGT OFFICERS REGULSR (6.5% X-F) PAY RATES</b>		
<b>RANK</b>	<b>INCREMENT</b>	<b>ANNUAL RATES</b>
<b>OF4</b>	OF4-7	£81,587.76
	OF4-6	£79,733.52
	OF4-5	£77,878.68
	OF4-4	£76,024.44
	OF4-3	£74,169.96
	OF4-2	£72,320.88
	OF4-1 (YR 2)	£70,460.76
	OF4-1 (YR 1)	£70,460.76
<b>OF3</b>	OF3-7	£60,125.76
	OF3-6	£58,472.28
	OF3-5	£56,818.68
	OF3-4	£55,165.08
	OF3-3	£53,511.36
	OF3-2	£51,857.40
	OF3-1 (YR 2)	£50,203.92
	OF3-1 (YR 2)	£50,203.92
<b>OF2</b>	OF2-7	£47,397.00
	OF2-6	£46,140.36
	OF2-5	£44,883.60
	OF2-4	£43,626.48
	OF2-3	£42,369.48
	OF2-2	£41,112.72
	OF2-1 (YR 2)	£39,855.84
	OF2-1 (YR 1)	£39,855.84
<b>OF1</b>	OF1-5	£34,376.16
	OF1-4	£33,283.68
	OF1-3	£32,192.04
	OF1-2	£31,100.28
	OF1-1	£25,874.64

**ROYAL GIB REGT OCFR - REGULAR (6.5% X-FACTOR) RATES 2020-21**

<b>ROYAL GIB REGT OCFR REGULAR (6.5% X-F) RATES</b>	
<b>INCREMENT</b>	<b>ANNUAL RATES</b>
<b>OCFR IL15</b>	£53,272.68
<b>OCFR IL14</b>	£52,924.20
<b>OCFR IL13</b>	£52,557.96
<b>OCFR IL12</b>	£51,848.04
<b>OCFR IL11</b>	£51,141.96
<b>OCFR IL10</b>	£50,427.72
<b>OCFR IL9</b>	£49,717.32
<b>OCFR IL8</b>	£49,006.92
<b>OCFR IL7</b>	£48,120.48
<b>OCFR IL6</b>	£47,573.64
<b>OCFR IL5</b>	£47,018.04
<b>OCFR IL4</b>	£45,921.00
<b>OCFR IL3</b>	£45,374.04
<b>OCFR IL2</b>	£44,814.60
<b>OCFR IL1</b>	£43,721.04

**Appendix 26 Annex A to AFREM.PAYDEL.COMMS/PR20 dated 21 July 2020**

**ROYAL GIB REGT OTHER RANKS - REGULAR (6.5% X-FACTOR) SUPPLEMENTS 1 – 4**  
**RATES 2020-21**

RANK		INCREMENT	ROYAL GIB REGT REGULAR (6.5% X-F) OTHER RANKS PAY RATES			
			SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9		OR9-5	£49,144.92	£49,144.92	£49,144.92	£50,470.56
		OR9-4	£48,647.16	£48,647.16	£48,647.16	£50,021.64
		OR9-3	£48,103.92	£48,103.92	£48,103.92	£49,545.24
		OR9-2	£47,560.20	£47,560.20	£47,560.20	£49,074.84
		OR9-1 (YR2)	£47,287.20	£47,287.20	£47,287.20	£48,658.44
		OR9-1 (YR1)	£47,287.20	£47,287.20	£47,287.20	£48,658.44
OR8		OR8-5	£43,988.64	£45,383.40	£46,358.52	£47,692.44
		OR8-4	£43,251.24	£44,800.32	£46,083.36	£47,417.40
		OR8-3	£42,530.04	£44,199.84	£45,790.92	£47,124.36
		OR8-2	£41,703.24	£43,595.52	£45,464.76	£46,775.28
		OR8-1 (YR2)	£40,828.68	£42,720.96	£44,823.84	£46,285.44
		OR8-1 (YR1)	£40,828.68	£42,720.96	£44,823.84	£46,285.44
OR7		OR7-5	£39,952.08	£41,622.00	£43,591.68	£45,025.08
		OR7-4	£39,333.48	£41,004.36	£42,733.20	£44,329.08
		OR7-3	£38,742.24	£40,413.24	£41,987.64	£43,583.28
		OR7-2	£38,129.88	£39,799.68	£41,261.52	£42,858.24
		OR7-1 (YR2)	£37,538.52	£39,117.96	£40,536.24	£42,172.56
		OR7-1 (YR1)	£37,538.52	£39,117.96	£40,536.24	£42,172.56
OR6		OR6-5	£36,792.12	£38,340.84	£39,685.08	£41,265.48
		OR6-4	£35,911.44	£37,391.40	£38,694.36	£40,206.72
		OR6-3	£35,039.52	£36,340.80	£37,751.76	£39,187.92
		OR6-2	£34,179.24	£35,385.12	£36,846.60	£38,180.76
		OR6-1 (YR2)	£33,348.60	£34,471.92	£35,928.72	£37,108.92
		OR6-1 (YR1)	£33,348.60	£34,471.92	£35,928.72	£37,108.92
OR4		OR4-5	£31,753.56	£32,820.12	£34,205.64	£35,228.76
		OR4-4	£31,307.76	£32,375.16	£33,596.16	£34,537.92
		OR4-3	£30,886.20	£31,938.36	£32,903.52	£33,729.24
		OR4-2	£30,435.36	£31,315.80	£32,179.68	£32,956.56
		OR4-1 (YR2)	£29,643.00	£30,505.20	£31,344.48	£32,122.56
		OR4-1 (YR1)	£29,643.00	£30,505.20	£31,344.48	£32,122.56
	OR3	OR3-3	£27,830.76	£28,599.84	£29,203.08	£29,772.96
OR2		OR2-8/OR3-2	£26,594.64	£27,292.32	£27,825.48	£28,318.08
	OR2-7/OR3-1	£25,417.20	£26,007.36	£26,515.20	£26,977.20	
		OR2-6	£24,311.16	£24,793.56	£25,301.28	£25,624.56
		OR2-5	£23,235.36	£23,569.44	£23,988.12	£24,298.92
		OR2-4	£22,160.64	£22,408.32	£22,742.40	£23,053.32
		OR2-3	£21,058.68	£21,307.20	£21,565.44	£21,565.44
		OR2-2 (YR 2)	£19,746.84	£19,746.84	£19,746.84	£19,746.84
		OR2-2 (YR 1)	£19,746.84	£19,746.84	£19,746.84	£19,746.84
		OR2-1	£18,974.76	£18,974.76	£18,974.76	£18,974.76
		New Entrants	NERP	£14,868.36		

**ROYAL GIB REGT OFFICERS – FTRS (LC) / PTVR (3.25% X-FACTOR) RATES 2020-21**

<b>ROYAL GIB REGT OFFICERS FTRS (LC) / PTVR (3.25% X-F) PAY RATES</b>			
<b>RANK</b>	<b>INCREMENT</b>	<b>ANNUAL RATES</b>	<b>DAILY RATES</b>
<b>OF4</b>	OF4-7	£78,117.24	£213.87
	OF4-6	£76,376.16	£209.11
	OF4-5	£74,634.48	£204.34
	OF4-4	£72,893.40	£199.57
	OF4-3	£71,906.64	£196.87
	OF4-2	£70,113.84	£191.96
	OF4-1 (YR 2)	£68,310.48	£187.02
	OF4-1 (YR 1)	£68,310.48	£187.02
<b>OF3</b>	OF3-7	£58,290.96	£159.59
	OF3-6	£56,688.00	£155.20
	OF3-5	£55,084.80	£150.81
	OF3-4	£53,481.72	£146.42
	OF3-3	£51,878.40	£142.04
	OF3-2	£50,274.96	£137.65
	OF3-1 (YR 2)	£48,671.88	£133.26
	OF3-1 (YR 1)	£48,671.88	£133.26
<b>OF2</b>	OF2-7	£45,950.64	£125.81
	OF2-6	£44,732.40	£122.47
	OF2-5	£43,513.92	£119.13
	OF2-4	£42,295.08	£115.80
	OF2-3	£41,076.60	£112.46
	OF2-2	£39,858.12	£109.13
	OF2-1 (YR 2)	£38,639.52	£105.79
	OF2-1 (YR 1)	£38,639.52	£105.79
<b>OF1</b>	OF1-5	£33,327.12	£91.24
	OF1-4	£32,268.00	£88.34
	OF1-3	£31,209.72	£85.45
	OF1-2	£30,151.20	£82.55
	OF1-1	£25,085.04	£68.68

**ROYAL GIB REGT OCFR – FTRS (LC) / PTVR (3.25% X-FACTOR) RATES 2020-21**

<b>ROYAL GIB REGT OCFR FTRS (LC) / PTVR (3.25% X-F) PAY RATES</b>		
<b>INCREMENT</b>	<b>ANNUAL RATES</b>	<b>DAILY RATES</b>
<b>OCFR IL15</b>	£51,646.92	£141.40
<b>OCFR IL14</b>	£51,309.12	£140.48
<b>OCFR IL13</b>	£50,954.16	£139.50
<b>OCFR IL12</b>	£50,265.84	£137.62
<b>OCFR IL11</b>	£49,581.36	£135.75
<b>OCFR IL10</b>	£48,888.84	£133.85
<b>OCFR IL9</b>	£48,200.04	£131.96
<b>OCFR IL8</b>	£47,511.48	£130.08
<b>OCFR IL7</b>	£46,652.04	£127.73
<b>OCFR IL6</b>	£46,121.88	£126.27
<b>OCFR IL5</b>	£45,583.20	£124.80
<b>OCFR IL4</b>	£44,519.64	£121.89
<b>OCFR IL3</b>	£43,989.36	£120.44
<b>OCFR IL2</b>	£43,447.08	£118.95
<b>OCFR IL1</b>	£42,386.76	£116.05

**ROYAL GIB REGT OTHER RANKS – FTRS (LC) / PTVR (3.25% X-FACTOR)****SUPPLEMENTS 1 AND 2 RATES 2020-21**

RANK		INCREMENT	ROYAL GIB REG FTRS (LC) / PTVR (3.25% X-F) OTHER RANKS PAY RATES			
			SUPPLEMENT 1		SUPPLEMENT 2	
			ANNUAL	DAILY RATES	ANNUAL	DAILY RATES
OR9		OR9-5	£47,645.28	£130.45	£47,645.28	£130.45
		OR9-4	£47,162.64	£129.12	£47,162.64	£129.12
		OR9-3	£46,635.96	£127.68	£46,635.96	£127.68
		OR9-2	£46,108.92	£126.24	£46,108.92	£126.24
		OR9-1 (YR 2)	£45,844.08	£125.51	£45,844.08	£125.51
		OR9-1 (YR 1)	£45,844.08	£125.51	£45,844.08	£125.51
OR8		OR8-5	£42,646.20	£116.76	£43,998.48	£120.46
		OR8-4	£41,931.36	£114.80	£43,433.16	£118.91
		OR8-3	£41,232.24	£112.88	£42,851.04	£117.32
		OR8-2	£40,430.52	£110.69	£42,265.08	£115.71
		OR8-1 (YR 2)	£39,582.72	£108.37	£41,417.28	£113.40
		OR8-1 (YR 1)	£39,582.72	£108.37	£41,417.28	£113.40
OR7		OR7-5	£38,732.88	£106.05	£40,351.92	£110.48
		OR7-4	£38,133.24	£104.41	£39,753.12	£108.84
		OR7-3	£37,559.88	£102.84	£39,180.00	£107.27
		OR7-2	£36,966.36	£101.21	£38,585.16	£105.65
		OR7-1 (YR 2)	£36,393.00	£99.64	£37,924.20	£103.83
		OR7-1 (YR 1)	£36,393.00	£99.64	£37,924.20	£103.83
OR6		OR6-5	£35,669.28	£97.65	£37,170.84	£101.76
		OR6-4	£34,815.48	£95.32	£36,250.32	£99.24
		OR6-3	£33,970.32	£93.01	£35,231.88	£96.46
		OR6-2	£33,136.20	£90.73	£34,305.36	£93.93
		OR6-1 (YR 2)	£32,331.00	£88.52	£33,419.88	£91.50
		OR6-1 (YR 1)	£32,331.00	£88.52	£33,419.88	£91.50
OR4		OR4-5	£30,784.56	£84.28	£31,818.48	£87.11
		OR4-4	£30,352.44	£83.10	£31,387.20	£85.93
		OR4-3	£29,943.60	£81.98	£30,963.72	£84.78
		OR4-2	£29,506.56	£80.78	£30,360.24	£83.13
		OR4-1 (YR 2)	£28,738.32	£78.68	£29,574.36	£80.97
		OR4-1 (YR 1)	£28,738.32	£78.68	£29,574.36	£80.97
OR2	OR3	OR3-3	£26,981.40	£73.88	£27,727.08	£75.91
		OR2-8/OR3-2	£25,783.08	£70.59	£26,459.52	£72.44
		OR2-7/OR3-1	£24,641.64	£67.46	£25,213.68	£69.03
		OR2-6	£23,569.20	£64.53	£24,036.96	£65.81
		OR2-5	£22,526.28	£61.67	£22,850.16	£62.56
		OR2-4	£21,484.44	£58.82	£21,724.56	£59.48
		OR2-3	£20,415.96	£55.90	£20,656.92	£56.56
		OR2-2 (YR 2)	£19,144.32	£52.41	£19,144.32	£52.41
		OR2-2 (YR 1)	£19,144.32	£52.41	£19,144.32	£52.41
		OR2-1	£18,395.64	£50.37	£18,395.64	£50.37
NEW ENTRANTS		NERP	£14,414.64	£39.46	£14,414.64	£39.46



### SUPPLEMENTS 3 AND 4 RATES 2020-21

RANK		INCREMENT	ROYAL GIB REG FTRS (LC) / PTVR (3.25% X-F) OTHER RANKS PAY RATES			
			SUPPLEMENT 3		SUPPLEMENT 4	
			ANNUAL	DAILY RATES	ANNUAL	DAILY RATES
OR9		OR9-5	£47,645.28	£130.45	£48,930.36	£133.97
		OR9-4	£47,162.64	£129.12	£48,495.24	£132.77
		OR9-3	£46,635.96	£127.68	£48,033.36	£131.51
		OR9-2	£46,108.92	£126.24	£47,577.24	£130.26
		OR9-1 (YR 2)	£45,844.08	£125.51	£47,173.56	£129.16
		OR9-1 (YR 1)	£45,844.08	£125.51	£47,173.56	£129.16
OR8		OR8-5	£44,943.84	£123.05	£46,236.96	£126.59
		OR8-4	£44,677.08	£122.32	£45,970.32	£125.86
		OR8-3	£44,393.52	£121.55	£45,686.28	£125.08
		OR8-2	£44,077.32	£120.68	£45,347.88	£124.16
		OR8-1 (YR 2)	£43,455.96	£118.98	£44,873.04	£122.86
		OR8-1 (YR 1)	£43,455.96	£118.98	£44,873.04	£122.86
OR7		OR7-5	£42,261.48	£115.70	£43,651.08	£119.51
		OR7-4	£41,429.16	£113.43	£42,976.32	£117.66
		OR7-3	£40,706.40	£111.45	£42,253.20	£115.68
		OR7-2	£40,002.36	£109.52	£41,550.36	£113.76
		OR7-1 (YR 2)	£39,299.28	£107.60	£40,885.68	£111.94
		OR7-1 (YR 1)	£39,299.28	£107.60	£40,885.68	£111.94
OR6		OR6-5	£38,474.04	£105.34	£40,006.20	£109.53
		OR6-4	£37,513.56	£102.70	£38,979.84	£106.72
		OR6-3	£36,599.64	£100.20	£37,992.12	£104.01
		OR6-2	£35,722.20	£97.80	£37,015.68	£101.34
		OR6-1 (YR 2)	£34,832.28	£95.36	£35,976.48	£98.50
		OR6-1 (YR 1)	£34,832.28	£95.36	£35,976.48	£98.50
OR4		OR4-5	£33,161.88	£90.79	£34,153.68	£93.50
		OR4-4	£32,571.00	£89.18	£33,483.96	£91.68
		OR4-3	£31,899.36	£87.34	£32,699.88	£89.53
		OR4-2	£31,197.60	£85.42	£31,950.84	£87.47
		OR4-1 (YR 2)	£30,387.96	£83.20	£31,142.28	£85.26
		OR4-1 (YR 1)	£30,387.96	£83.20	£31,142.28	£85.26
OR2	OR3	OR3-3	£28,311.84	£77.51	£28,864.32	£79.03
		OR2-8/OR3-2	£26,976.36	£73.85	£27,453.84	£75.17
		OR2-7/OR3-1	£25,706.04	£70.38	£26,153.88	£71.60
		OR2-6	£24,529.20	£67.15	£24,842.52	£68.01
		OR2-5	£23,256.00	£63.67	£23,557.32	£64.50
		OR2-4	£22,048.32	£60.37	£22,349.88	£61.19
		OR2-3	£20,907.36	£57.24	£20,907.36	£57.24
		OR2-2 (YR 2)	£19,144.32	£52.41	£19,144.32	£52.41
		OR2-2 (YR 1)	£19,144.32	£52.41	£19,144.32	£52.41
		OR2-1	£18,395.64	£50.37	£18,395.64	£50.37
NEW ENTRANTS		NERP	£14,414.64	£39.46	£14,414.64	£39.46

**PART-TIME VOLUNTEER RESERVE (PTVR) OFFICER<sup>ff</sup> AND NURSING OFFICER<sup>gg</sup>**  
**RATES 2020-21**

RANK	PTVR OFFICER AND NURSING OFFICER PAY RATES				
	INCREMENT	OFFICERS		NURSING OFFICERS	
		ANNUAL	DAILY RATE	ANNUAL	DAILY RATE
OF7	OF7-6	£131,467.08	£359.94		
	OF7-5	£128,913.00	£352.95		
	OF7-4	£126,407.88	£346.09		
	OF7-3	£123,951.96	£339.36		
	OF7-2	£121,543.80	£332.77		
	OF7-1 <sup>hh</sup>	£119,183.76	£326.31		
OF6	OF6-5	£109,400.52	£299.52		
	OF6-4	£108,294.24	£296.49		
	OF6-3	£107,187.84	£293.46		
	OF6-2	£106,081.44	£290.44		
	OF6-1 (YR 2)	£104,975.04	£287.41		
	OF6-1 (YR 1)	£104,975.04	£287.41		
OF5	OF5-7	£94,878.12	£259.76	£96,874.80	£265.23
	OF5-6	£93,359.76	£255.61	£95,312.40	£260.95
	OF5-5	£91,841.04	£251.45	£93,750.12	£256.67
	OF5-4	£90,322.56	£247.29	£92,187.84	£252.40
	OF5-3	£88,803.84	£243.13	£90,625.44	£248.12
	OF5-2	£87,285.12	£238.97	£89,063.04	£243.84
	OF5-1 (YR 2)	£85,766.64	£234.82	£87,500.88	£239.56
	OF5-1 (YR 1)	£85,766.64	£234.82	£87,500.88	£239.56
OF4	OF4-7	£78,929.64	£216.10	£81,128.76	£222.12
	OF4-6	£77,188.56	£211.33	£79,335.72	£217.21
	OF4-5	£75,446.88	£206.56	£77,542.44	£212.30
	OF4-4	£73,705.80	£201.80	£75,749.04	£207.39
	OF4-3	£73,125.36	£200.21	£75,148.68	£205.75
	OF4-2	£71,302.32	£195.22	£73,271.28	£200.61
	OF4-1 (YR 2)	£69,468.36	£190.19	£71,382.96	£195.44
	OF4-1 (YR 1)	£69,468.36	£190.19	£71,382.96	£195.44
OF3	OF3-7	£59,278.92	£162.30	£63,027.24	£172.56
	OF3-6	£57,648.84	£157.83	£61,162.68	£167.45
	OF3-5	£56,018.52	£153.37	£59,297.88	£162.35
	OF3-4	£54,388.20	£148.91	£57,433.44	£157.24
	OF3-3	£52,757.76	£144.44	£55,568.52	£152.14
	OF3-2	£51,127.08	£139.98	£53,704.20	£147.03
	OF3-1 (YR 2)	£49,496.88	£135.52	£51,839.40	£141.93
	OF3-1 (YR 1)	£49,496.88	£135.52	£51,839.40	£141.93
OF2	OF2-7	£46,729.44	£127.94	£49,208.88	£134.73
	OF2-6	£45,490.56	£124.55	£47,747.28	£130.72
	OF2-5	£44,251.44	£121.15	£46,285.20	£126.72
	OF2-4	£43,011.96	£117.76	£44,823.48	£122.72
	OF2-3	£41,772.84	£114.37	£43,361.64	£118.72
	OF2-2	£40,533.72	£110.98	£41,900.16	£114.72
	OF2-1 (YR 2)	£39,294.48	£107.58	£40,438.08	£110.71
	OF2-1 (YR 1)	£39,294.48	£107.58	£40,438.08	£110.71
OF1	OF1-5	£33,891.96	£92.79	£35,091.12	£96.07
	OF1-4	£32,814.96	£89.84	£33,977.28	£93.02
	OF1-3	£31,738.68	£86.90	£32,862.48	£89.97
	OF1-2	£30,662.28	£83.95	£31,747.80	£86.92
	OF1-1	£25,510.20	£69.84	£26,412.24	£72.31

<sup>ff</sup> See [JSP 754](#) for full eligibility regarding access to and progression through the Officers' pay spine.

<sup>gg</sup> See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Officers' pay spine.

<sup>hh</sup> In order to ensure the required minimum 10 per cent increase all those on increment OF7-1 will instead be paid a Specially Determined Rate of Pay of £120,224.52, equivalent to a daily rate of £329.16.

**PART-TIME VOLUNTEER RESERVE (PTVR) OCFR AND SF OCFR<sup>ii</sup> RATES 2020-21**

RANK	PTVR OCFR AND SF OCFR PAY RATES				
	INCREMENT	OCFR		SF OCFR	
		ANNUAL	DAILY RATE	ANNUAL	DAILY RATE
OF3	OF3-SF-OCFR-9			£69,375.00	£189.93
	OF3-SF-OCFR-8			£68,679.12	£188.03
	OF3-SF-OCFR-7			£67,982.88	£186.12
	OF3-SF-OCFR-6			£67,291.32	£184.23
	OF3-SF-OCFR-5			£66,599.52	£182.34
	OF3-SF-OCFR-4			£66,094.56	£180.96
	OF3-SF-OCFR-3			£65,207.52	£178.53
	OF3-SF-OCFR-2			£64,515.48	£176.63
	OF3-SF-OCFR-1			£63,823.92	£174.74
OF1/OF2	OF1/2-OCFR-15 / OF1/2-SF-OCFR-15	£52,522.32	£143.80	£64,469.28	£176.51
	OF1/2-OCFR-14 / OF1/2-SF-OCFR-14	£52,178.76	£142.85	£64,095.48	£175.49
	OF1/2-OCFR-13 / OF1/2-SF-OCFR-13	£51,817.80	£141.87	£63,726.48	£174.48
	OF1/2-OCFR-12 / OF1/2-SF-OCFR-12	£51,117.84	£139.95	£62,792.88	£171.92
	OF1/2-OCFR-11 / OF1/2-SF-OCFR-11	£50,421.72	£138.04	£61,855.08	£169.35
	OF1/2-OCFR-10 / OF1/2-SF-OCFR-10	£49,717.44	£136.12	£60,916.92	£166.78
	OF1/2-OCFR-9 / OF1/2-SF-OCFR-9	£49,017.00	£134.20	£59,987.64	£164.24
	OF1/2-OCFR-8 / OF1/2-SF-OCFR-8	£48,316.68	£132.28	£59,045.52	£161.66
	OF1/2-OCFR-7 / OF1/2-SF-OCFR-7	£47,442.84	£129.90	£58,107.60	£159.09
	OF1/2-OCFR-6 / OF1/2-SF-OCFR-6	£46,903.68	£128.42	£57,373.08	£157.08
	OF1/2-OCFR-5 / OF1/2-SF-OCFR-5	£46,355.76	£126.91	£56,672.64	£155.16
	OF1/2-OCFR-4 / OF1/2-SF-OCFR-4	£45,274.20	£123.95	£55,964.40	£153.23
	OF1/2-OCFR-3 / OF1/2-SF-OCFR-3	£44,734.92	£122.48	£55,251.84	£151.27
	OF1/2-OCFR-2 / OF1/2-SF-OCFR-2	£44,183.40	£120.97	£54,543.12	£149.33
	OF1/2-OCFR-1 / OF1/2-SF-OCFR-1	£43,105.20	£118.02	£53,834.04	£147.39

<sup>ii</sup> See [JSP 754](#), Chapter 4, Section 3 for full eligibility regarding access to and progression through the two OCFRs' pay spines.

**PART-TIME VOLUNTEER RESERVE (PTVR) VETERINARY OFFICER<sup>jj</sup> RATES 2020-21**

RANK	PTVR VETERINARY OFFICERS PAY RATES		
	INCREMENT	ANNUAL	DAILY RATE
OF4	VETS-OF4-5	£76,793.64	£210.25
	VETS-OF4-4	£75,630.60	£207.07
	VETS-OF4-3	£74,471.64	£203.89
	VETS-OF4-2	£73,304.88	£200.70
	VETS-OF4-1	£72,150.60	£197.54
OF2/OF3	VETS-OF2/3-22	£70,041.48	£191.76
	VETS-OF2/3-21	£68,594.28	£187.80
	VETS-OF2/3-20	£67,142.76	£183.82
	VETS-OF2/3-19	£65,695.32	£179.87
	VETS-OF2/3-18	£64,252.32	£175.92
	VETS-OF2/3-17	£62,801.16	£171.94
	VETS-OF2/3-16	£61,358.04	£167.99
	VETS-OF2/3-15	£59,902.92	£164.01
	VETS-OF2/3-14	£58,468.08	£160.07
	VETS-OF2/3-13	£57,212.04	£156.64
	VETS-OF2/3-12	£55,972.56	£153.25
	VETS-OF2/3-11	£54,580.80	£149.44
	VETS-OF2/3-10	£53,184.48	£145.61
	VETS-OF2/3-9	£51,792.60	£141.80
	VETS-OF2/3-8	£50,409.12	£138.01
	VETS-OF2/3-7	£49,017.00	£134.20
	VETS-OF2/3-6	£47,625.24	£130.39
	VETS-OF2/3-5	£46,237.08	£126.59
	VETS-OF2/3-4	£44,845.56	£122.78
	VETS-OF2/3-3	£43,457.40	£118.98
	VETS-OF2/3-2	£42,065.64	£115.17
	VETS-OF2/3-1	£39,294.48	£107.58

<sup>jj</sup> See [JSP 754](#), Chapter 4, Section 2 for full eligibility regarding access to and progression through the Veterinary Officers' pay spine.

**PART-TIME VOLUNTEER RESERVE (PTVR) CHAPLAIN OFFICERS<sup>kk</sup> RATES 2020-21**

RANK	PTVR CHAPLAIN OFFICERS PAY RATES		
	INCREMENT	CHAPLAINS	DAILY RATE
<b>OF7</b>	OF7-C-5	£108,370.92	£296.70
	OF7-C-4	£107,241.36	£293.61
	OF7-C-3	£106,126.08	£290.56
	OF7-C-2	£105,006.36	£287.49
	OF7-C-1	£103,886.16	£284.42
<b>DCG</b>	DCG-5	£93,144.12	£255.01
	DCG-4	£91,987.56	£251.85
	DCG-3	£90,830.76	£248.68
	DCG-2	£89,678.28	£245.53
	DCG-1	£88,526.16	£242.37
<b>CLASS 1</b>	C1-6	£86,035.92	£235.55
	C1-5	£84,883.44	£232.40
	C1-4	£83,726.52	£229.23
	C1-3	£82,573.80	£226.07
	C1-2	£80,954.64	£221.64
	C1-1	£79,334.88	£217.21
<b>CLASS 2 - 4</b>	C2/4-20	£71,726.04	£196.38
	C2/4-19	£70,342.68	£192.59
	C2/4-18	£68,929.32	£188.72
	C2/4-17	£67,511.76	£184.84
	C2/4-16	£66,103.20	£180.98
	C2/4-15	£64,689.84	£177.11
	C2/4-14	£63,280.56	£173.25
	C2/4-13	£61,867.80	£169.38
	C2/4-12	£60,458.28	£165.53
	C2/4-11	£59,045.40	£161.66
	C2/4-10	£57,636.24	£157.80
	C2/4-9	£56,227.32	£153.94
	C2/4-8	£54,809.88	£150.06
	C2/4-7	£53,405.28	£146.22
	C2/4-6	£51,992.16	£142.35
	C2/4-5	£50,583.12	£138.49
	C2/4-4	£49,165.56	£134.61
	C2/4-3	£47,761.08	£130.76
	C2/4-2	£46,339.08	£126.87
	C2/4-1	£44,934.24	£123.02

<sup>kk</sup> See [JSP 754](#), Chapter 4, Section 4 for full eligibility regarding access to and progression through the Chaplain Officers' pay spine.

**PART-TIME VOLUNTEER RESERVE (PTVR) OTHER RANKS<sup>II</sup>****SUPPLEMENTS 1 AND 2 RATES 2020-21**

RANK	PTVR OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	DAILY RATE	SUPPLEMENT 2	DAILY RATE
OR9	OR9-5	£48,452.76	£132.66	£48,452.76	£132.66
	OR9-4	£47,962.08	£131.31	£47,962.08	£131.31
	OR9-3	£47,426.40	£129.84	£47,426.40	£129.84
	OR9-2	£46,890.36	£128.38	£46,890.36	£128.38
	OR9-1 (YR 2)	£46,621.08	£127.64	£46,621.08	£127.64
	OR9-1 (YR 1)	£46,621.08	£127.64	£46,621.08	£127.64
OR7/OR8	OR7-10 / OR8-5	£43,369.08	£118.73	£44,744.28	£122.50
	OR7-9 / OR8-4	£42,642.00	£116.75	£44,169.36	£120.93
	OR7-8 / OR8-3	£41,931.00	£114.80	£43,577.40	£119.31
	OR7-7 / OR8-2	£41,115.84	£112.57	£42,981.48	£117.67
	OR7-6 (YR 2) / OR8-1 (YR 2)	£40,253.64	£110.21	£42,119.28	£115.32
	OR7-6 (YR 1) / OR8-1 (YR 1)	£40,253.64	£110.21	£42,119.28	£115.32
	OR7-5	£39,389.40	£107.85	£41,035.80	£112.35
	OR7-4	£38,779.56	£106.18	£40,426.80	£110.68
	OR7-3	£38,196.48	£104.58	£39,844.08	£109.08
	OR7-2	£37,592.88	£102.92	£39,239.16	£107.44
	OR7-1 (YR 2)	£37,009.80	£101.32	£38,566.92	£105.59
	OR7-1 (YR 1)	£37,009.80	£101.32	£38,566.92	£105.59
OR6	OR6-5	£36,273.84	£99.31	£37,800.84	£103.49
	OR6-4	£35,405.64	£96.94	£36,864.72	£100.93
	OR6-3	£34,546.08	£94.58	£35,829.00	£98.09
	OR6-2	£33,697.80	£92.26	£34,886.76	£95.52
	OR6-1 (YR 2)	£32,878.92	£90.02	£33,986.40	£93.05
	OR6-1 (YR 1)	£32,878.92	£90.02	£33,986.40	£93.05
OR4	OR4-5	£31,306.32	£85.71	£32,357.76	£88.59
	OR4-4	£30,866.88	£84.50	£31,919.16	£87.39
	OR4-3	£30,451.20	£83.37	£31,488.48	£86.22
	OR4-2	£30,006.60	£82.15	£30,874.80	£84.54
	OR4-1 (YR 2)	£29,225.40	£80.01	£30,075.60	£82.34
	OR4-1 (YR 1)	£29,225.40	£80.01	£30,075.60	£82.34
OR2/OR3	OR2-9 / OR3-3	£27,438.72	£75.13	£28,197.00	£77.20
	OR2-8 / OR3-2	£26,220.12	£71.79	£26,907.96	£73.67
	OR2-7 / OR3-1	£25,059.24	£68.61	£25,641.00	£70.20
	OR2-6	£23,968.68	£65.62	£24,444.36	£66.93
	OR2-5	£22,908.12	£62.72	£23,237.40	£63.62
	OR2-4	£21,848.52	£59.82	£22,092.72	£60.49
	OR2-3	£20,762.04	£56.85	£21,007.08	£57.52
	OR2-2 (YR 2)	£19,468.80	£53.30	£19,468.80	£53.30
	OR2-2 (YR 1)	£19,468.80	£53.30	£19,468.80	£53.30
New Entrants	NERP	£18,707.52	£51.22	£18,707.52	£51.22

<sup>II</sup> See [JSP 754](#) for full eligibility regarding access to and progression through the Other Ranks' pay spine.

### SUPPLEMENTS 3 AND 4 RATES 2020-21

RANK	PTVR OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 3	DAILY RATE	SUPPLEMENT 4	DAILY RATE
OR9	OR9-5	£48,452.76	£132.66	£49,759.68	£136.24
	OR9-4	£47,962.08	£131.31	£49,317.12	£135.02
	OR9-3	£47,426.40	£129.84	£48,847.44	£133.74
	OR9-2	£46,890.36	£128.38	£48,383.64	£132.47
	OR9-1 (YR 2)	£46,621.08	£127.64	£47,973.12	£131.34
	OR9-1 (YR 1)	£46,621.08	£127.64	£47,973.12	£131.34
OR7/ OR8	OR7-10 / OR8-5	£45,705.60	£125.14	£47,020.68	£128.74
	OR7-9 / OR8-4	£45,434.40	£124.39	£46,749.48	£127.99
	OR7-8 / OR8-3	£45,145.92	£123.61	£46,460.64	£127.20
	OR7-7 / OR8-2	£44,824.32	£122.72	£46,116.48	£126.26
	OR7-6 (YR 2) / OR8-1 (YR2)	£44,192.52	£120.99	£45,633.60	£124.94
	OR7-6 (YR 1) / OR8-1 (YR1)	£44,192.52	£120.99	£45,633.60	£124.94
	OR7-5	£42,977.76	£117.66	£44,390.88	£121.54
	OR7-4	£42,131.40	£115.35	£43,704.72	£119.66
	OR7-3	£41,396.28	£113.34	£42,969.36	£117.64
	OR7-2	£40,680.36	£111.37	£42,254.64	£115.69
	OR7-1 (YR 2)	£39,965.28	£109.42	£41,578.56	£113.84
	OR7-1 (YR 1)	£39,965.28	£109.42	£41,578.56	£113.84
OR6	OR6-5	£39,126.12	£107.12	£40,684.32	£111.38
	OR6-4	£38,149.44	£104.44	£39,640.44	£108.53
	OR6-3	£37,220.04	£101.90	£38,636.04	£105.78
	OR6-2	£36,327.72	£99.46	£37,643.04	£103.06
	OR6-1 (YR 2)	£35,422.68	£96.98	£36,586.20	£100.17
	OR6-1 (YR 1)	£35,422.68	£96.98	£36,586.20	£100.17
OR4	OR4-5	£33,723.96	£92.33	£34,732.56	£95.09
	OR4-4	£33,123.00	£90.69	£34,051.56	£93.23
	OR4-3	£32,440.08	£88.82	£33,254.16	£91.05
	OR4-2	£31,726.44	£86.87	£32,492.40	£88.96
	OR4-1 (YR 2)	£30,903.00	£84.61	£31,670.16	£86.71
	OR4-1 (YR 1)	£30,903.00	£84.61	£31,670.16	£86.71
OR2/ OR3	OR2-9 / OR3-3	£28,791.72	£78.82	£29,353.56	£80.37
	OR2-8 / OR3-2	£27,433.56	£75.11	£27,919.20	£76.44
	OR2-7 / OR3-1	£26,141.76	£71.57	£26,597.16	£72.82
	OR2-6	£24,945.00	£68.29	£25,263.60	£69.16
	OR2-5	£23,650.20	£64.75	£23,956.68	£65.59
	OR2-4	£22,422.12	£61.39	£22,728.60	£62.22
	OR2-3	£21,261.72	£58.21	£21,261.72	£58.21
	OR2-2 (YR 2)	£19,468.80	£53.30	£19,468.80	£53.30
	OR2-2 (YR 1)	£19,468.80	£53.30	£19,468.80	£53.30
New Entrants	OR2-1	£18,707.52	£51.22	£18,707.52	£51.22
	NERP	£14,658.96	£40.13	£14,658.96	£40.13

**PART-TIME VOLUNTEER RESERVE (PTVR) NURSING OTHER RANKS<sup>mm</sup> RATES 2020-21**

RANK	PTVR NURSES OTHER RANKS PAY RATES		
	INCREMENT	ANNUAL RATE	DAILY RATE
OR9	OR9-5	£50,390.76	£137.96
	OR9-4	£49,859.88	£136.51
	OR9-3	£49,328.76	£135.05
	OR9-2	£48,797.52	£133.60
	OR9-1 (YR 2)	£48,266.16	£132.14
	OR9-1 (YR 1)	£48,266.16	£132.14
OR7/OR8	OR7-10 / OR8-5	£47,319.84	£129.56
	OR7-9 / OR8-4	£46,637.40	£127.69
	OR7-8 / OR8-3	£45,954.48	£125.82
	OR7-7 / OR8-2	£45,271.56	£123.94
	OR7-6 (YR 2)/OR8-1 (YR 2)	£44,589.00	£122.07
	OR7-6 (YR 1)/OR8-1 (YR 1)	£44,589.00	£122.07
	OR7-5	£43,714.68	£119.69
	OR7-4	£43,025.04	£117.80
	OR7-3	£42,336.00	£115.91
	OR7-2	£41,646.60	£114.02
	OR7-1 (YR 2)	£40,957.20	£112.13
	OR7-1 (YR 1)	£40,957.20	£112.13
OR6	OR6-5	£40,115.04	£109.83
	OR6-4	£39,348.60	£107.73
	OR6-3	£38,582.52	£105.63
	OR6-2	£37,816.08	£103.53
	OR6-1 (YR 2)	£37,050.12	£101.44
	OR6-1 (YR 1)	£37,050.12	£101.44
OR4	OR4-5	£35,252.04	£96.52
	OR4-4	£34,311.96	£93.94
	OR4-3	£33,371.64	£91.37
	OR4-2	£32,430.96	£88.79
	OR4-1 (YR 2)	£31,490.88	£86.22
	OR4-1 (YR 1)	£31,490.88	£86.22
OR2/OR3	OR2-9 / OR3-3	£29,991.60	£82.11
	OR2-8 / OR3-2	£28,495.92	£78.02
	OR2-7 / OR3-1	£27,000.12	£73.92
	OR2-6	£25,504.92	£69.83
	OR2-5	£24,009.36	£65.73
	OR2-4	£22,513.80	£61.64
	OR2-3	£21,018.36	£57.54
	OR2-2 (YR 2)	£19,522.80	£53.46
	OR2-2 (YR 1)	£19,522.80	£53.46
	OR2-1	£18,707.52	£51.22

<sup>mm</sup> See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Other Ranks' pay spine.



**PART-TIME VOLUNTEER RESERVE (PTVR) SF OTHER RANKS<sup>nn</sup> RATES 2020-21**

RANK		PTVR SF OTHER RANKS PAY RATES		
		INCREMENT	ANNUAL RATE	DAILY RATE
OR9		OR9-6	£66,183.24	£60,692.04
		OR9-5	£65,534.04	£60,096.72
		OR9-4	£64,884.48	£59,501.16
		OR9-3	£64,235.28	£58,905.72
		OR9-2	£63,585.84	£58,310.16
		OR9-1	£62,936.76	£57,714.96
OR8		OR8-6	£61,702.44	£56,583.12
		OR8-5	£60,992.52	£55,932.00
		OR8-4	£60,282.72	£55,281.12
		OR8-3	£59,572.80	£54,630.12
		OR8-2	£58,863.00	£53,979.12
		OR8-1	£58,153.08	£53,328.12
OR7		OR7-6	£57,012.84	£52,282.56
		OR7-5	£56,303.04	£51,631.68
		OR7-4	£55,593.36	£50,980.92
		OR7-3	£54,883.56	£50,329.92
		OR7-2	£54,173.52	£49,678.80
		OR7-1	£53,463.84	£49,028.04
OR6		OR6-6	£52,415.40	£48,066.48
		OR6-5	£51,874.44	£47,570.40
		OR6-4	£51,333.60	£47,074.44
		OR6-3	£50,792.52	£46,578.24
		OR6-2	£50,251.44	£46,082.16
		OR6-1	£49,710.48	£45,586.08
OR4		OR4-6	£47,343.12	£43,415.04
		OR4-5	£46,633.56	£42,764.40
		OR4-4	£45,923.28	£42,113.16
		OR4-3	£45,213.72	£41,462.28
		OR4-2	£44,503.92	£40,811.40
		OR4-1	£43,793.64	£40,160.16
	OR3	OR3-3	£42,770.52	£39,221.88
OR2		OR2-9 / OR3-2	£42,131.52	£38,635.92
	OR2-8 / OR3-1	£41,492.52	£38,049.84	
	OR2-7	£40,853.52	£37,464.00	
	OR2-6	£40,214.04	£36,877.56	
	OR2-5	£39,575.04	£36,291.48	
	OR2-4	£38,936.04	£35,705.52	
	OR2-3	£38,296.80	£35,119.32	
	OR2-2	£37,657.44	£34,533.12	
	OR2-1	£37,018.56	£33,947.16	

<sup>nn</sup> See [JSP 754](#), Chapter 4, Section 5 for full eligibility regarding access to and progression through the Special Forces Other Ranks' pay spine.

**PRE-CAREER OF0 (ZERO RATED FOR X-FACTOR) RATES 2020-21**

INCREMENTS	ARMY GAP YEAR COMMISSIONS	UNIVERSITY CADETS <sup>oo</sup>		FULL-TIME UNIVERSITY CADET ENTRANTS (none currently employed)
	ANNUAL RATE	ANNUAL	DAILY RATES	ANNUAL RATE
OF0-3				£20,793.48
OF0-2	£18,822.96	£18,822.96	£51.53	£18,822.96
OF0-1		£15,864.48	£43.43	£15,864.48

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<sup>oo</sup> Includes University Officer Training Corps (UOTC), University Air Squadron (UAS) and University Royal Navy Reserve Unit (URNU)

**Appendix 38 Annex A to AFREM.PAYDEL.COMMS/PR20 dated 21 July 2020**

**CADET FORCE ADULT VOLUNTEERS<sup>PP</sup> 2020-21**

<b>Officers</b>	<b>Daily Rates of Volunteer Allowance</b>
Midshipman (SCC) and Acting 2 <sup>nd</sup> Lieutenant (RM), OF1 (CCF) On appointment	£32.02
Acting Sub Lieutenant (SCC), 2 <sup>nd</sup> Lieutenant (RM), 2 <sup>nd</sup> Lieutenant (ACF) & Pilot Officer (ATC), OF1 (CCF) On appointment	£67.30
Sub Lieutenant (SCC), Lieutenant (RM), Lieutenant (ACF) & Flying Officer (ATC), OF1 (CCF) On appointment	£80.85
Lieutenant (SCC), Captain (RM), Captain (ACF) & Flight Lieutenant Officer (ATC), OF2 (CCF), Chaplains (CF4) On appointment	£103.64
Lieutenant Commander (SCC), Major (RM), Major (ACF) & Squadron Leader (ATC), OF3(CCF), Chaplains (CF3) On appointment	£130.55
Commander (SCC), Lieutenant Colonel (RM), Lieutenant Colonel (ACF) & Wing Commander (ATC), OF4 (CCF) On appointment	£183.27
<b>Other Ranks</b>	
Probationary Petty Officers (SCC) & Probationary Sergeant (RM), OR6 (CCF) On appointment	£32.02
Sergeant Instructor (ACF) & Adult Sergeant Instructors (ATC), OR6 (CCF) On appointment	£63.33
Staff Sergeant Instructors (ACF) & Adult Flight Sergeant Instructors (ATC), OR7 (CCF) On appointment	£67.98
Petty Officers (SCC), Sergeant (RM), Sergeant Major Instructor (ACF) On appointment	£74.80
Chief Petty Officers (SCC), Colour Sergeant (RM), Regimental Sergeant Major Instructor (ACF), Adult Warrant Officers (ATC) On appointment	£79.09
<b>School Staff Instructors (SSI) of the CCF (any rank)</b>	<b>£74.80</b>

**DMS CADET FORCE ADULT VOLUNTEERS 2020-21**

	<b>Daily Rates of Volunteer Allowance</b>
<b>Lieutenant Commander (SCC), Major (RM), Major (ACF) &amp; Squadron Leader (ATC)</b> On appointment	£158.21
<b>Lieutenant (SCC), Captain (RM), Captain (ACF) &amp; Flight Lieutenant Officer (ATC)</b> On appointment	£128.67

<sup>PP</sup> Responsibility for the setting of VA rates and their payment to Cadet Force Adult Volunteers in the Sea Cadet Corps (SCC) and Air Training Corps (ATC) lies with the Marine Society and HQ RAF Air Cadets respectively. Therefore, the rates shown are for illustrative purposes only.

**DMS REGULAR MEDICAL AND DENTAL OFFICERS RATES OF PAY 2020-21<sup>qq</sup>**

**OF7-OF8**

RANK	REGULAR MEDICAL AND DENTAL OFFICERS	
	INCREMENT	MODOs
OF8	OF8 IL1	£171,523.20
OF7	OF7 IL1	£163,565.88

**HIGHER MEDICAL MANAGEMENT<sup>rr</sup>**

RANK	REGULAR MEDICAL AND DENTAL OFFICERS	
	INCREMENT	MODOs
OF6	OF6 IL7	£153,517.20
	OF6 IL6	£152,234.40
	OF6 IL5	£150,955.92
	OF6 IL4	£149,664.36
	OF6 IL3	£148,377.12
	OF6 IL2	£147,102.96
	OF6 IL1	£145,811.52
OF5	OF5 IL15	£143,833.32
	OF5 IL14	£143,027.88
	OF5 IL13	£142,211.40
	OF5 IL12	£141,398.28
	OF5 IL11	£140,589.48
	OF5 IL10	£139,776.24
	OF5 IL9	£138,954.24
	OF5 IL8	£138,145.56
	OF5 IL7	£137,332.44
	OF5 IL6	£136,114.92
	OF5 IL5	£134,901.72
	OF5 IL4	£133,675.32
	OF5 IL3	£132,462.36
	OF5 IL2	£131,248.92
	OF5 IL1	£130,022.88

<sup>qq</sup> See [JSP 754](#), Chapter 4, Section 14 for full eligibility regarding access to and progression through and between the various Medical and Dental Officers' pay spines.

<sup>rr</sup> 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.

## REGULAR CONSULTANTS AND ACCREDITED & NON-ACCREDITED GMPs/GDPs

OF3-5 INCREMENTS	CONSULTANTS	ACCREDITED GENERAL MEDICAL/ DENTAL PRACTITIONER (GMP/GDP)	NON-ACCREDITED GMP/GDP
		Annual	
OF3-5 IL32	£148,043.40	£138,126.36	
OF3-5 IL31	£147,756.36	£137,693.76	
OF3-5 IL30	£147,473.76	£137,363.16	
OF3-5 IL29	£147,182.40	£136,824.72	
OF3-5 IL28	£146,899.44	£136,392.60	
OF3-5 IL27	£146,329.92	£135,955.56	
OF3-5 IL26	£145,760.16	£135,620.28	
OF3-5 IL25	£145,190.52	£135,086.28	
OF3-5 IL24	£143,808.00	£134,645.16	
OF3-5 IL23	£142,429.56	£134,212.68	
OF3-5 IL22	£139,585.32	£133,771.56	
OF3-5 IL21	£138,001.92	£133,338.84	
OF3-5 IL20	£136,423.92	£132,897.84	
OF3-5 IL19	£134,840.16	£130,866.12	£99,484.44
OF3-5 IL18	£133,266.96	£130,356.00	£98,478.84
OF3-5 IL17	£131,270.28	£129,749.40	£97,472.88
OF3-5 IL16	£129,284.04	£129,117.48	£96,462.72
OF3-5 IL15	£127,525.80	£128,491.68	£95,563.44
OF3-5 IL14	£125,763.36	£127,860.00	£94,678.08
OF3-5 IL13	£124,009.80	£127,233.72	£93,783.24
OF3-5 IL12	£122,251.80	£126,674.88	£92,888.88
OF3-5 IL11	£118,387.56	£123,795.84	£91,999.20
OF3-5 IL10	£114,531.84	£123,241.20	£91,108.68
OF3-5 IL9	£110,676.72	£122,601.72	£90,036.12
OF3-5 IL8	£107,253.12	£121,967.04	£88,229.52
OF3-5 IL7	£103,820.76	£121,327.68	£86,418.12
OF3-5 IL6	£100,383.72	£118,359.24	£85,132.08
OF3-5 IL5	£97,163.28	£116,740.92	£83,859.48
OF3-5 IL4	£95,911.80	£115,113.36	£82,582.20
OF3-5 IL3	£94,634.16	£113,495.16	£81,305.16
OF3-5 IL2	£90,400.32	£111,867.48	£77,028.24
OF3-5 IL1	£86,209.56	£108,787.08	£72,778.32

OF2 INCREMENTS	ACCREDITED	NON-ACCREDITED
	ANNUAL	
OF2 IL5	£82,327.80	£67,384.56
OF2 IL4	£80,657.64	£65,662.80
OF2 IL3	£78,992.28	£63,931.20
OF2 IL2	£77,317.92	£62,213.52
OF2 IL1	£75,648.24	£60,505.08

OF1 INCREMENT	ALL MODOS
	ANNUAL
OF1 IL1	£45,801.00

**Appendix 40 to Annex A to AFREM.PAYDEL.COMMS/PR20 dated 21 July 2020**

**DMS RESERVES MEDICAL AND DENTAL OFFICERS RATES OF PAY 2020-21<sup>ss</sup>**

<b>CONSULTANTS</b>				
<b>Increments</b>	<b>Full Commitment 14.5% X-Factor</b>	<b>Limited Commitment 5% X-Factor</b>		<b>Home Commitment 0% X-Factor</b>
	<b>Annual</b>	<b>Annual</b>	<b>Daily</b>	<b>Annual</b>
OF3-5 IL32	£148,043.40	£138,189.00	£378.34	£134,785.80
OF3-5 IL31	£147,756.36	£137,901.96	£377.56	£134,498.76
OF3-5 IL30	£147,473.76	£137,619.36	£376.78	£134,216.16
OF3-5 IL29	£147,182.40	£137,328.00	£375.99	£133,924.80
OF3-5 IL28	£146,899.44	£137,045.04	£375.21	£133,641.84
OF3-5 IL27	£146,329.92	£136,475.52	£373.65	£133,072.32
OF3-5 IL26	£145,760.16	£135,905.76	£372.09	£132,502.56
OF3-5 IL25	£145,190.52	£135,336.12	£370.53	£131,932.92
OF3-5 IL24	£143,808.00	£133,953.60	£366.75	£130,550.40
OF3-5 IL23	£142,429.56	£132,575.16	£362.97	£129,171.96
OF3-5 IL22	£139,585.32	£127,554.24	£349.23	£121,908.60
OF3-5 IL21	£138,001.92	£126,171.36	£345.44	£120,525.72
OF3-5 IL20	£136,423.92	£124,793.16	£341.67	£119,147.52
OF3-5 IL19	£134,840.16	£123,409.92	£337.88	£117,764.28
OF3-5 IL18	£133,266.96	£122,036.04	£334.12	£116,390.40
OF3-5 IL17	£131,270.28	£120,292.20	£329.35	£114,646.56
OF3-5 IL16	£129,284.04	£118,557.48	£324.60	£112,911.84
OF3-5 IL15	£127,525.80	£116,945.04	£320.18	£111,376.20
OF3-5 IL14	£125,763.36	£115,328.76	£315.76	£109,836.96
OF3-5 IL13	£124,009.80	£113,720.76	£311.35	£108,305.52
OF3-5 IL12	£122,251.80	£112,108.68	£306.94	£106,770.12
OF3-5 IL11	£118,387.56	£108,564.96	£297.23	£103,395.24
OF3-5 IL10	£114,531.84	£105,029.16	£287.55	£100,027.80
OF3-5 IL9	£110,676.72	£101,493.84	£277.87	£96,660.84
OF3-5 IL8	£107,253.12	£98,354.40	£269.28	£93,670.80
OF3-5 IL7	£103,820.76	£95,206.92	£260.66	£90,673.20
OF3-5 IL6	£100,383.72	£92,055.00	£252.03	£87,671.40
OF3-5 IL5	£97,163.28	£89,101.68	£243.95	£84,858.72
OF3-5 IL4	£95,911.80	£87,954.00	£240.81	£83,765.76
OF3-5 IL3	£94,634.16	£86,782.32	£237.59	£82,649.88
OF3-5 IL2	£90,400.32	£82,899.84	£226.97	£78,952.20
OF3-5 IL1	£86,209.56	£79,056.84	£216.45	£75,292.20

<sup>ss</sup> See [JSP 754](#), Chapter 4, Section 14 for full eligibility regarding access to and progression through and between the various Medical and Dental Officers' pay spines.

ACCREDITED GENERAL MEDICAL AND DENTAL PRACTITIONERS					
Rank	Increments	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
		Annual	Annual	Daily	Annual
OF3-5	OF3-5 IL32	£138,126.36	£128,820.60	£352.69	£125,421.00
	OF3-5 IL31	£137,693.76	£128,388.00	£351.51	£124,988.40
	OF3-5 IL30	£137,363.16	£128,057.40	£350.60	£124,657.80
	OF3-5 IL29	£136,824.72	£127,518.96	£349.13	£124,119.36
	OF3-5 IL28	£136,392.60	£127,086.84	£347.95	£123,687.24
	OF3-5 IL27	£135,955.56	£126,649.80	£346.75	£123,250.20
	OF3-5 IL26	£135,620.28	£126,314.52	£345.83	£122,914.92
	OF3-5 IL25	£135,086.28	£125,780.52	£344.37	£122,380.92
	OF3-5 IL24	£134,645.16	£125,339.40	£343.16	£121,939.80
	OF3-5 IL23	£134,212.68	£124,906.92	£341.98	£121,507.32
	OF3-5 IL22	£133,771.56	£122,469.36	£335.31	£116,831.04
	OF3-5 IL21	£133,338.84	£122,091.48	£334.27	£116,453.16
	OF3-5 IL20	£132,897.84	£121,706.28	£333.22	£116,067.96
	OF3-5 IL19	£130,866.12	£119,931.84	£328.36	£114,293.52
	OF3-5 IL18	£130,356.00	£119,486.40	£327.14	£113,848.08
	OF3-5 IL17	£129,749.40	£118,956.60	£325.69	£113,318.28
	OF3-5 IL16	£129,117.48	£118,404.72	£324.18	£112,766.40
	OF3-5 IL15	£128,491.68	£117,830.76	£322.60	£112,219.80
	OF3-5 IL14	£127,860.00	£117,251.52	£321.02	£111,668.16
	OF3-5 IL13	£127,233.72	£116,677.32	£319.44	£111,121.20
	OF3-5 IL12	£126,674.88	£116,164.68	£318.04	£110,633.04
	OF3-5 IL11	£123,795.84	£113,524.56	£310.81	£108,118.68
	OF3-5 IL10	£123,241.20	£113,016.00	£309.42	£107,634.24
	OF3-5 IL9	£122,601.72	£112,429.56	£307.82	£107,075.76
	OF3-5 IL8	£121,967.04	£111,847.56	£306.22	£106,521.48
	OF3-5 IL7	£121,327.68	£111,261.12	£304.62	£105,963.00
	OF3-5 IL6	£118,359.24	£108,539.04	£297.16	£103,370.52
	OF3-5 IL5	£116,740.92	£107,055.00	£293.10	£101,957.16
	OF3-5 IL4	£115,113.36	£105,562.44	£289.01	£100,535.64
	OF3-5 IL3	£113,495.16	£104,078.52	£284.95	£99,122.40
	OF3-5 IL2	£111,867.48	£102,585.96	£280.86	£97,700.88
	OF3-5 IL1	£108,787.08	£99,761.16	£273.13	£95,010.60
OF2	OF2 IL5	£82,327.80	£75,497.04	£206.70	£71,901.96
	OF2 IL4	£80,657.64	£73,965.48	£202.50	£70,443.36
	OF2 IL3	£78,992.28	£72,438.24	£198.32	£68,988.84
	OF2 IL2	£77,317.92	£70,902.84	£194.12	£67,526.52
	OF2 IL1	£75,648.24	£69,371.64	£189.93	£66,068.28

NON-ACCREDITED MEDICAL AND DENTAL OFFICERS					
Rank	Increments	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
		Annual	Annual	Daily	Annual
OF3-5	OF3-5 IL19	£99,484.44	£91,098.36	£249.41	£86,886.00
	OF3-5 IL18	£98,478.84	£90,220.08	£247.01	£86,007.72
	OF3-5 IL17	£97,472.88	£89,341.56	£244.60	£85,129.20
	OF3-5 IL16	£96,462.72	£88,459.32	£242.19	£84,246.96
	OF3-5 IL15	£95,563.44	£87,634.68	£239.94	£83,461.56
	OF3-5 IL14	£94,678.08	£86,822.64	£237.71	£82,688.28
	OF3-5 IL13	£93,783.24	£86,002.08	£235.46	£81,906.72
	OF3-5 IL12	£92,888.88	£85,181.88	£233.22	£81,125.64
	OF3-5 IL11	£91,999.20	£84,366.12	£230.98	£80,348.64
	OF3-5 IL10	£91,108.68	£83,549.52	£228.74	£79,570.92
	OF3-5 IL9	£90,036.12	£82,565.88	£226.05	£78,634.20
	OF3-5 IL8	£88,229.52	£80,909.16	£221.52	£77,056.32
	OF3-5 IL7	£86,418.12	£79,248.12	£216.97	£75,474.36
	OF3-5 IL6	£85,132.08	£78,068.76	£213.74	£74,351.16
	OF3-5 IL5	£83,859.48	£76,901.76	£210.55	£73,239.72
	OF3-5 IL4	£82,582.20	£75,730.44	£207.34	£72,124.20
	OF3-5 IL3	£81,305.16	£74,559.36	£204.13	£71,008.92
	OF3-5 IL2	£77,028.24	£70,637.28	£193.39	£67,273.56
	OF3-5 IL1	£72,778.32	£66,739.92	£182.72	£63,561.84
OF2	OF2 IL5	£67,384.56	£61,793.64	£169.19	£58,851.12
	OF2 IL4	£65,662.80	£60,214.80	£164.86	£57,347.40
	OF2 IL3	£63,931.20	£58,626.96	£160.51	£55,835.16
	OF2 IL2	£62,213.52	£57,051.72	£156.20	£54,334.92
	OF2 IL1	£60,505.08	£55,485.00	£151.91	£52,842.84
OF1	OF1 IL1	£45,801.00	£42,000.96	£115.00	£40,000.92



**DMS MODO CADETS RATES OF PAY 2020-21<sup>tt</sup>**

<b>Sub-Lieutenant, Second Lieutenant, Pilot Officer and Medical Cadets</b>	<b>Annual</b>
After 2 Years in Rank	£21,281.04
After 1 Year in Rank	£19,202.28
On Appointment	£17,133.48

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<sup>tt</sup> 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).

**RECRUITMENT AND RETENTION, AND OTHER RECOGNITION PAYMENTS****RECRUITMENT & RETENTION PAYMENT (FLYING)<sup>uu</sup> (RRP(F))**

	2020	
	Full Rate	50%
	Daily	
<b>Officers</b>		
<b>Officer aircrew (trained)</b>		
<b>Trained Army NCO Pilots and Officer Aircrew in the rank of Squadron Leader and below</b>		
<i>Tier 1</i>	£11.84	£5.92
<i>Tier 2</i>		
Rate 1	£39.20	£19.60
Rate 2	£42.16	£21.08
Rate 3	£48.83	£24.42
Rate 4	£51.79	£25.90
Rate 5	£53.26	£26.63
Rate 6	£54.73	£27.37
Rate 7	£56.81	£28.41
<b>Wing Commander</b>		
On appointment	£44.04	£22.02
After 6 years	£41.27	£20.64
After 8 years	£38.52	£19.26
<b>Group Captain</b>		
On appointment	£33.72	£16.86
After 2 years	£31.63	£15.82
After 4 years	£29.57	£14.79
After 6 years	£26.12	£13.06
After 8 years	£22.68	£11.34
<b>Air Commodore</b>	£13.75	£6.88
<b>RAF specialist aircrew</b>		
<b>Flight Lieutenants (not Branch Officers)</b>		
On designation as specialist aircrew	£52.26	£26.13
After 1 year as specialist aircrew	£52.99	£26.50
After 2 years as specialist aircrew	£54.35	£27.18
After 3 years as specialist aircrew	£55.01	£27.51
After 4 years as specialist aircrew	£55.73	£27.87
After 5 years as specialist aircrew	£57.09	£28.55
After 6 years as specialist aircrew	£57.78	£28.89
After 7 years as specialist aircrew	£58.49	£29.25
After 8 years as specialist aircrew	£59.84	£29.92
After 9 years as specialist aircrew	£60.53	£30.27
After 10 years as specialist aircrew	£61.21	£30.61
After 11 years as specialist aircrew	£62.59	£31.30
After 12 years as specialist aircrew	£63.29	£31.65
After 13 years as specialist aircrew	£64.68	£32.34
After 14 years as specialist aircrew	£65.35	£32.68
After 15 years as Specialist aircrew	£66.02	£33.01
After 16 years as specialist aircrew	£68.11	£34.06
<b>Branch Officers</b>		
On designation as specialist aircrew	£42.67	£21.34
After 5 years as specialist aircrew	£47.47	£23.74

<sup>uu</sup> See [JSP 754](#), Chapter 5, Section 14 for full eligibility criteria for RRP(F). RRP(F) eligibility extended to Pilot (ISR) RPAS personnel wef 1 Apr 20.

<b>Ground Branch Officer aircrew (trained) and aircrew under transitional arrangement in the rank of Squadron Leader and below</b>		
RM and Army pilot qualified as aircraft commanders		
Initial rate	£15.80	£7.90
Middle rate	£26.83	£13.42
Top rate	£42.67	£21.34
Enhanced Rate (Pilots after 4 years at Top Rate)	£50.22	£25.11
Enhanced Rate (WSOs and Observers after 4 years at Top Rate)	£47.47	£23.74
<b>Non-commission aircrew (trained) RN/RM, Army and RAF aircrewmen</b>		
Initial rate	£8.25	£4.13
Middle rate	£17.21	£8.61
Top rate	£22.68	£11.34

### **RECRUITMENT & RETENTION PAYMENT (FLYING CREW)<sup>vv</sup> (RRP(FC))**

	<b>2020</b>	
	<b>Full Rate</b>	
	<b>Daily</b>	
Lower Rate	£5.36	
Higher Rate	£8.68	

### **RECRUITMENT & RETENTION PAYMENT (DIVING)<sup>ww</sup> (RRP(D))**

	<b>2020</b>	
	<b>Full Rate</b>	<b>50%</b>
	<b>Daily</b>	
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	£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

<sup>vv</sup> See [JSP 754](#), Chapter 5, Section 15 for full eligibility criteria for RRP(FC).

<sup>ww</sup> See [JSP 754](#), Chapter 5, Section 19 for full eligibility criteria for RRP(D).

## **RECRUITMENT & RETENTION PAYMENT (SUBMARINE)<sup>xx</sup> (RRP(SM))**

	2020	
	Full Rate	50%
	Daily	
Level 1 - payable on qualification	£13.75	£6.88
Level 2 - payable after 5 years on Level 1	£17.87	£8.94
Level 3 - payable after 5 years on Level 2	£21.32	£10.66
Level 4 - payable after 5 years on Level 3	£24.09	£12.05
Level 5 - payable to Officers on successful completion of Submarine Command Course, Engineer Officers in Operational Charge Qualified positions and Warrant Officers 1 assigned to a submarine	£30.26	£15.13
<b>Submarine Supplements</b>		
Harbour Rate	£5.51	
Sea Rate	£16.52	
<b>RRP(SM) Engineer Officers' Supplement</b>		
Level 1: pre-charge assignments in submarines	£11.02	
Level 2: charge assignments in submarines	£22.03	

## **RECRUITMENT & RETENTION PAYMENT (WEAPON ENGINEER SUBMARINE)<sup>yy</sup> (RRP(WESM))**

	2020	
	Full Rate	50%
	Daily	
Category 1 - OR4	£21.60	£10.80
Category 2 - OR6	£12.96	£6.48
Category 3 - OR7-9	£3.24	£1.62

## **RECRUITMENT & RETENTION PAYMENT (NAVAL SERVICE ENGINEER)<sup>zz</sup> (RRP(NSE))**

	2020	
	Full Rate	50%
	Daily	
Level 1 (RN and RM OR4-OR6)	£3.06	£1.53
Level 2 (RN and RM OR6-OR7)	£5.10	£2.55
Level 3 (RN and RM OR7-OR9)	£6.63	£3.32

<sup>xx</sup> See [JSP 754](#), Chapter 5, Section 3 for full eligibility criteria for RRP(SM).

<sup>yy</sup> See [JSP 754](#), Chapter 5, Section 18 for full eligibility criteria for RRP(WESM).

<sup>zz</sup> See [JSP 754](#), Chapter 5, Section 20 for full eligibility criteria for RRP(NSE).

## **RECRUITMENT & RETENTION PAYMENT (NUCLEAR PROPULSION)<sup>aaa</sup> (RRP(NP))**

	2020	
	Full Rate	50%
	Daily	
ORs Category C	£3.30	£1.65
ORs Category B	£6.61	£3.31
ORs Category B2	£13.22	£6.61
ORs Category A2	£44.06	£22.03
Category A1 Watchkeeper - MESM Officer - Charge and post Charge	£21.82	£10.91
Category A1 Watchkeeper - MESM Officer - Pre Charge	£13.09	£6.55

## **RECRUITMENT & RETENTION PAYMENT (HYDROGRAPHIC)<sup>bbb</sup> (RRP(H))**

	2020	
	Full Rate	50%
	Daily	
OF: H Ch and Command Qualification Two (CQ2)	£16.32	£8.16
OF: On attaining Charge qualification (H Ch)	£13.77	£6.89
OF: Surveyor 1st Class (H1) (completion of HM103 course) OR: On promotion to OR7	£11.03	£5.52
OR: On promotion to OR6 and completion of HM100 course	£6.63	£3.32
OF: Surveyor 2nd Class (H2) (completion of HM100 course) OR: On promotion to OR4 & completion of HM202 course	£5.10	£2.55
OR: On completion of Initial Hydrographic Training	£2.55	£1.28

## **RECRUITMENT & RETENTION PAYMENT (MOUNTAIN LEADERS)<sup>ccc</sup> (RRP(ML))**

	2020	
	Full Rate	50%
	Daily	
Initial	£15.31	£7.66
Enhanced	£20.81	£10.41

## **RECRUITMENT & RETENTION PAYMENT (PARACHUTE JUMP INSTRUCTOR)<sup>ddd</sup> (RRP(PJI))**

	2020	
	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	

<sup>aaa</sup> See [JSP 754](#), Chapter 5, Section 4 for full eligibility criteria for RRP(NP).

<sup>bbb</sup> See [JSP 754](#), Chapter 5, Section 5 for full eligibility criteria for RRP(H).

<sup>ccc</sup> See [JSP 754](#), Chapter 5, Section 6 for full eligibility criteria for RRP(ML).

<sup>ddd</sup> See [JSP 754](#), Chapter 5, Section 8 for full eligibility criteria for RRP(PJI).

### **RECRUITMENT & RETENTION PAYMENT (PARACHUTE)<sup>eee</sup> (RRP(P))**

	2020	
	Full Rate	50%
	Daily	
Basic Rate	£5.87	£2.94
High Altitude Rate	£11.06	

### **RECRUITMENT & RETENTION PAYMENT (EXPLOSIVE ORDNANCE DISPOSAL OPERATORS)<sup>fff</sup> (RRP(EOD))**

	2020	
	Full Rate	
	Daily	
2 Defence EOD Operators	£18.59	
2a Advanced EOD Operators	£24.76	
3 Advanced Manual Techniques Operators	£31.63	

### **RECRUITMENT & RETENTION PAYMENT (NURSING)<sup>ggg</sup> (RRP(N))**

	2020	
	Full Rate	50%
	Daily	
Specialist nurses who acquire the specified academic qualification of specialist practice (Defence Nursing Operational Competency Framework (DNOCF) Level 3)	£11.70	£5.85

### **RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES COMMUNICATIONS)<sup>hhh</sup> (RRP(SFC))**

	2020	
	Full Rate	50%
	Daily	
Level 1	£19.95	£9.98
Level 2	£23.39	£11.70

### **RECRUITMENT & RETENTION PAYMENT (SPECIAL COMMUNICATIONS)<sup>iii</sup> (RRP(SC))**

	2020	
	Full Rate	50%
	Daily	
Level 1	£13.09	£6.55

<sup>eee</sup> See [JSP 754](#), Chapter 5, Section 7 for full eligibility criteria for RRP(P).

<sup>fff</sup> See [JSP 754](#), Chapter 5, Section 16 for full eligibility criteria for RRP(EOD).

<sup>ggg</sup> See [JSP 754](#), Chapter 5, Section 17 for full eligibility criteria for RRP(N).

<sup>hhh</sup> See [JSP 754](#), Chapter 5, Section 10 for full eligibility criteria for RRP(SFC).

<sup>iii</sup> See [JSP 754](#), Chapter 5, Section 11 for full eligibility criteria for RRP(SC).

## **RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES)<sup>jjj</sup> (RRP(SF))**

	2020	
	Full Rate	50%
	Daily	
Officers		
Level 1 – On Appointment	£43.44	£21.72
Level 2 – After 3 years	£50.80	£25.40
Level 3 – After 6 years	£55.48	£27.74
Level 4 – After 9 years	£60.47	£30.24
Other Ranks		
Level 1 – On Appointment	£21.40	£10.70
Level 2 – After 3 years	£30.07	£15.04
Level 3 – After 6 years	£34.77	£17.39
Level 4 – After 9 years	£41.46	£20.73
Level 5 – After 12 years	£45.46	£22.73
Level 6 – After 15 years	£50.80	£25.40
Level 7 – After 18 years	£55.48	£27.74
Level 8 – After 21 years	£60.47	£30.24
Level 9 – After 24 years	£64.70	£32.35
Level 10 – After 27 years	£67.93	£33.97

## **RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES SWIMMER DELIVERY VEHICLE)<sup>kkk</sup> (RRP(SF SDV))**

	2020
	Full Rate
	Daily
Level 1	£13.09

## **RECRUITMENT & RETENTION PAYMENT (SPECIAL INTELLIGENCE)<sup>lll</sup> (RRP(SI))**

	2020
	Full Rate
	Daily
HUMINT Operator Class 1 – Level 1	£23.39
HUMINT Operator Class 1 with more than 3 years Class 1 experience – Level 2	£35.10

<sup>jjj</sup> See [JSP 754](#), Chapter 5, Section 9 for full eligibility criteria for RRP(SF).

<sup>kkk</sup> See [JSP 754](#), Chapter 5, Section 9 for full eligibility criteria for RRP(SF SDV).

<sup>lll</sup> See [JSP 754](#), Chapter 5, Section 13 for full eligibility criteria for RRP(SI).

# **RECRUITMENT & RETENTION PAYMENT (SPECIAL RECONNAISSANCE)<sup>mmm</sup> (RRP(SR))**

	2020	
	Full Rate	50%
	Daily	
Officers		
Level 1 – On Appointment	£43.44	£21.72
Level 2 – After 3 years	£50.80	£25.40
Level 3 – After 6 years	£55.48	£27.74
Level 4 – After 9 years	£60.47	£30.24
Other Ranks		
Level 1 – On Appointment	£21.40	£10.70
Level 2 – After 3 years	£30.07	£15.04
Level 3 – After 6 years	£34.77	£17.39
Level 4 – After 9 years	£41.46	£20.73
Level 5 – After 12 years	£45.46	£22.73
Level 6 – After 15 years	£50.80	£25.40
Level 7 – After 18 years	£55.48	£27.74
Level 8 – After 21 years	£60.47	£30.24
Level 9 – After 24 years	£64.70	£32.35
Level 10 – After 27 years	£67.93	£33.97

<sup>mmm</sup> See [JSP 754](#), Chapter 5, Section 12 for full eligibility criteria for RRP(SR).



## **DEFENCE MEDICAL SERVICE (DMS) PAYMENTS**

### **DMS LEGACY NON-CTOS SUSTAINED QUALITY PAYMENTS<sup>nnn</sup> 2020-21**

Level	Daily
3	£18.94
2	£12.63
1	£6.32

### **GENERAL MEDICAL/GENERAL DENTAL PRACTITIONER TRAINER PAY RATES 2020-21**

Daily
£23.95

### **ASSOCIATE GENERAL MEDICAL/DENTAL PRACTITIONER TRAINER PAY RATES 2020-21**

Daily
£11.98

### **DMS DISTINCTION AWARDS 2020-21**

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

### **DMS CLINICAL EXCELLENCE AWARDS 2020-21**

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

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<sup>nnn</sup> Common Terms of Service (CTOS) for Reserve Medical and Dental officers were introduced on 1 April 2006. Officers who chose not to transfer to CTOS remained on their previous pay arrangements and are paid a Specially Determined Rate of Pay equal to their previous rate with no incremental progression. At this time Sustained Quality Payments (SQPs) were subsumed within basic pay, SQPs continue to be paid to those reservist officers who chose not to transfer to the CTOS pay structure, subject to the terms in their individual commitments and provided that they meet the SQP criteria.

## DEFENCE ENGINEERING PAYMENTS

### RECRUITMENT & RETENTION PAYMENT (NAVAL SERVICE ENGINEER)<sup>ooo</sup> (RRP(NSE))

	2020	
	Full Rate	50%
	Daily	
Level 1 (RN and RM OR4-OR6)	£3.06	£1.53
Level 2 (RN and RM OR6-OR7)	£5.10	£2.55
Level 3 (RN and RM OR7-OR9)	£6.63	£3.32

### ENGINEER PROFESSIONAL RECOGNITION AWARDS (EPRA)<sup>ppp</sup> 2020-21

#### RN/RM

PROFESSIONAL REGISTRATION LEVEL	COHORT	PAYMENT CLAIMABLE ON ATTAINMENT OF PROFESSIONAL REGISTRATION
CEng	OF2/OF3 ENGINEER OFFICERS	£3,000
IEng		£2,000

#### ARMY

PROFESSIONAL REGISTRATION LEVEL	COHORT	PAYMENT CLAIMABLE ON ATTAINMENT OF PROFESSIONAL REGISTRATION
CEng	OFFICERS AND OTHER RANKS (RE, R SIGNALS, RLC and REME)	£2,000
IEng		£0
Eng Tech / ICT Tech		£3,000

#### RAF

COHORT: ALL ELIGIBLE ENGINEERING OFFICERS & ENGINEERING TRADES (ENG (AS), ENG (CE), TG1, TG4, TG5 AND TG13) [£5K MAX PER CLAIMANT, OVER 1 OR 2 PAYMENTS]			
	Eng Tech/ ICT Tech / RIT Tech	I Eng	C Eng / CITP
OR	£2,000 (OR4+)	£3,000 (OR6+)	
OR	£2,000 (OR4+)		£3,000 (OR9)
OR		£5,000 (OR6+)	
OR			£5,000 (OR9)
OF		£2,000 (OF2+)	£3,000 (OF3+)
OF			£5,000 (OF3+)

<sup>ooo</sup> See [JSP 754](#), Chapter 5, Section 20 for full eligibility criteria for RRP(NSE).

<sup>ppp</sup> See [JSP 754](#), Chapter 5, Section 23 for full eligibility criteria for EPRA's and signposting to additional single Service guidance.

## **RAF OTHER RANKS ENGINEERS ANNUAL TRADE PAYMENTS<sup>qqq</sup> 2020-21**

<b>RANK</b>	<b>ANNUAL</b>	<b>DAILY</b>
<b>OR2</b>	£300	<b>£0.83</b>
<b>OR4</b>	£900	<b>£2.47</b>
<b>OR6</b>	£1,400	<b>£3.84</b>
<b>OR7</b>	£1,600	<b>£4.39</b>
<b>OR9</b>	£1,000	<b>£2.74</b>

## **RAF ENHANCED OF3 OFFICER PAY SPINE<sup>rrr</sup> 2020-21**

	<b>INCREMENT</b>	<b>ANNUAL</b>
<b>OF3 ADDITIONAL INCREMENTS</b> RAF's Enhanced Officer Pay Spine – selected Engineering Specialists only	OF3-12	£71,370.24
	OF3-11	£69,970.80
	OF3-10	£68,598.84
	OF3-9	£67,253.76
	OF3-8	£65,935.08

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<sup>qqq</sup> Arising from work undertaken as part of the Defence Engineering Remuneration Review (DERR) – eligibility criteria will be published in [JSP 754](#).

<sup>rrr</sup> Arising from work undertaken as part of the Defence Engineering Remuneration Review (DERR) – eligibility criteria for access to these additional increments will be published in [JSP 754](#) and selection of eligible officers will be administered by the relevant RAF manning authority. Initially implemented on a case-by-case basis through the application of SDRPs until JPA can be reprogrammed.

**TRAINING BOUNTIES FOR TRAINING UNDERTAKEN IN TRAINING YEAR 2019-20**  
**AND CALL OUT GRATUITY FOR CALL OUT IN 2020-21**

	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> & 4 <sup>th</sup> Year	5 <sup>th</sup> & subsequent years
NAVY				
RNR/RMR List 1a – General (Higher)	£479.00	£1,060.00	£1,638.00	£1,899.00
RNR/RMR List 1b – General (Lower)	£343.00	£752.00	£1,162.00	£1,346.00
University Royal Naval Reserve Units (Rates payable from 1 October 2000)	£164.00	£193.00	£232.00	See Note 4 below
University Royal Naval Reserve Units (Rates payable to personnel who joined their units prior to 1 April 1998)	£313.00	£583.00	£881.00	
ARMY				
Group A – Higher training obligations for officers and soldiers	£479.00	£1,060.00	£1,638.00	£1,899.00
Group A – Lower training obligation for officers and soldiers (see Note 7 below)	N/A	£583.00	£907.00	£1,060.00
Group B – Officers, Officer Cadets and soldiers in the OTC	£164.00	£193.00	£232.00	See Note 4 below
Ex-Regular Officers and Other Ranks Training Bounty	£427.00			
RAF				
Full Training Bounty – Reserve and Auxiliary Forces – General	£479.00	£1,060.00	£1,638.00	£1,899.00
Lower Annual Training Commitment Bounty	N/A	£583.00	£907.00	£1,060.00
University Air Squadrons – Rates payable from 1 October 2000	£164.00	£193.00	£232.00	See Note 4 below
University Air Squadrons – Rates payable to personnel who joined their units prior to 1 April 1998	£193.00	£260.00	£362.00	
DTUS Students Training Bounty	£164.00	£193.00	£232.00	
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	£479.00			
Call-Out Gratuity	£576.00			

**NOTES:**

1. Excludes Reservists undertaking periods of service under FTRS, ADC and Ad Hoc Duties.
2. The HRR Bounty is paid on the anniversary of joining the HRR.
3. 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).
4. Where 5<sup>th</sup> and subsequent years bounty is not shown personnel will receive the 3<sup>rd</sup> and 4<sup>th</sup> year payment value.
5. Full-time reservists are not eligible for Training Bounties by virtue of the nature of their duties.
6. Excludes Non Regular Permanent Staff Officers and Soldiers.
7. Army Only: Officers and Soldiers who are allowed to complete the lower training obligation under the terms of the Reserve Land Forces Regulations (AC 72030), para. 01.02.036.

**ACCOMMODATION CHARGES 2020-21**

**COMBINED ACCOMMODATION ASSESSMENT SYSTEM (CAAS)**  
**SERVICE FAMILY ACCOMMODATION (SFA) UNFURNISHED CHARGES (£ DAILY)**  
**UK AND OVERSEAS EXCLUDING BRITISH FORCES GERMANY (BFG) – SEE NOTE 1**

Type	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I	Band J Overseas	Band K Overseas
I	26.53	23.88	21.22	18.57	15.92	13.27	10.61	7.96	5.31	2.65	0.00
II	23.91	21.52	19.13	16.74	14.35	11.96	9.56	7.17	4.78	2.39	0.00
III	21.11	19.00	16.89	14.78	12.67	10.56	8.44	6.33	4.22	2.11	0.00
IV	15.95	14.36	12.76	11.17	9.57	7.98	6.38	4.79	3.19	1.60	0.00
V	12.55	11.30	10.04	8.79	7.53	6.28	5.02	3.77	2.51	1.26	0.00
Extra Bedroom	0.94	0.85	0.75	0.66	0.56	0.47	0.38	0.28	0.19	0.09	0.00

Type	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I	Band J Overseas	Band K Overseas
D	12.02	10.82	9.62	8.41	7.21	6.01	4.81	3.61	2.40	1.20	0.00
C	10.19	9.17	8.15	7.13	6.11	5.10	4.08	3.06	2.04	1.02	0.00
B	8.75	7.88	7.00	6.13	5.25	4.38	3.50	2.63	1.75	0.88	0.00
A	6.58	5.92	5.26	4.61	3.95	3.29	2.63	1.97	1.32	0.66	0.00
Extra Bedroom	0.31	0.28	0.25	0.22	0.19	0.16	0.12	0.09	0.06	0.03	0.00

**CAAS SFA FURNITURE CHARGE ADDITION (£ DAILY) UK AND OVERSEAS**  
**EXCLUDING BRITISH FORCES GERMANY (BFG) – SEE NOTE 1**

	Part Furnished	Furnished
Type I	0.47	0.94
Type II	0.42	0.84
Type III	0.36	0.72
Type IV	0.34	0.68
Type V	0.31	0.61
Type D	0.19	0.38
Type C	0.16	0.33
Type B	0.14	0.28
Type A	0.13	0.26

**4-TIER GRADING (4TG) SFA CHARGES (£ DAILY) BFG - SEE NOTE 1**

	GRADE 1			GRADE 2			GRADE 3			GRADE 4		
	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished
Type I	26.53	27.00	27.47	18.74	19.21	19.68	10.03	10.50	10.97	5.21	5.68	6.15
Type II	23.91	24.33	24.75	16.89	17.31	17.73	9.13	9.55	9.97	4.80	5.22	5.64
Type III	21.11	21.47	21.83	14.95	15.31	15.67	8.11	8.47	8.83	4.37	4.73	5.09
Type IV	15.95	16.29	16.63	11.56	11.90	12.24	6.70	7.04	7.38	3.71	4.05	4.39
Type V	12.55	12.86	13.16	9.54	9.85	10.15	5.72	6.03	6.33	3.40	3.71	4.01
Extra Bedroom	0.94	0.94	0.95	0.66	0.69	0.71	0.40	0.45	0.46	0.15	0.16	0.17

	GRADE 1			GRADE 2			GRADE 3			GRADE 4		
	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished
<b>Type D</b>	12.02	12.21	12.40	8.63	8.82	9.01	5.03	5.22	5.41	2.90	3.09	3.28
<b>Type C</b>	10.19	10.35	10.52	7.59	7.75	7.92	4.63	4.79	4.96	2.78	2.94	3.11
<b>Type B</b>	8.75	8.89	9.03	6.71	6.85	6.99	4.24	4.38	4.52	2.65	2.79	2.93
<b>Type A</b>	6.58	6.71	6.84	5.14	5.27	5.40	3.35	3.48	3.61	2.27	2.40	2.53
<b>OR - Extra Bedroom</b>	0.31	0.33	0.37	0.26	0.29	0.31	0.13	0.13	0.15	0.05	0.05	0.07

**4TG SFA GRADE 4 CHARGES LESS RENT ELEMENT (£ DAILY) BFG – SEE NOTE 1**

	Unfurnished	Part Furnished	Furnished
<b>Type I</b>	1.54	2.01	2.48
<b>Type II</b>	1.50	1.92	2.34
<b>Type III</b>	1.46	1.82	2.18
<b>Type IV</b>	1.42	1.76	2.10
<b>Type V</b>	1.39	1.70	2.00
<b>Type D</b>	1.37	1.56	1.75
<b>Type C</b>	1.33	1.49	1.66
<b>Type B</b>	1.31	1.45	1.59
<b>Type A</b>	1.29	1.42	1.55

### **CAAS AND 4TG GARAGE AND CAR PORT CHARGES (£ DAILY)**

Standard Purpose Built Garage	1.02
Substandard and Below Standard Garage	0.56
Standard Purpose Built Car Port	0.51
Substandard Purpose Built Car Port	0.28

### **4TG SINGLE LIVING ACCOMMODATION (SLA) CHARGES (£ DAILY)**

SLA Type	Rank	GRADE 1	GRADE 2	GRADE 3	GRADE 4
SO	Lt Cdr, Major & Sqn Ldr & above	7.40	5.75	3.67	2.20
JO	Lt RN, Captain Army & Flt Lt & below	6.02	4.66	2.97	1.79
S	WO & SNCO	4.56	3.57	2.27	1.39
Z & OC	Other Ranks & Officer Cadet	2.63	2.12	1.39	0.92
X or Y	Other Ranks & Personnel in receipt of New Entrant Rate of Pay (NERP)	2.12	1.67	1.09	0.78

### **4TG SLA UTILITIES CHARGE (£ DAILY)**

SLA Type	Rank	Heat & Light	Water	Total
SO	Lt Cdr, Major and Sqn Ldr & above	0.85	0.41	1.26
JO	Lt RN, Captain Army and Flt Lt & below	0.55	0.41	0.96
S	WO & SNCO	0.43	0.41	0.84
Z & OC	Other Ranks & Officer Cadet	0.37	0.41	0.78
X or Y	Other Ranks & Personnel in receipt of New Entrant Rate of Pay (NERP)	0.28	0.41	0.69

**Notes:**

1. SFA Charges. BFG will remain under 4TG until draw down. The enduring non-BFG and BFG elements planned to remain in Germany will move to CAAS.
2. SLA Charges. Personnel in receipt of NERP are to be charged the X or Y charge, regardless of the SLA Type occupied.
3. SLA Charges. See JSP 464 Vol 3 Pt 1 0305 & 0306 charging regulations where SLA is allocated below or above entitlement.