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**REGULAR AND FULL TIME RESERVE SERVICE (FTRS) (FC) OFFICERS<sup>a</sup> AND NURSING OFFICERS<sup>b</sup> RATES 2022-23**

**SSRB COHORT**

**CDS**

| Level | Annual Rate |
|-------|-------------|
| 4     | £291,708.84 |
| 3     | £285,989.04 |
| 2     | £280,380.96 |
| 1     | £274,883.76 |

**OF7 – OF9**

| Level | 2–Star Annual Rate (OF7) | 3–Star Annual Rate (OF8) | 4–Star Annual Rate (OF9) |
|-------|--------------------------|--------------------------|--------------------------|
| 6     | £137,748.24              | £176,337.00              | £213,772.20              |
| 5     | £135,104.76              | £171,284.04              | £209,580.72              |
| 4     | £132,511.92              | £166,379.16              | £205,471.08              |
| 3     | £129,970.08              | £160,091.40              | £200,460.00              |
| 2     | £127,477.68              | £152,604.96              | £195,569.88              |
| 1     | £125,034.96 <sup>c</sup> | £145,475.76              | £190,800.24              |

<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> In order to ensure the required minimum 10 per cent increase to base pay (exclusive of X-Factor) all those on increment OF7-1 will instead be paid a gross Specially Determined Rate of Pay of £126,409.80 (£123,528.60 net).

## AFPRB COHORT

### OF1 – OF6

| RANK  | REGULAR OFFICERS PAY RATES |             |                  |
|---|----------------------------|-------------|------------------|
|   | INCREMENT                  | OFFICERS    | NURSING OFFICERS |
| OF6   | OF6-06                     | £118,061.16 |                  |
|   | OF6-05                     | £116,913.36 |                  |
|   | OF6-04                     | £115,765.44 |                  |
|   | OF6-03                     | £114,617.64 |                  |
|   | OF6-02                     | £113,469.72 |                  |
|   | OF6-01                     | £113,469.72 |                  |
| OF5   | OF5-08                     | £104,671.20 | £106,916.88      |
|   | OF5-07                     | £103,095.84 | £105,295.92      |
|   | OF5-06                     | £101,520.12 | £103,675.08      |
|   | OF5-05                     | £99,944.76  | £102,054.12      |
|   | OF5-04                     | £98,369.04  | £100,433.16      |
|   | OF5-03                     | £96,793.44  | £98,812.20       |
|   | OF5-02                     | £95,217.96  | £97,191.48       |
|   | OF5-01                     | £95,217.96  | £97,191.48       |
| OF4   | OF4-08                     | £91,005.84  | £93,541.80       |
|   | OF4-07                     | £88,937.52  | £91,411.80       |
|   | OF4-06                     | £86,868.48  | £89,281.44       |
|   | OF4-05                     | £84,800.16  | £87,151.08       |
|   | OF4-04                     | £82,731.72  | £85,020.96       |
|   | OF4-03                     | £80,669.16  | £82,896.84       |
|   | OF4-02                     | £78,594.36  | £80,760.48       |
|   | OF4-01                     | £78,594.36  | £80,760.48       |
| <b>OF3 ADDITIONAL INCREMENTS</b><br>RAF's Enhanced Officer Pay Spine – selected Engineering Specialists only <sup>d</sup> | OF3-13                     | £74,046.60  |                  |
|   | OF3-12                     | £72,594.72  |                  |
|   | OF3-11                     | £71,171.28  |                  |
|   | OF3-10                     | £69,775.80  |                  |
|   | OF3-09                     | £68,407.56  |                  |
| OF3   | OF3-08                     | £67,066.44  | £71,307.00       |
|   | OF3-07                     | £65,222.16  | £69,197.64       |
|   | OF3-06                     | £63,377.52  | £67,087.92       |
|   | OF3-05                     | £61,533.12  | £64,978.44       |
|   | OF3-04                     | £59,688.36  | £62,868.48       |
|   | OF3-03                     | £57,843.60  | £60,759.24       |
|   | OF3-02                     | £55,999.32  | £58,649.52       |
|   | OF3-01                     | £55,999.32  | £58,649.52       |
| OF2   | OF2-08                     | £52,868.40  | £55,673.40       |
|   | OF2-07                     | £51,466.56  | £54,019.80       |
|   | OF2-06                     | £50,064.72  | £52,365.72       |
|   | OF2-05                     | £48,662.40  | £50,712.00       |
|   | OF2-04                     | £47,260.56  | £49,058.04       |
|   | OF2-03                     | £45,858.60  | £47,404.56       |
|   | OF2-02                     | £44,456.64  | £45,750.36       |
|   | OF2-01                     | £44,456.64  | £45,750.36       |
| OF1   | OF1-05                     | £38,344.32  | £39,701.04       |
|   | OF1-04                     | £37,125.72  | £38,440.92       |
|   | OF1-03                     | £35,908.08  | £37,179.60       |
|   | OF1-02                     | £34,690.32  | £35,918.52       |
|   | OF1-01                     | £28,861.44  | £29,882.04       |

<sup>d</sup> See [JSP 754](#), Chapter 4, Section 15 for full eligibility criteria for this RAF Engineer Specialist Scheme and signposting to additional single Service guidance.

**REGULAR AND FTRS (FC) VETERINARY OFFICERS<sup>e</sup> RATES 2022-23**

| RANK         | REGULAR OFFICERS PAY RATES |            |
|--------------|----------------------------|------------|
|              | INCREMENT                  | VETS       |
| OF4          | VETS-OF4-5                 | £86,882.04 |
|              | VETS-OF4-4                 | £85,566.12 |
|              | VETS-OF4-3                 | £84,255.00 |
|              | VETS-OF4-2                 | £82,934.88 |
|              | VETS-OF4-1                 | £81,628.92 |
| OF2 / OF3    | VETS-OF2/3-22              | £79,242.72 |
|              | VETS-OF2/3-21              | £77,605.44 |
|              | VETS-OF2/3-20              | £75,963.24 |
|              | VETS-OF2/3-19              | £74,325.60 |
|              | VETS-OF2/3-18              | £72,693.12 |
|              | VETS-OF2/3-17              | £71,051.28 |
|              | VETS-OF2/3-16              | £69,418.68 |
|              | VETS-OF2/3-15              | £67,772.28 |
|              | VETS-OF2/3-14              | £66,149.04 |
|              | VETS-OF2/3-13              | £64,727.88 |
|              | VETS-OF2/3-12              | £63,325.68 |
|              | VETS-OF2/3-11              | £61,751.04 |
|              | VETS-OF2/3-10              | £60,171.12 |
|              | VETS-OF2/3-9               | £58,596.60 |
|              | VETS-OF2/3-8               | £57,031.20 |
|              | VETS-OF2/3-7               | £55,456.32 |
|              | VETS-OF2/3-6               | £53,881.68 |
|              | VETS-OF2/3-5               | £52,311.24 |
|              | VETS-OF2/3-4               | £50,736.84 |
|              | VETS-OF2/3-3               | £49,166.40 |
| VETS-OF2/3-2 | £47,591.76                 |            |
| VETS-OF2/3-1 | £44,456.64                 |            |

<sup>e</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' RATES 2022-23**

| RANK        | REGULAR OFFICERS PAY RATES |             |
|-------------|----------------------------|-------------|
|             | INCREMENT                  | CHAPLAINS   |
| OF7         | OF7-C-5                    | £113,822.64 |
|             | OF7-C-4                    | £112,650.72 |
|             | OF7-C-3                    | £111,493.68 |
|             | OF7-C-2                    | £110,331.96 |
|             | OF7-C-1                    | £109,169.76 |
| DCG         | DCG-5                      | £100,594.08 |
|             | DCG-4                      | £99,394.08  |
|             | DCG-3                      | £98,193.96  |
|             | DCG-2                      | £96,998.28  |
|             | DCG-1                      | £95,802.96  |
| CLASS 1     | C1-6                       | £94,607.28  |
|             | C1-5                       | £93,411.60  |
|             | C1-4                       | £92,211.24  |
|             | C1-3                       | £91,015.32  |
|             | C1-2                       | £89,335.44  |
|             | C1-1                       | £87,654.96  |
| CLASS 2 - 4 | C2/4-20                    | £81,148.56  |
|             | C2/4-19                    | £79,583.40  |
|             | C2/4-18                    | £77,984.52  |
|             | C2/4-17                    | £76,380.84  |
|             | C2/4-16                    | £74,787.24  |
|             | C2/4-15                    | £73,188.00  |
|             | C2/4-14                    | £71,593.80  |
|             | C2/4-13                    | £69,995.28  |
|             | C2/4-12                    | £68,400.72  |
|             | C2/4-11                    | £66,802.08  |
|             | C2/4-10                    | £65,207.88  |
|             | C2/4-9                     | £63,613.92  |
|             | C2/4-8                     | £62,010.12  |
|             | C2/4-7                     | £60,420.96  |
|             | C2/4-6                     | £58,822.32  |
|             | C2/4-5                     | £57,228.12  |
|             | C2/4-4                     | £55,624.44  |
|             | C2/4-3                     | £54,035.40  |
|             | C2/4-2                     | £52,426.44  |
|             | C2/4-1                     | £50,837.16  |

<sup>f</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>9</sup>  
RATES 2022-23**

| RANK                           | REGULAR OFFICERS PAY RATES       |            |            |
|--------------------------------|----------------------------------|------------|------------|
|                                | INCREMENT                        | OCFR       | SF OCFR    |
| OF3                            | OF3-SF-OCFR-9                    |            | £78,488.64 |
|                                | OF3-SF-OCFR-8                    |            | £77,701.32 |
|                                | OF3-SF-OCFR-7                    |            | £76,913.76 |
|                                | OF3-SF-OCFR-6                    |            | £76,131.24 |
|                                | OF3-SF-OCFR-5                    |            | £75,348.60 |
|                                | OF3-SF-OCFR-4                    |            | £74,777.28 |
|                                | OF3-SF-OCFR-3                    |            | £73,773.72 |
|                                | OF3-SF-OCFR-2                    |            | £72,990.84 |
|                                | OF3-SF-OCFR-1                    |            | £72,208.32 |
| OF1 / OF2                      | OF1/2-OCFR-15 / OF1/2-SF-OCFR-15 | £59,422.08 | £72,938.64 |
|                                | OF1/2-OCFR-14 / OF1/2-SF-OCFR-14 | £59,033.40 | £72,515.64 |
|                                | OF1/2-OCFR-13 / OF1/2-SF-OCFR-13 | £58,625.04 | £72,098.16 |
|                                | OF1/2-OCFR-12 / OF1/2-SF-OCFR-12 | £57,833.16 | £71,042.04 |
|                                | OF1/2-OCFR-11 / OF1/2-SF-OCFR-11 | £57,045.60 | £69,980.88 |
|                                | OF1/2-OCFR-10 / OF1/2-SF-OCFR-10 | £56,248.80 | £68,919.60 |
|                                | OF1/2-OCFR-9 / OF1/2-SF-OCFR-9   | £55,456.32 | £67,868.04 |
|                                | OF1/2-OCFR-8 / OF1/2-SF-OCFR-8   | £54,664.08 | £66,802.20 |
|                                | OF1/2-OCFR-7 / OF1/2-SF-OCFR-7   | £53,675.28 | £65,741.04 |
|                                | OF1/2-OCFR-6 / OF1/2-SF-OCFR-6   | £53,065.20 | £64,910.28 |
|                                | OF1/2-OCFR-5 / OF1/2-SF-OCFR-5   | £52,445.40 | £64,117.68 |
|                                | OF1/2-OCFR-4 / OF1/2-SF-OCFR-4   | £51,221.76 | £63,316.44 |
|                                | OF1/2-OCFR-3 / OF1/2-SF-OCFR-3   | £50,611.68 | £62,510.28 |
|                                | OF1/2-OCFR-2 / OF1/2-SF-OCFR-2   | £49,987.80 | £61,708.44 |
| OF1/2-OCFR-1 / OF1/2-SF-OCFR-1 | £48,767.88                       | £60,906.12 |            |

<sup>9</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>h</sup> (PAS) RATES 2022-23**

| RANK    | REGULAR PAY RATES |            |
|---------|-------------------|------------|
|         | INCREMENT         | PAS        |
| VARIOUS | PAS-35            | £91,015.32 |
|         | PAS-34            | £89,767.44 |
|         | PAS-33            | £88,514.04 |
|         | PAS-32            | £87,265.92 |
|         | PAS-31            | £86,022.00 |
|         | PAS-30            | £84,764.40 |
|         | PAS-29            | £83,525.28 |
|         | PAS-28            | £82,272.36 |
|         | PAS-27            | £81,014.28 |
|         | PAS-26            | £79,775.64 |
|         | PAS-25            | £78,517.80 |
|         | PAS-24            | £77,274.00 |
|         | PAS-23            | £76,116.60 |
|         | PAS-22            | £74,667.24 |
|         | PAS-21            | £73,279.08 |
|         | PAS-20            | £71,881.80 |
|         | PAS-19            | £70,498.92 |
|         | PAS-18            | £69,111.48 |
|         | PAS-17            | £67,724.04 |
|         | PAS-16            | £66,336.84 |
|         | PAS-15            | £64,949.04 |
|         | PAS-14            | £63,561.48 |
|         | PAS-13            | £62,164.20 |
|         | PAS-12            | £60,781.32 |
|         | PAS-11            | £59,393.52 |
|         | PAS-10            | £58,596.60 |
|         | PAS-9             | £57,684.36 |
|         | PAS-8             | £56,762.64 |
|         | PAS-7             | £55,849.68 |
|         | PAS-6             | £54,933.12 |
|         | PAS-5             | £54,010.92 |
|         | PAS-4             | £53,094.12 |
|         | PAS-3             | £52,176.96 |
|         | PAS-2             | £51,255.00 |
|         | PAS-1             | £50,333.04 |

<sup>h</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 2022-23**

| RANK         | REGULAR OTHER RANKS PAY RATES |              |              |              |              |
|--------------|-------------------------------|--------------|--------------|--------------|--------------|
|              | INCREMENT                     | SUPPLEMENT 1 | SUPPLEMENT 2 | SUPPLEMENT 3 | SUPPLEMENT 4 |
| OR9          | OR9-06                        | £54,817.92   | £54,817.92   | £54,817.92   | £56,296.44   |
|              | OR9-05                        | £54,262.68   | £54,262.68   | £54,262.68   | £55,795.92   |
|              | OR9-04                        | £53,656.80   | £53,656.80   | £53,656.80   | £55,264.44   |
|              | OR9-03                        | £53,050.32   | £53,050.32   | £53,050.32   | £54,739.80   |
|              | OR9-02                        | £52,745.64   | £52,745.64   | £52,745.64   | £54,275.28   |
|              | OR9-01                        | £52,745.64   | £52,745.64   | £52,745.64   | £54,275.28   |
| OR7/<br>OR8  | OR7-12/ OR8-06                | £49,066.56   | £50,622.24   | £51,709.92   | £53,197.68   |
|              | OR7-11/ OR8-05                | £48,243.84   | £49,971.84   | £51,403.08   | £52,891.08   |
|              | OR7-10/ OR8-04                | £47,439.36   | £49,302.12   | £51,076.80   | £52,564.20   |
|              | OR7-09/ OR8-03                | £46,517.16   | £48,627.96   | £50,712.96   | £52,174.92   |
|              | OR7-08/ OR8-02                | £45,541.80   | £47,652.48   | £49,997.88   | £51,628.44   |
|              | OR7-07/ OR8-01                | £45,541.80   | £47,652.48   | £49,997.88   | £51,628.44   |
|              | OR7-06                        | £44,563.92   | £46,426.68   | £48,623.52   | £50,222.64   |
|              | OR7-05                        | £43,873.92   | £45,737.76   | £47,666.28   | £49,446.12   |
|              | OR7-04                        | £43,214.40   | £45,078.36   | £46,834.56   | £48,614.28   |
|              | OR7-03                        | £42,531.48   | £44,394.00   | £46,024.56   | £47,805.60   |
|              | OR7-02                        | £41,871.84   | £43,633.56   | £45,215.64   | £47,040.72   |
|              | OR7-01                        | £41,871.84   | £43,633.56   | £45,215.64   | £47,040.72   |
| OR6          | OR6-06                        | £41,039.16   | £42,766.68   | £44,266.08   | £46,028.88   |
|              | OR6-05                        | £40,056.96   | £41,707.68   | £43,161.00   | £44,848.08   |
|              | OR6-04                        | £39,084.24   | £40,535.88   | £42,109.68   | £43,711.56   |
|              | OR6-03                        | £38,124.60   | £39,469.80   | £41,100.00   | £42,588.12   |
|              | OR6-02                        | £37,198.32   | £38,451.12   | £40,076.04   | £41,392.56   |
|              | OR6-01                        | £37,198.32   | £38,451.12   | £40,076.04   | £41,392.56   |
| OR4          | OR4-06                        | £35,418.96   | £36,608.64   | £38,154.24   | £39,295.32   |
|              | OR4-05                        | £34,921.68   | £36,112.32   | £37,474.32   | £38,524.80   |
|              | OR4-04                        | £34,451.52   | £35,625.24   | £36,701.76   | £37,622.76   |
|              | OR4-03                        | £33,948.48   | £34,930.80   | £35,894.40   | £36,760.92   |
|              | OR4-02                        | £33,064.80   | £34,026.60   | £34,962.72   | £35,830.44   |
|              | OR4-01                        | £33,064.80   | £34,026.60   | £34,962.72   | £35,830.44   |
| OR2/<br>OR3  | OR2-10/ OR3-03                | £31,043.28   | £31,901.28   | £32,574.12   | £33,209.76   |
|              | OR2-09/ OR3-02                | £29,664.72   | £30,442.80   | £31,037.40   | £31,586.88   |
|              | OR2-08/ OR3-01                | £28,351.20   | £29,009.64   | £29,576.04   | £30,091.32   |
|              | OR2-07                        | £27,117.48   | £27,655.56   | £28,222.08   | £28,582.44   |
|              | OR2-06                        | £25,917.48   | £26,289.96   | £26,757.12   | £27,103.80   |
|              | OR2-05                        | £24,978.24   | £24,995.04   | £25,367.64   | £25,714.56   |
|              | OR2-04                        | £23,749.08   | £24,026.28   | £24,314.28   | £24,314.28   |
|              | OR2-03                        | £22,286.04   | £22,286.04   | £22,286.04   | £22,285.92   |
|              | OR2-02                        | £22,286.04   | £22,286.04   | £22,286.04   | £22,285.92   |
| OR2-01       | £21,424.56                    | £21,424.56   | £21,424.56   | £21,424.56   |              |
| New Entrants | INITIAL PAY                   | £16,844.16   |              |              |              |

<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>j</sup> AND CLEARANCE DIVERS OTHER RANKS<sup>k</sup>**  
**RATES 2022-23**

| RANK         | REGULAR OTHER RANKS PAY RATES |            |                  |
|--------------|-------------------------------|------------|------------------|
|              | INCREMENT                     | NURSES     | CLEARANCE DIVERS |
| OR9          | OR9-06                        | £57,010.56 | £73,560.24       |
|              | OR9-05                        | £56,409.84 | £72,881.52       |
|              | OR9-04                        | £55,809.00 | £72,202.32       |
|              | OR9-03                        | £55,208.04 | £71,523.48       |
|              | OR9-02                        | £54,606.84 | £70,844.04       |
|              | OR9-01                        | £54,606.84 | £70,844.04       |
| OR7/<br>OR8  | OR7-12/ OR8-06                | £53,536.08 | £69,455.16       |
|              | OR7-11/ OR8-05                | £52,764.12 | £68,849.16       |
|              | OR7-10/ OR8-04                | £51,991.44 | £68,243.16       |
|              | OR7-09/ OR8-03                | £51,218.88 | £67,636.80       |
|              | OR7-08/ OR8-02                | £50,446.68 | £67,030.92       |
|              | OR7-07/ OR8-01                | £50,446.68 | £67,030.92       |
|              | OR7-06                        | £49,457.52 | £65,716.32       |
|              | OR7-05                        | £48,677.28 | £65,123.52       |
|              | OR7-04                        | £47,897.64 | £64,530.00       |
|              | OR7-03                        | £47,117.76 | £63,937.20       |
|              | OR7-02                        | £46,337.64 | £63,343.68       |
| OR6          | OR6-06                        | £45,384.84 | £62,041.56       |
|              | OR6-05                        | £44,517.72 | £60,364.80       |
|              | OR6-04                        | £43,650.84 | £58,688.52       |
|              | OR6-03                        | £42,784.08 | £57,012.60       |
|              | OR6-02                        | £41,917.44 | £55,336.44       |
|              | OR6-01                        | £41,917.44 | £55,336.44       |
| OR4          | OR4-06                        | £39,883.08 |                  |
|              | OR4-05                        | £38,819.52 |                  |
|              | OR4-04                        | £37,755.60 |                  |
|              | OR4-03                        | £36,691.44 |                  |
|              | OR4-02                        | £35,628.00 |                  |
|              | OR4-01                        | £35,628.00 |                  |
| OR2/<br>OR3  | OR2-10/ OR3-03                | £33,931.56 |                  |
|              | OR2-09/ OR3-02                | £32,239.44 |                  |
|              | OR2-08/ OR3-01                | £30,547.32 |                  |
|              | OR2-07                        | £28,855.56 |                  |
|              | OR2-06                        | £27,163.44 |                  |
|              | OR2-05                        | £25,471.44 |                  |
|              | OR2-04                        | £24,039.00 |                  |
|              | OR2-03                        | £22,347.00 |                  |
|              | OR2-02                        | £22,347.00 |                  |
| OR2-01       | £21,424.56                    |            |                  |
| New Entrants | INITIAL PAY                   | £16,844.16 |                  |

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

<sup>k</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' RATES 2022-23**

| RANK    | REGULAR OTHER RANKS PAY RATES |            |
|---------|-------------------------------|------------|
|         | INCREMENT                     | SF         |
| OR9     | OR9-06                        | £68,665.08 |
|         | OR9-05                        | £67,991.52 |
|         | OR9-04                        | £67,317.60 |
|         | OR9-03                        | £66,644.04 |
|         | OR9-02                        | £65,970.24 |
|         | OR9-01                        | £65,296.92 |
| OR8     | OR8-06                        | £64,016.28 |
|         | OR8-05                        | £63,279.72 |
|         | OR8-04                        | £62,543.40 |
|         | OR8-03                        | £61,806.72 |
|         | OR8-02                        | £61,070.28 |
|         | OR8-01                        | £60,333.84 |
| OR7     | OR7-06                        | £59,150.88 |
|         | OR7-05                        | £58,414.32 |
|         | OR7-04                        | £57,678.00 |
|         | OR7-03                        | £56,941.68 |
|         | OR7-02                        | £56,205.00 |
|         | OR7-01                        | £55,468.80 |
| OR6     | OR6-06                        | £54,381.00 |
|         | OR6-05                        | £53,819.76 |
|         | OR6-04                        | £53,258.52 |
|         | OR6-03                        | £52,697.28 |
|         | OR6-02                        | £52,135.92 |
|         | OR6-01                        | £51,574.56 |
| OR4     | OR4-06                        | £49,118.40 |
|         | OR4-05                        | £48,382.44 |
|         | OR4-04                        | £47,645.40 |
|         | OR4-03                        | £46,909.20 |
|         | OR4-02                        | £46,172.88 |
|         | OR4-01                        | £45,435.84 |
| OR2/OR3 | OR3-03                        | £44,374.44 |
|         | OR2-09/ OR3-02                | £43,711.44 |
|         | OR2-08/ OR3-01                | £43,048.56 |
|         | OR2-07                        | £42,385.56 |
|         | OR2-06                        | £41,722.08 |
|         | OR2-05                        | £41,059.08 |
|         | OR2-04                        | £40,396.20 |
|         | OR2-03                        | £39,732.96 |
|         | OR2-02                        | £39,069.60 |
|         | OR2-01                        | £38,406.72 |

<sup>1</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>m</sup> (MPGS) OTHER RANKS RATES 2022-23**

| RANK         | REGULAR OTHER RANKS PAY RATES |                |            |
|--------------|-------------------------------|----------------|------------|
|              | INCREMENT                     | MPGS           |            |
| OR9          | OR9-06                        | £47,438.28     |            |
|              | OR9-05                        | £46,647.36     |            |
|              | OR9-04                        | £45,854.88     |            |
|              | OR9-03                        | £45,063.12     |            |
|              | OR9-02                        | £44,270.28     |            |
|              | OR9-01                        | £44,270.28     |            |
| OR8          | OR8-06                        | £43,401.48     |            |
|              | OR8-05                        | £42,679.44     |            |
|              | OR8-04                        | £41,967.72     |            |
|              | OR8-03                        | £41,151.24     |            |
|              | OR8-02                        | £40,287.60     |            |
|              | OR8-01                        | £40,287.60     |            |
| OR7          | OR7-06                        | £39,432.72     |            |
|              | OR7-05                        | £38,823.24     |            |
|              | OR7-04                        | £38,240.16     |            |
|              | OR7-03                        | £37,634.64     |            |
|              | OR7-02                        | £37,050.12     |            |
|              | OR7-01                        | £37,050.12     |            |
| OR6          | OR6-06                        | £36,313.92     |            |
|              | OR6-05                        | £35,444.16     |            |
|              | OR6-04                        | £34,584.84     |            |
|              | OR6-03                        | £33,735.60     |            |
|              | OR6-02                        | £32,906.88     |            |
|              | OR6-01                        | £32,906.88     |            |
| OR4          | OR4-06                        | £31,337.64     |            |
|              | OR4-05                        | £30,891.00     |            |
|              | OR4-04                        | £30,475.68     |            |
|              | OR4-03                        | £30,036.84     |            |
|              | OR4-02                        | £29,250.96     |            |
|              | OR4-01                        | £29,250.96     |            |
|              | OR3                           | OR3-03         | £27,827.88 |
| OR2          |                               | OR2-09/ OR3-02 | £26,546.40 |
|              |                               | OR2-08/ OR3-01 | £25,162.92 |
|              |                               | OR2-07         | £24,212.88 |
|              |                               | OR2-06         | £23,126.88 |
|              |                               | OR2-05         | £22,132.08 |
|              |                               | OR2-04         | £21,039.60 |
|              |                               | OR2-03         | £19,806.96 |
|              |                               | OR2-02         | £19,806.96 |
|              |                               | OR2-01         | £19,091.52 |
| New Entrants | INITIAL PAY                   | £15,468.00     |            |

<sup>m</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>n</sup> AND NURSING OFFICERS<sup>o</sup> RATES 2022-23**

| RANK | FTRS (LC) OFFICERS PAY RATES |             |                  |
|------|------------------------------|-------------|------------------|
|      | INCREMENT                    | OFFICERS    | NURSING OFFICERS |
| OF7  | OF7-6                        | £136,071.24 |                  |
|      | OF7-5                        | £133,427.76 |                  |
|      | OF7-4                        | £130,834.92 |                  |
|      | OF7-3                        | £128,293.08 |                  |
|      | OF7-2                        | £125,800.68 |                  |
|      | OF7-1 <sup>p</sup>           | £123,357.96 |                  |
| OF6  | OF6-06                       | £113,502.96 |                  |
|      | OF6-05                       | £112,355.16 |                  |
|      | OF6-04                       | £111,207.24 |                  |
|      | OF6-03                       | £110,059.44 |                  |
|      | OF6-02                       | £108,911.52 |                  |
|      | OF6-01                       | £108,911.52 |                  |
| OF5  | OF5-08                       | £98,436.12  | £100,507.56      |
|      | OF5-07                       | £96,860.76  | £98,886.60       |
|      | OF5-06                       | £95,285.04  | £97,265.76       |
|      | OF5-05                       | £93,709.68  | £95,644.80       |
|      | OF5-04                       | £92,133.96  | £94,023.84       |
|      | OF5-03                       | £90,558.36  | £92,402.88       |
|      | OF5-02                       | £88,982.88  | £90,782.16       |
|      | OF5-01                       | £88,982.88  | £90,782.16       |
| OF4  | OF4-08                       | £81,889.56  | £84,171.00       |
|      | OF4-07                       | £80,083.20  | £82,310.76       |
|      | OF4-06                       | £78,276.24  | £80,450.16       |
|      | OF4-05                       | £76,469.76  | £78,589.56       |
|      | OF4-04                       | £75,867.48  | £77,966.76       |
|      | OF4-03                       | £73,976.16  | £76,018.92       |
|      | OF4-02                       | £72,073.44  | £74,059.80       |
|      | OF4-01                       | £72,073.44  | £74,059.80       |
| OF3  | OF3-08                       | £61,502.04  | £65,390.76       |
|      | OF3-07                       | £59,810.64  | £63,456.36       |
|      | OF3-06                       | £58,119.12  | £61,521.60       |
|      | OF3-05                       | £56,427.72  | £59,587.20       |
|      | OF3-04                       | £54,736.08  | £57,652.32       |
|      | OF3-03                       | £53,044.32  | £55,718.04       |
|      | OF3-02                       | £51,353.04  | £53,783.40       |
|      | OF3-01                       | £51,353.04  | £53,783.40       |
| OF2  | OF2-08                       | £48,481.92  | £51,054.24       |
|      | OF2-07                       | £47,196.48  | £49,537.80       |
|      | OF2-06                       | £45,910.92  | £48,021.00       |
|      | OF2-05                       | £44,624.88  | £46,504.44       |
|      | OF2-04                       | £43,339.32  | £44,987.64       |
|      | OF2-03                       | £42,053.76  | £43,471.44       |
|      | OF2-02                       | £40,768.08  | £41,954.52       |
|      | OF2-01                       | £40,768.08  | £41,954.52       |
| OF1  | OF1-05                       | £35,163.00  | £36,407.04       |
|      | OF1-04                       | £34,045.44  | £35,251.56       |
|      | OF1-03                       | £32,928.84  | £34,094.88       |
|      | OF1-02                       | £31,812.12  | £32,938.44       |
|      | OF1-01                       | £26,466.84  | £27,402.72       |

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

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

<sup>p</sup> In order to ensure the required minimum 10 per cent increase to base pay (exclusive of X-Factor) all those on increment OF7-1 will instead be paid a gross SDRP of £124,732.80 (£123,528.60 net).

**FTRS (LC) VETERINARY OFFICERS<sup>q</sup> RATES 2022-23**

| RANK         | FTRS (LC) OFFICERS PAY RATES |            |
|--------------|------------------------------|------------|
|              | INCREMENT                    | VETS       |
| OF4          | VETS-OF4-5                   | £79,673.40 |
|              | VETS-OF4-4                   | £78,466.80 |
|              | VETS-OF4-3                   | £77,264.52 |
|              | VETS-OF4-2                   | £76,053.84 |
|              | VETS-OF4-1                   | £74,856.24 |
| OF2/OF3      | VETS-OF2/3-22                | £72,668.04 |
|              | VETS-OF2/3-21                | £71,166.60 |
|              | VETS-OF2/3-20                | £69,660.60 |
|              | VETS-OF2/3-19                | £68,158.80 |
|              | VETS-OF2/3-18                | £66,661.80 |
|              | VETS-OF2/3-17                | £65,156.28 |
|              | VETS-OF2/3-16                | £63,659.16 |
|              | VETS-OF2/3-15                | £62,149.20 |
|              | VETS-OF2/3-14                | £60,660.72 |
|              | VETS-OF2/3-13                | £59,357.52 |
|              | VETS-OF2/3-12                | £58,071.60 |
|              | VETS-OF2/3-11                | £56,627.52 |
|              | VETS-OF2/3-10                | £55,178.76 |
|              | VETS-OF2/3-9                 | £53,734.80 |
|              | VETS-OF2/3-8                 | £52,299.36 |
|              | VETS-OF2/3-7                 | £50,855.16 |
|              | VETS-OF2/3-6                 | £49,411.20 |
|              | VETS-OF2/3-5                 | £47,970.96 |
|              | VETS-OF2/3-4                 | £46,527.24 |
|              | VETS-OF2/3-3                 | £45,087.12 |
| VETS-OF2/3-2 | £43,643.16                   |            |
| VETS-OF2/3-1 | £40,768.08                   |            |

<sup>q</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>r</sup> RATES 2022-23**

| RANK        | FTRS (LC) OFFICERS PAY RATES |             |
|-------------|------------------------------|-------------|
|             | INCREMENT                    | CHAPLAINS   |
| OF7         | OF7-C-5                      | £112,434.72 |
|             | OF7-C-4                      | £111,262.80 |
|             | OF7-C-3                      | £110,105.76 |
|             | OF7-C-2                      | £108,944.04 |
|             | OF7-C-1                      | £107,781.84 |
| DCG         | DCG-5                        | £96,636.96  |
|             | DCG-4                        | £95,436.96  |
|             | DCG-3                        | £94,236.84  |
|             | DCG-2                        | £93,041.16  |
|             | DCG-1                        | £91,845.84  |
| CLASS 1     | C1-6                         | £89,262.36  |
|             | C1-5                         | £88,066.68  |
|             | C1-4                         | £86,866.32  |
|             | C1-3                         | £85,670.40  |
|             | C1-2                         | £83,990.52  |
|             | C1-1                         | £82,310.04  |
| CLASS 2 - 4 | C2/4-20                      | £74,415.72  |
|             | C2/4-19                      | £72,980.52  |
|             | C2/4-18                      | £71,514.24  |
|             | C2/4-17                      | £70,043.52  |
|             | C2/4-16                      | £68,582.16  |
|             | C2/4-15                      | £67,115.64  |
|             | C2/4-14                      | £65,653.68  |
|             | C2/4-13                      | £64,187.76  |
|             | C2/4-12                      | £62,725.56  |
|             | C2/4-11                      | £61,259.52  |
|             | C2/4-10                      | £59,797.56  |
|             | C2/4-9                       | £58,335.84  |
|             | C2/4-8                       | £56,865.24  |
|             | C2/4-7                       | £55,407.84  |
|             | C2/4-6                       | £53,941.92  |
|             | C2/4-5                       | £52,479.84  |
|             | C2/4-4                       | £51,009.36  |
|             | C2/4-3                       | £49,552.20  |
|             | C2/4-2                       | £48,076.68  |
|             | C2/4-1                       | £46,619.28  |

<sup>r</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>s</sup> RATES 2022-23**

| RANK    | FTRS (LC) OFFICERS PAY RATES     |            |            |
|---------|----------------------------------|------------|------------|
|         | INCREMENT                        | OCFR       | SF OCFR    |
| OF3     | OF3-SF-OCFR-9                    |            | £71,976.48 |
|         | OF3-SF-OCFR-8                    |            | £71,254.56 |
|         | OF3-SF-OCFR-7                    |            | £70,532.28 |
|         | OF3-SF-OCFR-6                    |            | £69,814.68 |
|         | OF3-SF-OCFR-5                    |            | £69,096.96 |
|         | OF3-SF-OCFR-4                    |            | £68,573.16 |
|         | OF3-SF-OCFR-3                    |            | £67,652.76 |
|         | OF3-SF-OCFR-2                    |            | £66,934.80 |
|         | OF3-SF-OCFR-1                    |            | £66,217.32 |
| OF1/OF2 | OF1/2-OCFR-15 / OF1/2-SF-OCFR-15 | £54,491.88 | £66,886.92 |
|         | OF1/2-OCFR-14 / OF1/2-SF-OCFR-14 | £54,135.36 | £66,499.08 |
|         | OF1/2-OCFR-13 / OF1/2-SF-OCFR-13 | £53,760.96 | £66,116.28 |
|         | OF1/2-OCFR-12 / OF1/2-SF-OCFR-12 | £53,034.84 | £65,147.64 |
|         | OF1/2-OCFR-11 / OF1/2-SF-OCFR-11 | £52,312.56 | £64,174.56 |
|         | OF1/2-OCFR-10 / OF1/2-SF-OCFR-10 | £51,581.88 | £63,201.36 |
|         | OF1/2-OCFR-9 / OF1/2-SF-OCFR-9   | £50,855.16 | £62,237.04 |
|         | OF1/2-OCFR-8 / OF1/2-SF-OCFR-8   | £50,128.56 | £61,259.64 |
|         | OF1/2-OCFR-7 / OF1/2-SF-OCFR-7   | £49,221.96 | £60,286.56 |
|         | OF1/2-OCFR-6 / OF1/2-SF-OCFR-6   | £48,662.52 | £59,524.68 |
|         | OF1/2-OCFR-5 / OF1/2-SF-OCFR-5   | £48,094.08 | £58,797.96 |
|         | OF1/2-OCFR-4 / OF1/2-SF-OCFR-4   | £46,971.96 | £58,063.08 |
|         | OF1/2-OCFR-3 / OF1/2-SF-OCFR-3   | £46,412.52 | £57,323.88 |
|         | OF1/2-OCFR-2 / OF1/2-SF-OCFR-2   | £45,840.36 | £56,588.52 |
|         | OF1/2-OCFR-1 / OF1/2-SF-OCFR-1   | £44,721.72 | £55,852.80 |

<sup>s</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>t</sup> - FTRS (LC) SUPPLEMENTS 1 - 4 RATES 2022-23**

| RANK         | FTRS (LC) OTHER RANKS PAY RATES |              |              |              |              |
|--------------|---------------------------------|--------------|--------------|--------------|--------------|
|              | INCREMENT                       | SUPPLEMENT 1 | SUPPLEMENT 2 | SUPPLEMENT 3 | SUPPLEMENT 4 |
| OR9          | OR9-06                          | £50,269.68   | £50,269.68   | £50,269.68   | £51,625.56   |
|              | OR9-05                          | £49,760.52   | £49,760.52   | £49,760.52   | £51,166.56   |
|              | OR9-04                          | £49,204.92   | £49,204.92   | £49,204.92   | £50,679.24   |
|              | OR9-03                          | £48,648.72   | £48,648.72   | £48,648.72   | £50,198.04   |
|              | OR9-02                          | £48,369.36   | £48,369.36   | £48,369.36   | £49,772.16   |
|              | OR9-01                          | £48,369.36   | £48,369.36   | £48,369.36   | £49,772.16   |
| OR7/<br>OR8  | OR7-12/ OR8-06                  | £44,995.44   | £46,422.24   | £47,419.56   | £48,783.96   |
|              | OR7-11/ OR8-05                  | £44,241.12   | £45,825.72   | £47,138.28   | £48,502.68   |
|              | OR7-10/ OR8-04                  | £43,503.36   | £45,211.56   | £46,839.00   | £48,202.92   |
|              | OR7-09/ OR8-03                  | £42,657.72   | £44,593.32   | £46,505.40   | £47,846.04   |
|              | OR7-08/ OR8-02                  | £41,763.24   | £43,698.84   | £45,849.60   | £47,344.92   |
|              | OR7-07/ OR8-01                  | £41,763.24   | £43,698.84   | £45,849.60   | £47,344.92   |
|              | OR7-06                          | £40,866.48   | £42,574.68   | £44,589.24   | £46,055.64   |
|              | OR7-05                          | £40,233.72   | £41,942.88   | £43,711.44   | £45,343.68   |
|              | OR7-04                          | £39,628.92   | £41,338.20   | £42,948.72   | £44,580.84   |
|              | OR7-03                          | £39,002.64   | £40,710.60   | £42,205.92   | £43,839.24   |
|              | OR7-02                          | £38,397.72   | £40,013.28   | £41,464.08   | £43,137.72   |
|              | OR7-01                          | £38,397.72   | £40,013.28   | £41,464.08   | £43,137.72   |
| OR6          | OR6-06                          | £37,634.16   | £39,218.40   | £40,593.24   | £42,209.88   |
|              | OR6-05                          | £36,733.44   | £38,247.12   | £39,579.96   | £41,127.00   |
|              | OR6-04                          | £35,841.48   | £37,172.64   | £38,615.88   | £40,084.92   |
|              | OR6-03                          | £34,961.52   | £36,195.00   | £37,689.96   | £39,054.60   |
|              | OR6-02                          | £34,112.04   | £35,260.80   | £36,750.96   | £37,958.28   |
|              | OR6-01                          | £34,112.04   | £35,260.80   | £36,750.96   | £37,958.28   |
| OR4          | OR4-06                          | £32,480.28   | £33,571.20   | £34,988.52   | £36,035.04   |
|              | OR4-05                          | £32,024.28   | £33,116.04   | £34,365.12   | £35,328.36   |
|              | OR4-04                          | £31,593.12   | £32,669.40   | £33,656.64   | £34,501.20   |
|              | OR4-03                          | £31,131.84   | £32,032.56   | £32,916.24   | £33,710.88   |
|              | OR4-02                          | £30,321.36   | £31,203.36   | £32,061.84   | £32,857.68   |
|              | OR4-01                          | £30,321.36   | £31,203.36   | £32,061.84   | £32,857.68   |
| OR2/<br>OR3  | OR2-10/ OR3-03                  | £28,467.72   | £29,254.44   | £29,871.48   | £30,454.32   |
|              | OR2-09/ OR3-02                  | £27,203.40   | £27,916.92   | £28,462.32   | £28,966.20   |
|              | OR2-08/ OR3-01                  | £25,998.96   | £26,602.80   | £27,122.16   | £27,594.60   |
|              | OR2-07                          | £24,867.60   | £25,361.04   | £25,880.52   | £26,211.00   |
|              | OR2-06                          | £23,767.08   | £24,108.72   | £24,537.12   | £24,855.00   |
|              | OR2-05                          | £22,905.84   | £22,921.20   | £23,262.84   | £23,581.08   |
|              | OR2-04                          | £21,778.56   | £22,032.84   | £22,296.96   | £22,296.96   |
|              | OR2-03                          | £20,436.96   | £20,436.96   | £20,436.96   | £20,436.84   |
|              | OR2-02                          | £20,436.96   | £20,436.96   | £20,436.96   | £20,436.84   |
|              | OR2-01                          | £19,646.88   | £19,646.88   | £19,646.88   | £19,646.88   |
| New Entrants | INITIAL PAY                     | £15,446.64   |              |              |              |

<sup>t</sup> See [JSP 754](#) for full eligibility regarding access to and progression through the Other Ranks' pay spine.

**FTRS (LC) NURSES OTHER RANKS<sup>u</sup> RATES 2022-23**

| RANK         | FTRS (LC) OTHER RANKS PAY RATES |            |
|--------------|---------------------------------|------------|
|              | INCREMENT                       | NURSES     |
| OR9          | OR9-06                          | £52,280.40 |
|              | OR9-05                          | £51,729.60 |
|              | OR9-04                          | £51,178.56 |
|              | OR9-03                          | £50,627.40 |
|              | OR9-02                          | £50,076.24 |
|              | OR9-01                          | £50,076.24 |
| OR7/OR8      | OR7-12/ OR8-06                  | £49,094.28 |
|              | OR7-11/ OR8-05                  | £48,386.28 |
|              | OR7-10/ OR8-04                  | £47,677.80 |
|              | OR7-09/ OR8-03                  | £46,969.32 |
|              | OR7-08/ OR8-02                  | £46,261.20 |
|              | OR7-07/ OR8-01                  | £46,261.20 |
|              | OR7-06                          | £45,354.12 |
|              | OR7-05                          | £44,638.56 |
|              | OR7-04                          | £43,923.60 |
|              | OR7-03                          | £43,208.40 |
|              | OR7-02                          | £42,492.96 |
|              | OR7-01                          | £42,492.96 |
| OR6          | OR6-06                          | £41,619.36 |
|              | OR6-05                          | £40,824.12 |
|              | OR6-04                          | £40,029.24 |
|              | OR6-03                          | £39,234.24 |
|              | OR6-02                          | £38,439.60 |
|              | OR6-01                          | £38,439.60 |
| OR4          | OR4-06                          | £36,574.08 |
|              | OR4-05                          | £35,598.60 |
|              | OR4-04                          | £34,623.00 |
|              | OR4-03                          | £33,647.16 |
|              | OR4-02                          | £32,671.92 |
|              | OR4-01                          | £32,671.92 |
| OR2/OR3      | OR2-10/ OR3-03                  | £31,116.36 |
|              | OR2-09/ OR3-02                  | £29,564.52 |
|              | OR2-08/ OR3-01                  | £28,012.80 |
|              | OR2-07                          | £26,461.44 |
|              | OR2-06                          | £24,909.72 |
|              | OR2-05                          | £23,358.12 |
|              | OR2-04                          | £22,044.48 |
|              | OR2-03                          | £20,492.88 |
|              | OR2-02                          | £20,492.88 |
|              | OR2-01                          | £19,646.88 |
| New Entrants | INITIAL PAY                     | £15,446.64 |

<sup>u</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 2022-23**

| RANK    | FTRS (LC) OTHER RANKS PAY RATES |            |
|---------|---------------------------------|------------|
|         | INCREMENT                       | SF         |
| OR9     | OR9-06                          | £62,967.96 |
|         | OR9-05                          | £62,350.32 |
|         | OR9-04                          | £61,732.32 |
|         | OR9-03                          | £61,114.68 |
|         | OR9-02                          | £60,496.80 |
|         | OR9-01                          | £59,879.28 |
| OR7/OR8 | OR8-06                          | £58,704.96 |
|         | OR8-05                          | £58,029.48 |
|         | OR8-04                          | £57,354.24 |
|         | OR8-03                          | £56,678.76 |
|         | OR8-02                          | £56,003.40 |
|         | OR8-01                          | £55,328.04 |
|         | OR7-06                          | £54,243.12 |
|         | OR7-05                          | £53,567.76 |
|         | OR7-04                          | £52,892.52 |
|         | OR7-03                          | £52,217.28 |
|         | OR7-02                          | £51,541.68 |
|         | OR7-01                          | £50,866.56 |
| OR6     | OR6-06                          | £49,869.00 |
|         | OR6-05                          | £49,354.32 |
|         | OR6-04                          | £48,839.76 |
|         | OR6-03                          | £48,325.08 |
|         | OR6-02                          | £47,810.16 |
|         | OR6-01                          | £47,295.48 |
| OR4     | OR4-06                          | £45,043.08 |
|         | OR4-05                          | £44,368.08 |
|         | OR4-04                          | £43,692.24 |
|         | OR4-03                          | £43,017.12 |
|         | OR4-02                          | £42,341.88 |
|         | OR4-01                          | £41,666.04 |
| OR2/OR3 | OR3-03                          | £40,692.72 |
|         | OR2-09/ OR3-02                  | £40,084.80 |
|         | OR2-08/ OR3-01                  | £39,476.76 |
|         | OR2-07                          | £38,868.84 |
|         | OR2-06                          | £38,260.44 |
|         | OR2-05                          | £37,652.40 |
|         | OR2-04                          | £37,044.48 |
|         | OR2-03                          | £36,436.32 |
|         | OR2-02                          | £35,827.92 |
|         | OR2-01                          | £35,220.12 |

**OFFICERS<sup>v</sup> AND NURSING OFFICERS<sup>w</sup> - FTRS (HC) RATES 2022-23**

| RANK | FTRS (HC) OFFICERS PAY RATES |             |                  |
|------|------------------------------|-------------|------------------|
|      | INCREMENT                    | OFFICERS    | NURSING OFFICERS |
| OF7  | OF7-6                        | £134,867.04 |                  |
|      | OF7-5                        | £132,223.56 |                  |
|      | OF7-4                        | £129,630.72 |                  |
|      | OF7-3                        | £127,088.88 |                  |
|      | OF7-2                        | £124,596.48 |                  |
|      | OF7-1 <sup>x</sup>           | £122,153.76 |                  |
| OF6  | OF6-06                       | £112,298.76 |                  |
|      | OF6-05                       | £111,150.96 |                  |
|      | OF6-04                       | £110,003.04 |                  |
|      | OF6-03                       | £108,855.24 |                  |
|      | OF6-02                       | £107,707.32 |                  |
|      | OF6-01                       | £107,707.32 |                  |
| OF5  | OF5-08                       | £96,027.60  | £98,032.44       |
|      | OF5-07                       | £94,452.24  | £96,411.48       |
|      | OF5-06                       | £92,876.52  | £94,790.64       |
|      | OF5-05                       | £91,301.16  | £93,169.68       |
|      | OF5-04                       | £89,725.44  | £91,548.72       |
|      | OF5-03                       | £88,149.84  | £89,927.76       |
|      | OF5-02                       | £86,574.36  | £88,307.04       |
|      | OF5-01                       | £86,574.36  | £88,307.04       |
| OF4  | OF4-08                       | £79,481.04  | £81,695.88       |
|      | OF4-07                       | £77,674.68  | £79,835.64       |
|      | OF4-06                       | £75,867.72  | £77,975.04       |
|      | OF4-05                       | £74,061.24  | £76,114.44       |
|      | OF4-04                       | £72,254.76  | £74,254.08       |
|      | OF4-03                       | £70,453.44  | £72,399.00       |
|      | OF4-02                       | £68,641.32  | £70,533.12       |
|      | OF4-01                       | £68,641.32  | £70,533.12       |
| OF3  | OF3-08                       | £58,573.32  | £62,276.88       |
|      | OF3-07                       | £56,962.56  | £60,434.64       |
|      | OF3-06                       | £55,351.56  | £58,592.04       |
|      | OF3-05                       | £53,740.68  | £56,749.68       |
|      | OF3-04                       | £52,129.56  | £54,906.96       |
|      | OF3-03                       | £50,518.44  | £53,064.84       |
|      | OF3-02                       | £48,907.68  | £51,222.24       |
|      | OF3-01                       | £48,907.68  | £51,222.24       |
| OF2  | OF2-08                       | £46,173.24  | £48,623.04       |
|      | OF2-07                       | £44,949.00  | £47,178.84       |
|      | OF2-06                       | £43,724.64  | £45,734.28       |
|      | OF2-05                       | £42,499.92  | £44,289.96       |
|      | OF2-04                       | £41,275.56  | £42,845.40       |
|      | OF2-03                       | £40,051.20  | £41,401.32       |
|      | OF2-02                       | £38,826.72  | £39,956.64       |
|      | OF2-01                       | £38,826.72  | £39,956.64       |
| OF1  | OF1-05                       | £33,488.52  | £34,673.40       |
|      | OF1-04                       | £32,424.24  | £33,572.88       |
|      | OF1-03                       | £31,360.80  | £32,471.28       |
|      | OF1-02                       | £30,297.24  | £31,369.92       |
|      | OF1-01                       | £25,206.48  | £26,097.84       |

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

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

<sup>x</sup> In order to ensure the required minimum 10 per cent increase to base pay all those on increment OF7-1 will instead be paid a Specially Determined Rate of Pay of £123,528.60.

**VETERINARY OFFICERS<sup>y</sup> - FTRS (HC) RATES 2022-23**

| RANK         | FTRS (HC) OFFICERS PAY RATES |            |
|--------------|------------------------------|------------|
|              | INCREMENT                    | VETS       |
| OF4          | VETS-OF4-5                   | £75,879.48 |
|              | VETS-OF4-4                   | £74,730.24 |
|              | VETS-OF4-3                   | £73,585.20 |
|              | VETS-OF4-2                   | £72,432.24 |
|              | VETS-OF4-1                   | £71,291.64 |
| OF2/OF3      | VETS-OF2/3-22                | £69,207.60 |
|              | VETS-OF2/3-21                | £67,777.68 |
|              | VETS-OF2/3-20                | £66,343.44 |
|              | VETS-OF2/3-19                | £64,913.16 |
|              | VETS-OF2/3-18                | £63,487.44 |
|              | VETS-OF2/3-17                | £62,053.56 |
|              | VETS-OF2/3-16                | £60,627.72 |
|              | VETS-OF2/3-15                | £59,189.76 |
|              | VETS-OF2/3-14                | £57,772.08 |
|              | VETS-OF2/3-13                | £56,530.92 |
|              | VETS-OF2/3-12                | £55,306.32 |
|              | VETS-OF2/3-11                | £53,931.00 |
|              | VETS-OF2/3-10                | £52,551.24 |
|              | VETS-OF2/3-9                 | £51,176.04 |
|              | VETS-OF2/3-8                 | £49,808.88 |
|              | VETS-OF2/3-7                 | £48,433.44 |
|              | VETS-OF2/3-6                 | £47,058.24 |
|              | VETS-OF2/3-5                 | £45,686.64 |
|              | VETS-OF2/3-4                 | £44,311.68 |
|              | VETS-OF2/3-3                 | £42,940.08 |
| VETS-OF2/3-2 | £41,564.88                   |            |
| VETS-OF2/3-1 | £38,826.72                   |            |

<sup>y</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>z</sup> - FTRS (HC) RATES 2022-23**

| RANK        | FTRS (HC) OFFICERS PAY RATES |             |
|-------------|------------------------------|-------------|
|             | INCREMENT                    | CHAPLAINS   |
| OF7         | OF7-C-5                      | £111,253.56 |
|             | OF7-C-4                      | £110,081.64 |
|             | OF7-C-3                      | £108,924.60 |
|             | OF7-C-2                      | £107,762.88 |
|             | OF7-C-1                      | £106,600.68 |
| DCG         | DCG-5                        | £95,455.80  |
|             | DCG-4                        | £94,255.80  |
|             | DCG-3                        | £93,055.68  |
|             | DCG-2                        | £91,860.00  |
|             | DCG-1                        | £90,664.68  |
| CLASS 1     | C1-6                         | £86,899.92  |
|             | C1-5                         | £85,704.24  |
|             | C1-4                         | £84,503.88  |
|             | C1-3                         | £83,307.96  |
|             | C1-2                         | £81,628.08  |
|             | C1-1                         | £79,947.60  |
| CLASS 2 - 4 | C2/4-20                      | £70,872.12  |
|             | C2/4-19                      | £69,505.20  |
|             | C2/4-18                      | £68,108.76  |
|             | C2/4-17                      | £66,708.12  |
|             | C2/4-16                      | £65,316.36  |
|             | C2/4-15                      | £63,919.68  |
|             | C2/4-14                      | £62,527.32  |
|             | C2/4-13                      | £61,131.24  |
|             | C2/4-12                      | £59,738.64  |
|             | C2/4-11                      | £58,342.44  |
|             | C2/4-10                      | £56,950.08  |
|             | C2/4-9                       | £55,557.96  |
|             | C2/4-8                       | £54,157.32  |
|             | C2/4-7                       | £52,769.40  |
|             | C2/4-6                       | £51,373.20  |
|             | C2/4-5                       | £49,980.84  |
|             | C2/4-4                       | £48,580.32  |
|             | C2/4-3                       | £47,192.52  |
|             | C2/4-2                       | £45,787.32  |
| C2/4-1      | £44,399.28                   |             |

<sup>z</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>aa</sup> - FTRS (HC) RATES 2022-23**

| RANK                           | FTRS (HC) OFFICERS PAY RATES     |            |            |
|--------------------------------|----------------------------------|------------|------------|
|                                | INCREMENT                        | OCFR       | SF OCFR    |
| OF3                            | OF3-SF-OCFR-9                    |            | £68,549.04 |
|                                | OF3-SF-OCFR-8                    |            | £67,861.44 |
|                                | OF3-SF-OCFR-7                    |            | £67,173.60 |
|                                | OF3-SF-OCFR-6                    |            | £66,490.20 |
|                                | OF3-SF-OCFR-5                    |            | £65,806.68 |
|                                | OF3-SF-OCFR-4                    |            | £65,307.72 |
|                                | OF3-SF-OCFR-3                    |            | £64,431.24 |
|                                | OF3-SF-OCFR-2                    |            | £63,747.48 |
|                                | OF3-SF-OCFR-1                    |            | £63,064.08 |
| OF1/OF2                        | OF1/2-OCFR-15 / OF1/2-SF-OCFR-15 | £51,897.00 | £63,701.88 |
|                                | OF1/2-OCFR-14 / OF1/2-SF-OCFR-14 | £51,557.52 | £63,332.40 |
|                                | OF1/2-OCFR-13 / OF1/2-SF-OCFR-13 | £51,200.88 | £62,967.84 |
|                                | OF1/2-OCFR-12 / OF1/2-SF-OCFR-12 | £50,509.32 | £62,045.40 |
|                                | OF1/2-OCFR-11 / OF1/2-SF-OCFR-11 | £49,821.48 | £61,118.64 |
|                                | OF1/2-OCFR-10 / OF1/2-SF-OCFR-10 | £49,125.60 | £60,191.76 |
|                                | OF1/2-OCFR-9 / OF1/2-SF-OCFR-9   | £48,433.44 | £59,273.40 |
|                                | OF1/2-OCFR-8 / OF1/2-SF-OCFR-8   | £47,741.52 | £58,342.56 |
|                                | OF1/2-OCFR-7 / OF1/2-SF-OCFR-7   | £46,878.00 | £57,415.80 |
|                                | OF1/2-OCFR-6 / OF1/2-SF-OCFR-6   | £46,345.20 | £56,690.16 |
|                                | OF1/2-OCFR-5 / OF1/2-SF-OCFR-5   | £45,803.88 | £55,998.00 |
|                                | OF1/2-OCFR-4 / OF1/2-SF-OCFR-4   | £44,735.16 | £55,298.16 |
|                                | OF1/2-OCFR-3 / OF1/2-SF-OCFR-3   | £44,202.36 | £54,594.12 |
|                                | OF1/2-OCFR-2 / OF1/2-SF-OCFR-2   | £43,657.44 | £53,893.80 |
| OF1/2-OCFR-1 / OF1/2-SF-OCFR-1 | £42,592.08                       | £53,193.12 |            |

<sup>aa</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>bb</sup> - FTRS (HC) SUPPLEMENTS 1 – 4 RATES 2022-23**

| RANK         | FTRS (HC) OTHER RANKS PAY RATES |              |              |              |              |
|--------------|---------------------------------|--------------|--------------|--------------|--------------|
|              | INCREMENT                       | SUPPLEMENT 1 | SUPPLEMENT 2 | SUPPLEMENT 3 | SUPPLEMENT 4 |
| OR9          | OR9-06                          | £47,875.92   | £47,875.92   | £47,875.92   | £49,167.24   |
|              | OR9-05                          | £47,391.00   | £47,391.00   | £47,391.00   | £48,730.08   |
|              | OR9-04                          | £46,861.80   | £46,861.80   | £46,861.80   | £48,265.92   |
|              | OR9-03                          | £46,332.12   | £46,332.12   | £46,332.12   | £47,807.64   |
|              | OR9-02                          | £46,066.08   | £46,066.08   | £46,066.08   | £47,402.04   |
|              | OR9-01                          | £46,066.08   | £46,066.08   | £46,066.08   | £47,402.04   |
| OR7/<br>OR8  | OR7-12/ OR8-06                  | £42,852.84   | £44,211.60   | £45,161.52   | £46,460.88   |
|              | OR7-11/ OR8-05                  | £42,134.40   | £43,643.52   | £44,893.56   | £46,193.04   |
|              | OR7-10/ OR8-04                  | £41,431.80   | £43,058.64   | £44,608.56   | £45,907.56   |
|              | OR7-09/ OR8-03                  | £40,626.36   | £42,469.80   | £44,290.80   | £45,567.60   |
|              | OR7-08/ OR8-02                  | £39,774.48   | £41,617.92   | £43,666.32   | £45,090.36   |
|              | OR7-07/ OR8-01                  | £39,774.48   | £41,617.92   | £43,666.32   | £45,090.36   |
|              | OR7-06                          | £38,920.44   | £40,547.28   | £42,465.96   | £43,862.52   |
|              | OR7-05                          | £38,317.80   | £39,945.60   | £41,629.92   | £43,184.40   |
|              | OR7-04                          | £37,741.80   | £39,369.72   | £40,903.56   | £42,457.92   |
|              | OR7-03                          | £37,145.40   | £38,772.00   | £40,196.16   | £41,751.60   |
|              | OR7-02                          | £36,569.28   | £38,107.92   | £39,489.60   | £41,083.56   |
|              | OR7-01                          | £36,569.28   | £38,107.92   | £39,489.60   | £41,083.56   |
| OR6          | OR6-06                          | £35,842.08   | £37,350.84   | £38,660.28   | £40,199.88   |
|              | OR6-05                          | £34,984.20   | £36,425.88   | £37,695.24   | £39,168.60   |
|              | OR6-04                          | £34,134.72   | £35,402.52   | £36,777.00   | £38,176.08   |
|              | OR6-03                          | £33,296.64   | £34,471.44   | £35,895.24   | £37,194.84   |
|              | OR6-02                          | £32,487.60   | £33,581.76   | £35,000.88   | £36,150.72   |
|              | OR6-01                          | £32,487.60   | £33,581.76   | £35,000.88   | £36,150.72   |
| OR4          | OR4-06                          | £30,933.60   | £31,972.56   | £33,322.44   | £34,319.04   |
|              | OR4-05                          | £30,499.32   | £31,539.12   | £32,728.68   | £33,646.08   |
|              | OR4-04                          | £30,088.68   | £31,113.72   | £32,053.92   | £32,858.28   |
|              | OR4-03                          | £29,649.36   | £30,507.24   | £31,348.80   | £32,105.64   |
|              | OR4-02                          | £28,877.52   | £29,717.52   | £30,535.08   | £31,293.00   |
|              | OR4-01                          | £28,877.52   | £29,717.52   | £30,535.08   | £31,293.00   |
| OR2/<br>OR3  | OR2-10/ OR3-03                  | £27,112.08   | £27,861.36   | £28,449.00   | £29,004.12   |
|              | OR2-09/ OR3-02                  | £25,908.00   | £26,587.56   | £27,106.92   | £27,586.80   |
|              | OR2-08/ OR3-01                  | £24,760.92   | £25,335.96   | £25,830.60   | £26,280.60   |
|              | OR2-07                          | £23,683.44   | £24,153.36   | £24,648.12   | £24,962.88   |
|              | OR2-06                          | £22,635.36   | £22,960.68   | £23,368.68   | £23,671.44   |
|              | OR2-05                          | £21,815.04   | £21,829.68   | £22,155.12   | £22,458.12   |
|              | OR2-04                          | £20,741.52   | £20,983.68   | £21,235.20   | £21,235.20   |
|              | OR2-03                          | £19,463.76   | £19,463.76   | £19,463.76   | £19,463.64   |
|              | OR2-02                          | £19,463.76   | £19,463.76   | £19,463.76   | £19,463.64   |
|              | OR2-01                          | £18,711.36   | £18,711.36   | £18,711.36   | £18,711.36   |
| New Entrants | INITIAL PAY                     | £14,711.04   |              |              |              |

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



Appendix 22 Annex A to AFREM.PAYDEL.COMMS/PR22 dated 19 July 2022

**NURSES OTHER RANKS<sup>cc</sup> - FTRS (HC) RATES 2022-23**

| RANK                | FTRS (HC) OTHER RANKS PAY RATES |            |
|---------------------|---------------------------------|------------|
|                     | INCREMENT                       | NURSES     |
| OR9                 | OR9-06                          | £49,790.88 |
|                     | OR9-05                          | £49,266.24 |
|                     | OR9-04                          | £48,741.48 |
|                     | OR9-03                          | £48,216.60 |
|                     | OR9-02                          | £47,691.60 |
|                     | OR9-01                          | £47,691.60 |
| OR7/OR8             | OR7-12/ OR8-06                  | £46,756.44 |
|                     | OR7-11/ OR8-05                  | £46,082.16 |
|                     | OR7-10/ OR8-04                  | £45,407.40 |
|                     | OR7-09/ OR8-03                  | £44,732.64 |
|                     | OR7-08/ OR8-02                  | £44,058.24 |
|                     | OR7-07/ OR8-01                  | £44,058.24 |
|                     | OR7-06                          | £43,194.36 |
|                     | OR7-05                          | £42,512.88 |
|                     | OR7-04                          | £41,832.00 |
|                     | OR7-03                          | £41,150.88 |
|                     | OR7-02                          | £40,469.52 |
|                     | OR7-01                          | £40,469.52 |
|                     | OR6                             | OR6-06     |
| OR6-05              |                                 | £38,880.12 |
| OR6-04              |                                 | £38,123.04 |
| OR6-03              |                                 | £37,365.96 |
| OR6-02              |                                 | £36,609.12 |
| OR6-01              |                                 | £36,609.12 |
| OR4                 | OR4-06                          | £34,832.40 |
|                     | OR4-05                          | £33,903.48 |
|                     | OR4-04                          | £32,974.32 |
|                     | OR4-03                          | £32,044.92 |
|                     | OR4-02                          | £31,116.12 |
|                     | OR4-01                          | £31,116.12 |
| OR2/OR3             | OR2-10/ OR3-03                  | £29,634.60 |
|                     | OR2-09/ OR3-02                  | £28,156.68 |
|                     | OR2-08/ OR3-01                  | £26,678.88 |
|                     | OR2-07                          | £25,201.32 |
|                     | OR2-06                          | £23,723.52 |
|                     | OR2-05                          | £22,245.84 |
|                     | OR2-04                          | £20,994.72 |
|                     | OR2-03                          | £19,517.04 |
|                     | OR2-02                          | £19,517.04 |
|                     | OR2-01                          | £18,711.36 |
| <b>New Entrants</b> | INITIAL PAY                     | £14,711.04 |

<sup>cc</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>dd</sup> - FTRS (HC) RATES 2022-23**

| RANK | FTRS (HC) SF OTHER RANKS PAY RATES |                |            |
|------|------------------------------------|----------------|------------|
|      | INCREMENT                          | SF             |            |
| OR9  | OR9-06                             | £59,969.52     |            |
|      | OR9-05                             | £59,381.28     |            |
|      | OR9-04                             | £58,792.68     |            |
|      | OR9-03                             | £58,204.44     |            |
|      | OR9-02                             | £57,615.96     |            |
|      | OR9-01                             | £57,027.84     |            |
| OR8  | OR8-06                             | £55,909.44     |            |
|      | OR8-05                             | £55,266.12     |            |
|      | OR8-04                             | £54,623.04     |            |
|      | OR8-03                             | £53,979.72     |            |
|      | OR8-02                             | £53,336.52     |            |
|      | OR8-01                             | £52,693.32     |            |
| OR7  | OR7-06                             | £51,660.12     |            |
|      | OR7-05                             | £51,016.92     |            |
|      | OR7-04                             | £50,373.84     |            |
|      | OR7-03                             | £49,730.76     |            |
|      | OR7-02                             | £49,087.32     |            |
|      | OR7-01                             | £48,444.36     |            |
| OR6  | OR6-06                             | £47,494.32     |            |
|      | OR6-05                             | £47,004.12     |            |
|      | OR6-04                             | £46,514.04     |            |
|      | OR6-03                             | £46,023.84     |            |
|      | OR6-02                             | £45,533.52     |            |
|      | OR6-01                             | £45,043.32     |            |
| OR4  | OR4-06                             | £42,898.20     |            |
|      | OR4-05                             | £42,255.36     |            |
|      | OR4-04                             | £41,611.68     |            |
|      | OR4-03                             | £40,968.72     |            |
|      | OR4-02                             | £40,325.64     |            |
|      | OR4-01                             | £39,681.96     |            |
|      | OR3                                | OR3-03         | £38,754.96 |
| OR2  |                                    | OR2-09/ OR3-02 | £38,175.96 |
|      |                                    | OR2-08/ OR3-01 | £37,596.96 |
|      |                                    | OR2-07         | £37,017.96 |
|      |                                    | OR2-06         | £36,438.48 |
|      |                                    | OR2-05         | £35,859.48 |
|      |                                    | OR2-04         | £35,280.48 |
|      |                                    | OR2-03         | £34,701.24 |
|      |                                    | OR2-02         | £34,121.88 |
|      |                                    | OR2-01         | £33,543.00 |

<sup>dd</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 2022-23**

| <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>  | OF4-08           | £84,647.28          |
|   | OF4-07           | £82,723.56          |
|   | OF4-06           | £80,799.12          |
|   | OF4-05           | £78,875.28          |
|   | OF4-04           | £76,951.32          |
|   | OF4-03           | £75,032.88          |
|   | OF4-02           | £73,103.04          |
|   | OF4-01           | £73,103.04          |
| <b>OF3</b>  | OF3-08           | £62,380.56          |
|   | OF3-07           | £60,665.16          |
|   | OF3-06           | £58,949.40          |
|   | OF3-05           | £57,233.88          |
|   | OF3-04           | £55,518.00          |
|   | OF3-03           | £53,802.12          |
|   | OF3-02           | £52,086.72          |
|   | OF3-01           | £52,086.72          |
| <b>OF2</b>  | OF2-08           | £49,174.56          |
|   | OF2-07           | £47,870.64          |
|   | OF2-06           | £46,566.72          |
|   | OF2-05           | £45,262.44          |
|   | OF2-04           | £43,958.52          |
|   | OF2-03           | £42,654.48          |
|   | OF2-02           | £41,350.44          |
|   | OF2-01           | £41,350.44          |
| <b>OF1</b>  | OF1-05           | £35,665.32          |
|   | OF1-04           | £34,531.80          |
|   | OF1-03           | £33,399.24          |
|   | OF1-02           | £32,266.56          |
|   | OF1-01           | £26,844.96          |

**ROYAL GIB REGT OCFR - REGULAR (6.5% X-FACTOR) RATES 2022-23**

| <b>ROYAL GIB REGT OCFR REGULAR (6.5% X-F) RATES</b> |                     |
|---|---------------------|
| <b>INCREMENT</b>                                    | <b>ANNUAL RATES</b> |
| OCFR IL15   | £55,270.32          |
| OCFR IL14   | £54,908.76          |
| OCFR IL13   | £54,528.96          |
| OCFR IL12   | £53,792.40          |
| OCFR IL11   | £53,059.92          |
| OCFR IL10   | £52,318.80          |
| OCFR IL9  | £51,581.64          |
| OCFR IL8  | £50,844.72          |
| OCFR IL7  | £49,925.04          |
| OCFR IL6  | £49,357.68          |
| OCFR IL5  | £48,781.08          |
| OCFR IL4  | £47,643.00          |
| OCFR IL3  | £47,075.52          |
| OCFR IL2  | £46,495.20          |
| OCFR IL1  | £45,360.60          |

**Appendix 26 Annex A to AFREM.PAYDEL.COMMS/PR22 dated 19 July 2022**

**ROYAL GIB REGT OTHER RANKS - REGULAR (6.5% X-FACTOR) SUPPLEMENTS 1 – 4**  
**RATES 2022-23**

| <b>ROYAL GIB REGT REGULAR (6.5% X-F) OTHER RANKS PAY RATES</b> |                  |                     |                     |                     |                     |            |
|--|------------------|---------------------|---------------------|---------------------|---------------------|------------|
| <b>RANK</b>  | <b>INCREMENT</b> | <b>SUPPLEMENT 1</b> | <b>SUPPLEMENT 2</b> | <b>SUPPLEMENT 3</b> | <b>SUPPLEMENT 4</b> |            |
| <b>OR9</b>   | OR9-06           | £50,987.88          | £50,987.88          | £50,987.88          | £52,363.08          |            |
|  | OR9-05           | £50,471.40          | £50,471.40          | £50,471.40          | £51,897.48          |            |
|  | OR9-04           | £49,907.76          | £49,907.76          | £49,907.76          | £51,403.20          |            |
|  | OR9-03           | £49,343.76          | £49,343.76          | £49,343.76          | £50,915.16          |            |
|  | OR9-02           | £49,060.32          | £49,060.32          | £49,060.32          | £50,483.16          |            |
|  | OR9-01           | £49,060.32          | £49,060.32          | £49,060.32          | £50,483.16          |            |
| <b>OR8</b>   | OR8-06           | £45,638.28          | £47,085.36          | £48,096.96          | £49,480.80          |            |
|  | OR8-05           | £44,873.16          | £46,480.32          | £47,811.60          | £49,195.56          |            |
|  | OR8-04           | £44,124.84          | £45,857.40          | £47,508.12          | £48,891.60          |            |
|  | OR8-03           | £43,267.08          | £45,230.28          | £47,169.72          | £48,529.44          |            |
|  | OR8-02           | £42,359.88          | £44,323.08          | £46,504.68          | £48,021.24          |            |
|  | OR8-01           | £42,359.88          | £44,323.08          | £46,504.68          | £48,021.24          |            |
| <b>OR7</b>   | OR7-06           | £41,450.28          | £43,182.84          | £45,226.20          | £46,713.60          |            |
|  | OR7-05           | £40,808.40          | £42,542.04          | £44,335.92          | £45,991.44          |            |
|  | OR7-04           | £40,194.96          | £41,928.72          | £43,562.28          | £45,217.68          |            |
|  | OR7-03           | £39,559.80          | £41,292.24          | £42,808.92          | £44,465.40          |            |
|  | OR7-02           | £38,946.24          | £40,584.96          | £42,056.40          | £43,754.04          |            |
|  | OR7-01           | £38,946.24          | £40,584.96          | £42,056.40          | £43,754.04          |            |
| <b>OR6</b>   | OR6-06           | £38,171.76          | £39,778.68          | £41,173.20          | £42,812.88          |            |
|  | OR6-05           | £37,258.20          | £38,793.60          | £40,145.40          | £41,714.52          |            |
|  | OR6-04           | £36,353.52          | £37,703.64          | £39,167.52          | £40,657.56          |            |
|  | OR6-03           | £35,460.96          | £36,712.08          | £38,228.40          | £39,612.48          |            |
|  | OR6-02           | £34,599.24          | £35,764.56          | £37,275.96          | £38,500.56          |            |
|  | OR6-01           | £34,599.24          | £35,764.56          | £37,275.96          | £38,500.56          |            |
| <b>OR4</b>   | OR4-06           | £32,944.32          | £34,050.72          | £35,488.44          | £36,549.72          |            |
|  | OR4-05           | £32,481.72          | £33,589.20          | £34,856.04          | £35,833.08          |            |
|  | OR4-04           | £32,044.44          | £33,136.08          | £34,137.48          | £34,994.04          |            |
|  | OR4-03           | £31,576.56          | £32,490.24          | £33,386.52          | £34,192.56          |            |
|  | OR4-02           | £30,754.56          | £31,649.16          | £32,519.88          | £33,327.00          |            |
|  | OR4-01           | £30,754.56          | £31,649.16          | £32,519.88          | £33,327.00          |            |
| <b>OR2</b>   | <b>OR3</b>       | OR3-03              | £28,874.40          | £29,672.40          | £30,298.20          | £30,889.44 |
|  |                  | OR2-09/ OR3-02      | £27,592.08          | £28,315.80          | £28,868.88          | £29,379.96 |
|  | <b>OR2</b>       | OR2-08/ OR3-01      | £26,370.36          | £26,982.84          | £27,509.64          | £27,988.80 |
|  |                  | OR2-07              | £25,222.92          | £25,723.32          | £26,250.24          | £26,585.52 |
|  |                  | OR2-06              | £24,106.68          | £24,453.12          | £24,887.64          | £25,210.08 |
|  |                  | OR2-05              | £23,232.96          | £23,248.56          | £23,595.24          | £23,917.92 |
|  |                  | OR2-04              | £22,089.72          | £22,347.60          | £22,615.44          | £22,615.44 |
|  |                  | OR2-03              | £20,728.92          | £20,728.92          | £20,728.92          | £20,728.80 |
|  |                  | OR2-02              | £20,728.92          | £20,728.92          | £20,728.92          | £20,728.80 |
|  |                  | OR2-01              | £19,927.56          | £19,927.56          | £19,927.56          | £19,927.56 |
| <b>New Entrants</b>  | INITIAL PAY      | £15,667.20          |                     |                     |                     |            |

**ROYAL GIB REGT OFFICERS – FTRS (LC) / PTVR (3.25% X-FACTOR) RATES 2022-23**

| <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>  | OF4-08           | £81,046.56          | £221.89            |
|   | OF4-07           | £79,240.20          | £216.95            |
|   | OF4-06           | £77,433.24          | £212.00            |
|   | OF4-05           | £75,626.76          | £207.05            |
|   | OF4-04           | £74,603.04          | £204.25            |
|   | OF4-03           | £72,743.16          | £199.16            |
|   | OF4-02           | £70,872.12          | £194.04            |
|   | OF4-01           | £70,872.12          | £194.04            |
| <b>OF3</b>  | OF3-08           | £60,477.00          | £165.58            |
|   | OF3-07           | £58,813.80          | £161.02            |
|   | OF3-06           | £57,150.48          | £156.47            |
|   | OF3-05           | £55,487.28          | £151.92            |
|   | OF3-04           | £53,823.72          | £147.36            |
|   | OF3-03           | £52,160.28          | £142.81            |
|   | OF3-02           | £50,497.20          | £138.25            |
|   | OF3-01           | £50,497.20          | £138.25            |
| <b>OF2</b>  | OF2-08           | £47,673.84          | £130.52            |
|   | OF2-07           | £46,409.88          | £127.06            |
|   | OF2-06           | £45,145.68          | £123.60            |
|   | OF2-05           | £43,881.12          | £120.14            |
|   | OF2-04           | £42,617.04          | £116.68            |
|   | OF2-03           | £41,352.84          | £113.22            |
|   | OF2-02           | £40,088.64          | £109.76            |
|   | OF2-01           | £40,088.64          | £109.76            |
| <b>OF1</b>  | OF1-05           | £34,576.92          | £94.67             |
|   | OF1-04           | £33,478.08          | £91.66             |
|   | OF1-03           | £32,380.08          | £88.65             |
|   | OF1-02           | £31,281.96          | £85.65             |
|   | OF1-01           | £26,025.72          | £71.25             |

**ROYAL GIB REGT OCFR – FTRS (LC) / PTVR (3.25% X-FACTOR) RATES 2022-23**

| <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>  | £53,583.60          | £146.70            |
| <b>OCFR IL14</b>  | £53,233.08          | £145.74            |
| <b>OCFR IL13</b>  | £52,864.92          | £144.74            |
| <b>OCFR IL12</b>  | £52,150.92          | £142.78            |
| <b>OCFR IL11</b>  | £51,440.64          | £140.84            |
| <b>OCFR IL10</b>  | £50,722.20          | £138.87            |
| <b>OCFR IL9</b>   | £50,007.48          | £136.91            |
| <b>OCFR IL8</b>   | £49,293.12          | £134.96            |
| <b>OCFR IL7</b>   | £48,401.52          | £132.52            |
| <b>OCFR IL6</b>   | £47,851.44          | £131.01            |
| <b>OCFR IL5</b>   | £47,292.48          | £129.48            |
| <b>OCFR IL4</b>   | £46,189.08          | £126.46            |
| <b>OCFR IL3</b>   | £45,638.88          | £124.95            |
| <b>OCFR IL2</b>   | £45,076.32          | £123.41            |
| <b>OCFR IL1</b>   | £43,976.28          | £120.40            |

**ROYAL GIB REGT OTHER RANKS – FTRS (LC) / PTVR (3.25% X-FACTOR)****SUPPLEMENTS 1 AND 2 RATES 2022-23**

| ROYAL GIB REG FTRS (LC) / PTVR (3.25% X-F) OTHER RANKS PAY RATES |                |              |             |              |             |        |
|--|----------------|--------------|-------------|--------------|-------------|--------|
| RANK   | INCREMENT      | SUPPLEMENT 1 |             | SUPPLEMENT 2 |             |        |
|  |                | FTRS(LC)     | DAILY RATES | FTRS(LC)     | DAILY RATES |        |
| OR9  | OR9-06         | £49,431.84   | £135.34     | £49,431.84   | £135.34     |        |
|  | OR9-05         | £48,931.20   | £133.97     | £48,931.20   | £133.97     |        |
|  | OR9-04         | £48,384.84   | £132.47     | £48,384.84   | £132.47     |        |
|  | OR9-03         | £47,837.88   | £130.97     | £47,837.88   | £130.97     |        |
|  | OR9-02         | £47,563.20   | £130.22     | £47,563.20   | £130.22     |        |
|  | OR9-01         | £47,563.20   | £130.22     | £47,563.20   | £130.22     |        |
| OR8  | OR8-06         | £44,245.56   | £121.13     | £45,648.48   | £124.97     |        |
|  | OR8-05         | £43,503.72   | £119.11     | £45,061.92   | £123.37     |        |
|  | OR8-04         | £42,778.32   | £117.12     | £44,458.08   | £121.72     |        |
|  | OR8-03         | £41,946.72   | £114.84     | £43,850.04   | £120.06     |        |
|  | OR8-02         | £41,067.12   | £112.44     | £42,970.56   | £117.64     |        |
|  | OR8-01         | £41,067.12   | £112.44     | £42,970.56   | £117.64     |        |
| OR7  | OR7-06         | £40,185.36   | £110.02     | £41,865.12   | £114.62     |        |
|  | OR7-05         | £39,563.16   | £108.32     | £41,243.88   | £112.92     |        |
|  | OR7-04         | £38,968.44   | £106.69     | £40,649.28   | £111.29     |        |
|  | OR7-03         | £38,352.60   | £105.01     | £40,032.12   | £109.60     |        |
|  | OR7-02         | £37,757.76   | £103.37     | £39,346.44   | £107.72     |        |
|  | OR7-01         | £37,757.76   | £103.37     | £39,346.44   | £107.72     |        |
| OR6  | OR6-06         | £37,006.92   | £101.32     | £38,564.76   | £105.58     |        |
|  | OR6-05         | £36,121.20   | £98.89      | £37,609.68   | £102.97     |        |
|  | OR6-04         | £35,244.12   | £96.50      | £36,553.08   | £100.08     |        |
|  | OR6-03         | £34,378.80   | £94.12      | £35,591.76   | £97.45      |        |
|  | OR6-02         | £33,543.48   | £91.84      | £34,673.16   | £94.93      |        |
|  | OR6-01         | £33,543.48   | £91.84      | £34,673.16   | £94.93      |        |
| OR4  | OR4-06         | £31,938.96   | £87.44      | £33,011.64   | £90.38      |        |
|  | OR4-05         | £31,490.52   | £86.21      | £32,564.16   | £89.16      |        |
|  | OR4-04         | £31,066.56   | £85.06      | £32,124.96   | £87.95      |        |
|  | OR4-03         | £30,612.96   | £83.82      | £31,498.68   | £86.23      |        |
|  | OR4-02         | £29,816.04   | £81.63      | £30,683.28   | £84.00      |        |
|  | OR4-01         | £29,816.04   | £81.63      | £30,683.28   | £84.00      |        |
| OR2  | OR3            | OR3-03       | £27,993.24  | £76.64       | £28,766.88  | £78.76 |
|  | OR2-09/ OR3-02 | £26,750.04   | £73.24      | £27,451.68   | £75.16      |        |
|  | OR2-08/ OR3-01 | £25,565.64   | £69.99      | £26,159.40   | £71.62      |        |
|  | OR2-07         | £24,453.12   | £66.95      | £24,938.40   | £68.28      |        |
|  | OR2-06         | £23,370.96   | £63.98      | £23,706.96   | £64.90      |        |
|  | OR2-05         | £22,524.00   | £61.67      | £22,539.12   | £61.71      |        |
|  | OR2-04         | £21,415.56   | £58.64      | £21,665.64   | £59.32      |        |
|  | OR2-03         | £20,096.28   | £55.02      | £20,096.28   | £55.02      |        |
|  | OR2-02         | £20,096.28   | £55.02      | £20,096.28   | £55.02      |        |
|  | OR2-01         | £19,319.52   | £52.90      | £19,319.52   | £52.90      |        |
| NEW ENTRANTS   | INITIAL PAY    | £15,189.12   | £41.59      | £15,189.12   | £41.59      |        |



**SUPPLEMENTS 3 AND 4 RATES 2022-23**

| <b>ROYAL GIB REG FTRS (LC) / PTVR (3.25% X-F) OTHER RANKS PAY RATES</b> |                  |                     |                    |                     |                    |        |
|---|------------------|---------------------|--------------------|---------------------|--------------------|--------|
| <b>RANK</b>   | <b>INCREMENT</b> | <b>SUPPLEMENT 3</b> |                    | <b>SUPPLEMENT 4</b> |                    |        |
|   |                  | <b>FTRS(LC)</b>     | <b>DAILY RATES</b> | <b>FTRS(LC)</b>     | <b>DAILY RATES</b> |        |
| <b>OR9</b>  | OR9-06           | £49,431.84          | £135.34            | £50,765.16          | £138.98            |        |
|   | OR9-05           | £48,931.20          | £133.97            | £50,313.84          | £137.76            |        |
|   | OR9-04           | £48,384.84          | £132.47            | £49,834.56          | £136.43            |        |
|   | OR9-03           | £47,837.88          | £130.97            | £49,361.40          | £135.14            |        |
|   | OR9-02           | £47,563.20          | £130.22            | £48,942.60          | £134.00            |        |
|   | OR9-01           | £47,563.20          | £130.22            | £48,942.60          | £134.00            |        |
| <b>OR8</b>  | OR8-06           | £46,629.24          | £127.67            | £47,970.84          | £131.33            |        |
|   | OR8-05           | £46,352.64          | £126.90            | £47,694.36          | £130.58            |        |
|   | OR8-04           | £46,058.28          | £126.10            | £47,399.52          | £129.77            |        |
|   | OR8-03           | £45,730.20          | £125.20            | £47,048.52          | £128.81            |        |
|   | OR8-02           | £45,085.44          | £123.44            | £46,555.80          | £127.46            |        |
|   | OR8-01           | £45,085.44          | £123.44            | £46,555.80          | £127.46            |        |
| <b>OR7</b>  | OR7-06           | £43,846.08          | £120.05            | £45,288.00          | £123.99            |        |
|   | OR7-05           | £42,982.92          | £117.68            | £44,587.92          | £122.07            |        |
|   | OR7-04           | £42,232.92          | £115.63            | £43,837.80          | £120.02            |        |
|   | OR7-03           | £41,502.48          | £113.63            | £43,108.56          | £118.03            |        |
|   | OR7-02           | £40,773.00          | £111.63            | £42,418.80          | £116.14            |        |
|   | OR7-01           | £40,773.00          | £111.63            | £42,418.80          | £116.14            |        |
| <b>OR6</b>  | OR6-06           | £39,916.68          | £109.29            | £41,506.32          | £113.64            |        |
|   | OR6-05           | £38,920.32          | £106.55            | £40,441.56          | £110.73            |        |
|   | OR6-04           | £37,972.20          | £103.96            | £39,416.76          | £107.92            |        |
|   | OR6-03           | £37,061.88          | £101.47            | £38,403.72          | £105.14            |        |
|   | OR6-02           | £36,138.36          | £98.94             | £37,325.64          | £102.20            |        |
|   | OR6-01           | £36,138.36          | £98.94             | £37,325.64          | £102.20            |        |
| <b>OR4</b>  | OR4-06           | £34,405.44          | £94.20             | £35,434.44          | £97.01             |        |
|   | OR4-05           | £33,792.36          | £92.52             | £34,739.52          | £95.11             |        |
|   | OR4-04           | £33,095.64          | £90.61             | £33,926.16          | £92.88             |        |
|   | OR4-03           | £32,367.60          | £88.62             | £33,149.04          | £90.76             |        |
|   | OR4-02           | £31,527.48          | £86.32             | £32,310.00          | £88.46             |        |
|   | OR4-01           | £31,527.48          | £86.32             | £32,310.00          | £88.46             |        |
| <b>OR2</b>  | <b>OR3</b>       | OR3-03              | £29,373.60         | £80.42              | £29,946.72         | £81.99 |
|   | OR2-09/ OR3-02   | £27,987.84          | £76.62             | £28,483.32          | £77.98             |        |
|   | OR2-08/ OR3-01   | £26,670.12          | £73.02             | £27,134.76          | £74.29             |        |
|   | OR2-07           | £25,449.24          | £69.67             | £25,774.20          | £70.56             |        |
|   | OR2-06           | £24,128.16          | £66.06             | £24,440.76          | £66.92             |        |
|   | OR2-05           | £22,875.12          | £62.63             | £23,187.96          | £63.49             |        |
|   | OR2-04           | £21,925.32          | £60.03             | £21,925.32          | £60.03             |        |
|   | OR2-03           | £20,096.28          | £55.02             | £20,096.16          | £55.02             |        |
|   | OR2-02           | £20,096.28          | £55.02             | £20,096.16          | £55.02             |        |
|   | OR2-01           | £19,319.52          | £52.90             | £19,319.52          | £52.90             |        |
| <b>NEW ENTRANTS</b>   | INITIAL PAY      | £15,189.12          | £41.59             | £15,189.12          | £41.59             |        |

**PART-TIME VOLUNTEER RESERVE (PTVR) OFFICER<sup>ee</sup> AND NURSING OFFICER<sup>ff</sup>**  
**RATES 2022-23**

| RANK | PTVR OFFICER AND NURSING OFFICER PAY RATES |             |            |                  |            |
|------|--|-------------|------------|------------------|------------|
|      | INCREMENT                                  | OFFICERS    |            | NURSING OFFICERS |            |
|      |  | ANNUAL      | DAILY RATE | ANNUAL           | DAILY RATE |
| OF7  | OF7-6                                      | £136,071.24 | £372.55    |                  |            |
|      | OF7-5                                      | £133,427.76 | £365.31    |                  |            |
|      | OF7-4                                      | £130,834.92 | £358.21    |                  |            |
|      | OF7-3                                      | £128,293.08 | £351.25    |                  |            |
|      | OF7-2                                      | £125,800.68 | £344.43    |                  |            |
|      | OF7-1 <sup>gg</sup>                        | £123,357.96 | £337.74    |                  |            |
| OF6  | OF6-06                                     | £113,502.96 | £310.75    |                  |            |
|      | OF6-05                                     | £112,355.16 | £307.61    |                  |            |
|      | OF6-04                                     | £111,207.24 | £304.47    |                  |            |
|      | OF6-03                                     | £110,059.44 | £301.33    |                  |            |
|      | OF6-02                                     | £108,911.52 | £298.18    |                  |            |
|      | OF6-01                                     | £108,911.52 | £298.18    |                  |            |
| OF5  | OF5-08                                     | £98,436.12  | £269.50    | £100,507.56      | £275.17    |
|      | OF5-07                                     | £96,860.76  | £265.19    | £98,886.60       | £270.74    |
|      | OF5-06                                     | £95,285.04  | £260.88    | £97,265.76       | £266.30    |
|      | OF5-05                                     | £93,709.68  | £256.56    | £95,644.80       | £261.86    |
|      | OF5-04                                     | £92,133.96  | £252.25    | £94,023.84       | £257.42    |
|      | OF5-03                                     | £90,558.36  | £247.94    | £92,402.88       | £252.99    |
|      | OF5-02                                     | £88,982.88  | £243.62    | £90,782.16       | £248.55    |
|      | OF5-01                                     | £88,982.88  | £243.62    | £90,782.16       | £248.55    |
| OF4  | OF4-08                                     | £81,889.56  | £224.20    | £84,171.00       | £230.45    |
|      | OF4-07                                     | £80,083.20  | £219.26    | £82,310.76       | £225.35    |
|      | OF4-06                                     | £78,276.24  | £214.31    | £80,450.16       | £220.26    |
|      | OF4-05                                     | £76,469.76  | £209.36    | £78,589.56       | £215.17    |
|      | OF4-04                                     | £75,867.48  | £207.71    | £77,966.76       | £213.46    |
|      | OF4-03                                     | £73,976.16  | £202.54    | £76,018.92       | £208.13    |
|      | OF4-02                                     | £72,073.44  | £197.33    | £74,059.80       | £202.76    |
|      | OF4-01                                     | £72,073.44  | £197.33    | £74,059.80       | £202.76    |
| OF3  | OF3-08                                     | £61,502.04  | £168.38    | £65,390.76       | £179.03    |
|      | OF3-07                                     | £59,810.64  | £163.75    | £63,456.36       | £173.73    |
|      | OF3-06                                     | £58,119.12  | £159.12    | £61,521.60       | £168.44    |
|      | OF3-05                                     | £56,427.72  | £154.49    | £59,587.20       | £163.14    |
|      | OF3-04                                     | £54,736.08  | £149.86    | £57,652.32       | £157.84    |
|      | OF3-03                                     | £53,044.32  | £145.23    | £55,718.04       | £152.55    |
|      | OF3-02                                     | £51,353.04  | £140.60    | £53,783.40       | £147.25    |
|      | OF3-01                                     | £51,353.04  | £140.60    | £53,783.40       | £147.25    |
| OF2  | OF2-08                                     | £48,481.92  | £132.74    | £51,054.24       | £139.78    |
|      | OF2-07                                     | £47,196.48  | £129.22    | £49,537.80       | £135.63    |
|      | OF2-06                                     | £45,910.92  | £125.70    | £48,021.00       | £131.47    |
|      | OF2-05                                     | £44,624.88  | £122.18    | £46,504.44       | £127.32    |
|      | OF2-04                                     | £43,339.32  | £118.66    | £44,987.64       | £123.17    |
|      | OF2-03                                     | £42,053.76  | £115.14    | £43,471.44       | £119.02    |
|      | OF2-02                                     | £40,768.08  | £111.62    | £41,954.52       | £114.87    |
|      | OF2-01                                     | £40,768.08  | £111.62    | £41,954.52       | £114.87    |
| OF1  | OF1-05                                     | £35,163.00  | £96.27     | £36,407.04       | £99.68     |
|      | OF1-04                                     | £34,045.44  | £93.21     | £35,251.56       | £96.51     |
|      | OF1-03                                     | £32,928.84  | £90.15     | £34,094.88       | £93.35     |
|      | OF1-02                                     | £31,812.12  | £87.10     | £32,938.44       | £90.18     |
|      | OF1-01                                     | £26,466.84  | £72.46     | £27,402.72       | £75.02     |

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

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

<sup>gg</sup> In order to ensure the required minimum 10 per cent increase to base pay all those on increment OF7-1 will instead be paid a gross SDRP of £124,732.80 (£123,528.60 net), a gross daily rate of £341.50 (£334.44 net).

**PART-TIME VOLUNTEER RESERVE (PTVR) OCFR AND SF OCFR<sup>hh</sup> RATES 2022-23**

| RANK    | PTVR OCFR AND SF OCFR PAY RATES  |            |            |            |            |
|---------|----------------------------------|------------|------------|------------|------------|
|         | INCREMENT                        | OCFR       |            | SF OCFR    |            |
|         |                                  | ANNUAL     | DAILY RATE | ANNUAL     | DAILY RATE |
| OF3     | OF3-SF-OCFR-9                    |            |            | £71,976.48 | £197.06    |
|         | OF3-SF-OCFR-8                    |            |            | £71,254.56 | £195.08    |
|         | OF3-SF-OCFR-7                    |            |            | £70,532.28 | £193.11    |
|         | OF3-SF-OCFR-6                    |            |            | £69,814.68 | £191.14    |
|         | OF3-SF-OCFR-5                    |            |            | £69,096.96 | £189.18    |
|         | OF3-SF-OCFR-4                    |            |            | £68,573.16 | £187.74    |
|         | OF3-SF-OCFR-3                    |            |            | £67,652.76 | £185.22    |
|         | OF3-SF-OCFR-2                    |            |            | £66,934.80 | £183.26    |
|         | OF3-SF-OCFR-1                    |            |            | £66,217.32 | £181.29    |
| OF1/OF2 | OF1/2-OCFR-15 / OF1/2-SF-OCFR-15 | £54,491.88 | £149.19    | £66,886.92 | £183.13    |
|         | OF1/2-OCFR-14 / OF1/2-SF-OCFR-14 | £54,135.36 | £148.22    | £66,499.08 | £182.06    |
|         | OF1/2-OCFR-13 / OF1/2-SF-OCFR-13 | £53,760.96 | £147.19    | £66,116.28 | £181.02    |
|         | OF1/2-OCFR-12 / OF1/2-SF-OCFR-12 | £53,034.84 | £145.20    | £65,147.64 | £178.36    |
|         | OF1/2-OCFR-11 / OF1/2-SF-OCFR-11 | £52,312.56 | £143.22    | £64,174.56 | £175.70    |
|         | OF1/2-OCFR-10 / OF1/2-SF-OCFR-10 | £51,581.88 | £141.22    | £63,201.36 | £173.04    |
|         | OF1/2-OCFR-9 / OF1/2-SF-OCFR-9   | £50,855.16 | £139.23    | £62,237.04 | £170.39    |
|         | OF1/2-OCFR-8 / OF1/2-SF-OCFR-8   | £50,128.56 | £137.25    | £61,259.64 | £167.72    |
|         | OF1/2-OCFR-7 / OF1/2-SF-OCFR-7   | £49,221.96 | £134.76    | £60,286.56 | £165.06    |
|         | OF1/2-OCFR-6 / OF1/2-SF-OCFR-6   | £48,662.52 | £133.23    | £59,524.68 | £162.97    |
|         | OF1/2-OCFR-5 / OF1/2-SF-OCFR-5   | £48,094.08 | £131.67    | £58,797.96 | £160.98    |
|         | OF1/2-OCFR-4 / OF1/2-SF-OCFR-4   | £46,971.96 | £128.60    | £58,063.08 | £158.97    |
|         | OF1/2-OCFR-3 / OF1/2-SF-OCFR-3   | £46,412.52 | £127.07    | £57,323.88 | £156.94    |
|         | OF1/2-OCFR-2 / OF1/2-SF-OCFR-2   | £45,840.36 | £125.51    | £56,588.52 | £154.93    |
|         | OF1/2-OCFR-1 / OF1/2-SF-OCFR-1   | £44,721.72 | £122.44    | £55,852.80 | £152.91    |

<sup>hh</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>ii</sup> RATES 2022-23**

| RANK         | PTVR VETERINARY OFFICERS PAY RATES |            |            |
|--------------|------------------------------------|------------|------------|
|              | INCREMENT                          | ANNUAL     | DAILY RATE |
| OF4          | VETS-OF4-5                         | £79,673.40 | £218.14    |
|              | VETS-OF4-4                         | £78,466.80 | £214.83    |
|              | VETS-OF4-3                         | £77,264.52 | £211.54    |
|              | VETS-OF4-2                         | £76,053.84 | £208.23    |
|              | VETS-OF4-1                         | £74,856.24 | £204.95    |
| OF2/OF3      | VETS-OF2/3-22                      | £72,668.04 | £198.95    |
|              | VETS-OF2/3-21                      | £71,166.60 | £194.85    |
|              | VETS-OF2/3-20                      | £69,660.60 | £190.72    |
|              | VETS-OF2/3-19                      | £68,158.80 | £186.61    |
|              | VETS-OF2/3-18                      | £66,661.80 | £182.51    |
|              | VETS-OF2/3-17                      | £65,156.28 | £178.38    |
|              | VETS-OF2/3-16                      | £63,659.16 | £174.29    |
|              | VETS-OF2/3-15                      | £62,149.20 | £170.15    |
|              | VETS-OF2/3-14                      | £60,660.72 | £166.08    |
|              | VETS-OF2/3-13                      | £59,357.52 | £162.51    |
|              | VETS-OF2/3-12                      | £58,071.60 | £158.99    |
|              | VETS-OF2/3-11                      | £56,627.52 | £155.04    |
|              | VETS-OF2/3-10                      | £55,178.76 | £151.07    |
|              | VETS-OF2/3-9                       | £53,734.80 | £147.12    |
|              | VETS-OF2/3-8                       | £52,299.36 | £143.19    |
|              | VETS-OF2/3-7                       | £50,855.16 | £139.23    |
|              | VETS-OF2/3-6                       | £49,411.20 | £135.28    |
|              | VETS-OF2/3-5                       | £47,970.96 | £131.33    |
|              | VETS-OF2/3-4                       | £46,527.24 | £127.39    |
|              | VETS-OF2/3-3                       | £45,087.12 | £123.44    |
| VETS-OF2/3-2 | £43,643.16                         | £119.49    |            |
| VETS-OF2/3-1 | £40,768.08                         | £111.62    |            |

<sup>ii</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>ii</sup> RATES 2022-23**

| RANK        | PTVR CHAPLAIN OFFICERS PAY RATES |             |            |
|-------------|----------------------------------|-------------|------------|
|             | INCREMENT                        | CHAPLAINS   | DAILY RATE |
| OF7         | OF7-C-5                          | £104,378.88 | £285.78    |
|             | OF7-C-4                          | £103,304.28 | £282.83    |
|             | OF7-C-3                          | £102,243.24 | £279.93    |
|             | OF7-C-2                          | £101,177.76 | £277.01    |
|             | OF7-C-1                          | £100,111.92 | £274.09    |
| DCG         | DCG-5                            | £92,247.72  | £252.56    |
|             | DCG-4                            | £91,147.44  | £249.54    |
|             | DCG-3                            | £90,046.80  | £246.53    |
|             | DCG-2                            | £88,950.48  | £243.54    |
|             | DCG-1                            | £87,854.28  | £240.53    |
| CLASS 1     | C1-6                             | £86,757.84  | £237.53    |
|             | C1-5                             | £85,661.16  | £234.53    |
|             | C1-4                             | £84,560.40  | £231.51    |
|             | C1-3                             | £83,463.84  | £228.51    |
|             | C1-2                             | £81,923.28  | £224.29    |
|             | C1-1                             | £80,382.24  | £220.07    |
| CLASS 2 - 4 | C2/4-20                          | £74,415.72  | £203.74    |
|             | C2/4-19                          | £72,980.52  | £199.80    |
|             | C2/4-18                          | £71,514.12  | £195.79    |
|             | C2/4-17                          | £70,043.52  | £191.77    |
|             | C2/4-16                          | £68,582.04  | £187.77    |
|             | C2/4-15                          | £67,115.64  | £183.75    |
|             | C2/4-14                          | £65,653.68  | £179.75    |
|             | C2/4-13                          | £64,187.76  | £175.74    |
|             | C2/4-12                          | £62,725.56  | £171.74    |
|             | C2/4-11                          | £61,259.52  | £167.72    |
|             | C2/4-10                          | £59,797.44  | £163.72    |
|             | C2/4-9                           | £58,335.84  | £159.72    |
|             | C2/4-8                           | £56,865.36  | £155.68    |
|             | C2/4-7                           | £55,407.84  | £151.69    |
|             | C2/4-6                           | £53,941.92  | £147.68    |
|             | C2/4-5                           | £52,479.96  | £143.68    |
|             | C2/4-4                           | £51,009.24  | £139.66    |
|             | C2/4-3                           | £49,552.20  | £135.67    |
|             | C2/4-2                           | £48,076.80  | £131.63    |
| C2/4-1      | £46,619.28                       | £127.64     |            |

<sup>ii</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>kk</sup>****SUPPLEMENTS 1 AND 2 RATES 2022-23**

| <b>PTVR OTHER RANKS PAY RATES</b> |                    |                     |                   |                     |                   |
|-----------------------------------|--------------------|---------------------|-------------------|---------------------|-------------------|
| <b>RANK</b>                       | <b>INCREMENT</b>   | <b>SUPPLEMENT 1</b> | <b>DAILY RATE</b> | <b>SUPPLEMENT 2</b> | <b>DAILY RATE</b> |
| <b>OR9</b>                        | OR9-06             | £50,269.68          | £137.63           | £50,269.68          | £137.63           |
|                                   | OR9-05             | £49,760.52          | £136.24           | £49,760.52          | £136.24           |
|                                   | OR9-04             | £49,204.92          | £134.72           | £49,204.92          | £134.72           |
|                                   | OR9-03             | £48,648.72          | £133.19           | £48,648.72          | £133.19           |
|                                   | OR9-02             | £48,369.36          | £132.43           | £48,369.36          | £132.43           |
|                                   | OR9-01             | £48,369.36          | £132.43           | £48,369.36          | £132.43           |
| <b>OR7/<br/>OR8</b>               | OR8-06             | £44,995.44          | £123.19           | £46,422.24          | £127.09           |
|                                   | OR8-05             | £44,241.12          | £121.13           | £45,825.72          | £125.46           |
|                                   | OR8-04             | £43,503.36          | £119.10           | £45,211.56          | £123.78           |
|                                   | OR8-03             | £42,657.72          | £116.79           | £44,593.32          | £122.09           |
|                                   | OR8-02             | £41,763.24          | £114.34           | £43,698.84          | £119.64           |
|                                   | OR8-01             | £41,763.24          | £114.34           | £43,698.84          | £119.64           |
|                                   | OR7-06             | £40,866.48          | £111.89           | £42,574.68          | £116.56           |
|                                   | OR7-05             | £40,233.72          | £110.16           | £41,942.88          | £114.84           |
|                                   | OR7-04             | £39,628.92          | £108.50           | £41,338.20          | £113.18           |
|                                   | OR7-03             | £39,002.64          | £106.78           | £40,710.60          | £111.46           |
|                                   | OR7-02             | £38,397.72          | £105.13           | £40,013.28          | £109.55           |
|                                   | OR7-01             | £38,397.72          | £105.13           | £40,013.28          | £109.55           |
| <b>OR6</b>                        | OR6-06             | £37,634.16          | £103.04           | £39,218.40          | £107.37           |
|                                   | OR6-05             | £36,733.44          | £100.57           | £38,247.12          | £104.72           |
|                                   | OR6-04             | £35,841.48          | £98.13            | £37,172.64          | £101.78           |
|                                   | OR6-03             | £34,961.52          | £95.72            | £36,195.00          | £99.10            |
|                                   | OR6-02             | £34,112.04          | £93.40            | £35,260.80          | £96.54            |
|                                   | OR6-01             | £34,112.04          | £93.40            | £35,260.80          | £96.54            |
| <b>OR4</b>                        | OR4-06             | £32,480.28          | £88.92            | £33,571.20          | £91.92            |
|                                   | OR4-05             | £32,024.28          | £87.68            | £33,116.04          | £90.67            |
|                                   | OR4-04             | £31,593.12          | £86.50            | £32,669.40          | £89.44            |
|                                   | OR4-03             | £31,131.84          | £85.24            | £32,032.56          | £87.70            |
|                                   | OR4-02             | £30,321.36          | £83.01            | £31,203.36          | £85.43            |
|                                   | OR4-01             | £30,321.36          | £83.01            | £31,203.36          | £85.43            |
| <b>OR2/<br/>OR3</b>               | OR2-10/ OR3-03     | £28,467.72          | £77.94            | £29,254.44          | £80.09            |
|                                   | OR2-09/ OR3-02     | £27,203.40          | £74.48            | £27,916.92          | £76.43            |
|                                   | OR2-08/ OR3-01     | £25,998.96          | £71.18            | £26,602.80          | £72.84            |
|                                   | OR2-07             | £24,867.60          | £68.08            | £25,361.04          | £69.44            |
|                                   | OR2-06             | £23,767.08          | £65.07            | £24,108.72          | £66.00            |
|                                   | OR2-05             | £22,905.84          | £62.72            | £22,921.20          | £62.76            |
|                                   | OR2-04             | £21,778.56          | £59.63            | £22,032.84          | £60.32            |
|                                   | OR2-03             | £20,436.96          | £55.95            | £20,436.96          | £55.95            |
|                                   | OR2-02             | £20,436.96          | £55.95            | £20,436.96          | £55.95            |
| OR2-01                            | £19,646.88         | £53.79              | £19,646.88        | £53.79              |                   |
| <b>New Entrants</b>               | <b>INITIAL PAY</b> | £15,446.64          | £42.29            | £15,446.64          | £42.29            |

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

**SUPPLEMENTS 3 AND 4 RATES 2022-23**

| RANK                | PTVR OTHER RANKS PAY RATES |              |            |              |            |
|---------------------|----------------------------|--------------|------------|--------------|------------|
|                     | INCREMENT                  | SUPPLEMENT 3 | DAILY RATE | SUPPLEMENT 4 | DAILY RATE |
| OR9                 | OR9-06                     | £50,269.68   | £137.63    | £51,625.56   | £141.34    |
|                     | OR9-05                     | £49,760.52   | £136.24    | £51,166.56   | £140.09    |
|                     | OR9-04                     | £49,204.92   | £134.72    | £50,679.24   | £138.75    |
|                     | OR9-03                     | £48,648.72   | £133.19    | £50,198.04   | £137.43    |
|                     | OR9-02                     | £48,369.36   | £132.43    | £49,772.16   | £136.27    |
|                     | OR9-01                     | £48,369.36   | £132.43    | £49,772.16   | £136.27    |
| OR7/<br>OR8         | OR8-06                     | £47,419.56   | £129.83    | £48,783.96   | £133.56    |
|                     | OR8-05                     | £47,138.28   | £129.06    | £48,502.68   | £132.79    |
|                     | OR8-04                     | £46,839.00   | £128.24    | £48,202.92   | £131.97    |
|                     | OR8-03                     | £46,505.40   | £127.32    | £47,846.04   | £131.00    |
|                     | OR8-02                     | £45,849.60   | £125.53    | £47,344.92   | £129.62    |
|                     | OR8-01                     | £45,849.60   | £125.53    | £47,344.92   | £129.62    |
|                     | OR7-06                     | £44,589.24   | £122.08    | £46,055.64   | £126.09    |
|                     | OR7-05                     | £43,711.44   | £119.68    | £45,343.68   | £124.14    |
|                     | OR7-04                     | £42,948.72   | £117.59    | £44,580.84   | £122.05    |
|                     | OR7-03                     | £42,205.92   | £115.55    | £43,839.24   | £120.03    |
|                     | OR7-02                     | £41,464.08   | £113.53    | £43,137.72   | £118.10    |
|                     | OR7-01                     | £41,464.08   | £113.53    | £43,137.72   | £118.10    |
| OR6                 | OR6-06                     | £40,593.24   | £111.14    | £42,209.88   | £115.56    |
|                     | OR6-05                     | £39,579.96   | £108.36    | £41,127.00   | £112.60    |
|                     | OR6-04                     | £38,615.88   | £105.72    | £40,084.92   | £109.75    |
|                     | OR6-03                     | £37,689.96   | £103.19    | £39,054.60   | £106.92    |
|                     | OR6-02                     | £36,750.96   | £100.62    | £37,958.28   | £103.93    |
|                     | OR6-01                     | £36,750.96   | £100.62    | £37,958.28   | £103.93    |
| OR4                 | OR4-06                     | £34,988.52   | £95.79     | £36,035.04   | £98.66     |
|                     | OR4-05                     | £34,365.12   | £94.09     | £35,328.36   | £96.73     |
|                     | OR4-04                     | £33,656.64   | £92.15     | £34,501.20   | £94.46     |
|                     | OR4-03                     | £32,916.24   | £90.12     | £33,710.88   | £92.29     |
|                     | OR4-02                     | £32,061.84   | £87.78     | £32,857.68   | £89.96     |
|                     | OR4-01                     | £32,061.84   | £87.78     | £32,857.68   | £89.96     |
| OR2/<br>OR3         | OR2-10/ OR3-03             | £29,871.48   | £81.78     | £30,454.32   | £83.38     |
|                     | OR2-09/ OR3-02             | £28,462.32   | £77.92     | £28,966.20   | £79.31     |
|                     | OR2-08/ OR3-01             | £27,122.16   | £74.26     | £27,594.60   | £75.55     |
|                     | OR2-07                     | £25,880.52   | £70.85     | £26,211.00   | £71.76     |
|                     | OR2-06                     | £24,537.12   | £67.18     | £24,855.00   | £68.05     |
|                     | OR2-05                     | £23,262.84   | £63.69     | £23,581.08   | £64.56     |
|                     | OR2-04                     | £22,296.96   | £61.05     | £22,296.96   | £61.05     |
|                     | OR2-03                     | £20,436.96   | £55.95     | £20,436.84   | £55.95     |
|                     | OR2-02                     | £20,436.96   | £55.95     | £20,436.84   | £55.95     |
| OR2-01              | £19,646.88                 | £53.79       | £19,646.88 | £53.79       |            |
| <b>New Entrants</b> | <b>INITIAL PAY</b>         | £15,446.64   | £42.29     | £15,446.64   | £42.29     |

**PART-TIME VOLUNTEER RESERVE (PTVR) NURSING OTHER RANKS<sup>II</sup> RATES 2022-23**

| <b>PTVR NURSES OTHER RANKS PAY RATES</b> |                    |                    |                   |
|--|--------------------|--------------------|-------------------|
| <b>RANK</b>                              | <b>INCREMENT</b>   | <b>ANNUAL RATE</b> | <b>DAILY RATE</b> |
| <b>OR9</b>                               | OR9-06             | £52,280.40         | £143.14           |
|  | OR9-05             | £51,729.60         | £141.62           |
|  | OR9-04             | £51,178.56         | £140.12           |
|  | OR9-03             | £50,627.40         | £138.61           |
|  | OR9-02             | £50,076.24         | £137.10           |
|  | OR9-01             | £50,076.24         | £137.10           |
| <b>OR7/OR8</b>                           | OR8-06             | £49,094.28         | £134.41           |
|  | OR8-05             | £48,386.28         | £132.48           |
|  | OR8-04             | £47,677.80         | £130.54           |
|  | OR8-03             | £46,969.32         | £128.59           |
|  | OR8-02             | £46,261.20         | £126.65           |
|  | OR8-01             | £46,261.20         | £126.65           |
|  | OR7-06             | £45,354.12         | £124.17           |
|  | OR7-05             | £44,638.56         | £122.21           |
|  | OR7-04             | £43,923.60         | £120.26           |
|  | OR7-03             | £43,208.40         | £118.29           |
|  | OR7-02             | £42,492.96         | £116.34           |
|  | OR7-01             | £42,492.96         | £116.34           |
| <b>OR6</b>                               | OR6-06             | £41,619.36         | £113.95           |
|  | OR6-05             | £40,824.12         | £111.77           |
|  | OR6-04             | £40,029.24         | £109.60           |
|  | OR6-03             | £39,234.24         | £107.42           |
|  | OR6-02             | £38,439.60         | £105.24           |
|  | OR6-01             | £38,439.60         | £105.24           |
| <b>OR4</b>                               | OR4-06             | £36,574.08         | £100.14           |
|  | OR4-05             | £35,598.60         | £97.46            |
|  | OR4-04             | £34,623.00         | £94.79            |
|  | OR4-03             | £33,647.16         | £92.12            |
|  | OR4-02             | £32,671.92         | £89.45            |
|  | OR4-01             | £32,671.92         | £89.45            |
| <b>OR2/OR3</b>                           | OR2-10/ OR3-03     | £31,116.36         | £85.20            |
|  | OR2-09/ OR3-02     | £29,564.52         | £80.94            |
|  | OR2-08/ OR3-01     | £28,012.80         | £76.69            |
|  | OR2-07             | £26,461.44         | £72.45            |
|  | OR2-06             | £24,909.72         | £68.20            |
|  | OR2-05             | £23,358.12         | £63.96            |
|  | OR2-04             | £22,044.48         | £60.35            |
|  | OR2-03             | £20,492.88         | £56.10            |
|  | OR2-02             | £20,492.88         | £56.10            |
| OR2-01                                   | £19,646.88         | £53.79             |                   |
| <b>New Entrants</b>                      | <b>INITIAL PAY</b> | <b>£15,446.64</b>  | <b>£42.29</b>     |

<sup>II</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>mm</sup> RATES 2022-23**

| PTVR SF OTHER RANKS PAY RATES |           |                |            |         |
|-------------------------------|-----------|----------------|------------|---------|
| RANK                          | INCREMENT | ANNUAL RATE    | DAILY RATE |         |
| OR9                           | OR9-06    | £62,967.96     | £172.40    |         |
|                               | OR9-05    | £62,350.32     | £170.71    |         |
|                               | OR9-04    | £61,732.32     | £169.02    |         |
|                               | OR9-03    | £61,114.68     | £167.33    |         |
|                               | OR9-02    | £60,496.80     | £165.63    |         |
|                               | OR9-01    | £59,879.28     | £163.94    |         |
| OR8                           | OR8-06    | £58,704.96     | £160.72    |         |
|                               | OR8-05    | £58,029.48     | £158.88    |         |
|                               | OR8-04    | £57,354.24     | £157.03    |         |
|                               | OR8-03    | £56,678.76     | £155.18    |         |
|                               | OR8-02    | £56,003.40     | £153.33    |         |
|                               | OR8-01    | £55,328.04     | £151.48    |         |
| OR7                           | OR7-06    | £54,243.12     | £148.51    |         |
|                               | OR7-05    | £53,567.76     | £146.66    |         |
|                               | OR7-04    | £52,892.52     | £144.82    |         |
|                               | OR7-03    | £52,217.28     | £142.97    |         |
|                               | OR7-02    | £51,541.68     | £141.11    |         |
|                               | OR7-01    | £50,866.56     | £139.26    |         |
| OR6                           | OR6-06    | £49,869.00     | £136.53    |         |
|                               | OR6-05    | £49,354.32     | £135.12    |         |
|                               | OR6-04    | £48,839.76     | £133.72    |         |
|                               | OR6-03    | £48,325.08     | £132.31    |         |
|                               | OR6-02    | £47,810.16     | £130.89    |         |
|                               | OR6-01    | £47,295.48     | £129.49    |         |
| OR4                           | OR4-06    | £45,043.08     | £123.32    |         |
|                               | OR4-05    | £44,368.08     | £121.47    |         |
|                               | OR4-04    | £43,692.24     | £119.63    |         |
|                               | OR4-03    | £43,017.12     | £117.78    |         |
|                               | OR4-02    | £42,341.88     | £115.93    |         |
|                               | OR4-01    | £41,666.04     | £114.07    |         |
|                               | OR3       | OR3-03         | £40,692.72 | £111.42 |
| OR2                           |           | OR2-09/ OR3-02 | £40,084.80 | £109.75 |
|                               |           | OR2-08/ OR3-01 | £39,476.76 | £108.08 |
|                               |           | OR2-07         | £38,868.84 | £106.42 |
|                               |           | OR2-06         | £38,260.44 | £104.75 |
|                               |           | OR2-05         | £37,652.40 | £103.09 |
|                               |           | OR2-04         | £37,044.48 | £101.42 |
|                               |           | OR2-03         | £36,436.32 | £99.76  |
|                               |           | OR2-02         | £35,827.92 | £98.09  |
|                               |           | OR2-01         | £35,220.12 | £96.43  |

<sup>mm</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 2022-23**

| INCREMENTS | ARMY GAP YEAR COMMISSIONS | UNIVERSITY CADETS <sup>nn</sup> |             | FULL-TIME UNIVERSITY CADET ENTRANTS (New RN UCes potentially being introduced wef Academic Year 2022-23) |
|------------|---------------------------|---------------------------------|-------------|--|
|            | ANNUAL RATE               | ANNUAL                          | DAILY RATES | ANNUAL RATE  |
| OF0-3      |                           |                                 |             | £21,832.68   |
| OF0-2      | £19,788.24                | £19,788.24                      | £54.18      | £19,788.24   |
| OF0-1      |                           | £16,718.88                      | £45.77      | £16,718.88   |

<sup>nn</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/PR22 dated 19 July 2022**

**CADET FORCE ADULT VOLUNTEERS<sup>oo</sup> 2022-23**

| <b>Officers</b>   | <b>Daily Rates of Volunteer Allowance</b> |
|---|---|
| Midshipman (SCC) and Acting 2 <sup>nd</sup> Lieutenant (RM), OF1 (CCF)<br>On appointment  | £33.22                                    |
| Acting Sub Lieutenant (SCC), 2 <sup>nd</sup> Lieutenant (RM), 2 <sup>nd</sup> Lieutenant (ACF) & Pilot Officer (ATC), OF1 (CCF)<br>On appointment | £69.82                                    |
| Sub Lieutenant (SCC), Lieutenant (RM), Lieutenant (ACF) & Flying Officer (ATC), OF1 (CCF)<br>On appointment                                       | £83.88                                    |
| Lieutenant (SCC), Captain (RM), Captain (ACF) & Flight Lieutenant Officer (ATC), OF2 (CCF), Chaplains (CF4)<br>On appointment                     | £107.53                                   |
| Lieutenant Commander (SCC), Major (RM), Major (ACF) & Squadron Leader (ATC), OF3(CCF), Chaplains (CF3)<br>On appointment                          | £135.45                                   |
| Commander (SCC), Lieutenant Colonel (RM), Lieutenant Colonel (ACF) & Wing Commander (ATC), OF4 (CCF)<br>On appointment                            | £190.14                                   |
| <b>Other Ranks</b>  |   |
| Probationary Petty Officers (SCC) & Probationary Sergeant (RM), OR6 (CCF)<br>On appointment   | £33.22                                    |
| Sergeant Instructor (ACF) & Adult Sergeant Instructors (ATC), OR6 (CCF)<br>On appointment   | £65.70                                    |
| Staff Sergeant Instructors (ACF) & Adult Flight Sergeant Instructors (ATC), OR7 (CCF)<br>On appointment   | £70.53                                    |
| Petty Officers (SCC), Sergeant (RM), Sergeant Major Instructor (ACF)<br>On appointment  | £77.61                                    |
| Chief Petty Officers (SCC), Colour Sergeant (RM), Regimental Sergeant Major Instructor (ACF), Adult Warrant Officers (ATC)<br>On appointment      | £82.06                                    |
| <b>School Staff Instructors (SSI) of the CCF (any rank)</b>   | <b>£77.61</b>                             |

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

**DMS REGULAR MEDICAL AND DENTAL OFFICERS RATES OF PAY 2022-23<sup>PP</sup>**

**OF7-OF8**

| RANK | REGULAR MEDICAL AND DENTAL OFFICERS |             |
|------|-------------------------------------|-------------|
|      | INCREMENT                           | MODOs       |
| OF8  | OF8 IL1                             | £177,955.44 |
| OF7  | OF7 IL1                             | £169,699.68 |

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

| RANK | REGULAR MEDICAL AND DENTAL OFFICERS |             |
|------|-------------------------------------|-------------|
|      | INCREMENT                           | MODOs       |
| OF6  | OF6 IL7                             | £159,274.08 |
|      | OF6 IL6                             | £157,943.16 |
|      | OF6 IL5                             | £156,616.80 |
|      | OF6 IL4                             | £155,276.76 |
|      | OF6 IL3                             | £153,941.28 |
|      | OF6 IL2                             | £152,619.36 |
|      | OF6 IL1                             | £151,279.44 |
| OF5  | OF5 IL15                            | £149,227.08 |
|      | OF5 IL14                            | £148,391.40 |
|      | OF5 IL13                            | £147,544.32 |
|      | OF5 IL12                            | £146,700.72 |
|      | OF5 IL11                            | £145,861.56 |
|      | OF5 IL10                            | £145,017.84 |
|      | OF5 IL9                             | £144,165.00 |
|      | OF5 IL8                             | £143,326.08 |
|      | OF5 IL7                             | £142,482.48 |
|      | OF5 IL6                             | £141,219.24 |
|      | OF5 IL5                             | £139,960.56 |
|      | OF5 IL4                             | £138,688.20 |
|      | OF5 IL3                             | £137,429.76 |
|      | OF5 IL2                             | £136,170.72 |
|      | OF5 IL1                             | £134,898.72 |

<sup>PP</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>qq</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       | £153,595.08 | £143,306.16   |                        |
| OF3-5 IL31       | £153,297.24 | £142,857.24   |                        |
| OF3-5 IL30       | £153,004.08 | £142,514.28   |                        |
| OF3-5 IL29       | £152,701.80 | £141,955.68   |                        |
| OF3-5 IL28       | £152,408.16 | £141,507.36   |                        |
| OF3-5 IL27       | £151,817.28 | £141,053.88   |                        |
| OF3-5 IL26       | £151,226.16 | £140,706.00   |                        |
| OF3-5 IL25       | £150,635.16 | £140,152.08   |                        |
| OF3-5 IL24       | £149,200.80 | £139,694.40   |                        |
| OF3-5 IL23       | £147,770.64 | £139,245.72   |                        |
| OF3-5 IL22       | £144,819.72 | £138,788.04   |                        |
| OF3-5 IL21       | £143,177.04 | £138,339.00   |                        |
| OF3-5 IL20       | £141,539.88 | £137,881.44   |                        |
| OF3-5 IL19       | £139,896.72 | £135,773.64   | £103,215.12            |
| OF3-5 IL18       | £138,264.48 | £135,244.32   | £102,171.72            |
| OF3-5 IL17       | £136,192.92 | £134,615.04   | £101,128.08            |
| OF3-5 IL16       | £134,132.16 | £133,959.36   | £100,080.12            |
| OF3-5 IL15       | £132,307.92 | £133,310.16   | £99,147.00             |
| OF3-5 IL14       | £130,479.48 | £132,654.72   | £98,228.52             |
| OF3-5 IL13       | £128,660.16 | £132,005.04   | £97,300.08             |
| OF3-5 IL12       | £126,836.28 | £131,425.20   | £96,372.24             |
| OF3-5 IL11       | £122,827.08 | £128,438.28   | £95,449.20             |
| OF3-5 IL10       | £118,826.76 | £127,862.76   | £94,525.32             |
| OF3-5 IL9        | £114,827.16 | £127,199.28   | £93,412.44             |
| OF3-5 IL8        | £111,275.16 | £126,540.84   | £91,538.04             |
| OF3-5 IL7        | £107,714.04 | £125,877.48   | £89,658.84             |
| OF3-5 IL6        | £104,148.12 | £122,797.68   | £88,324.56             |
| OF3-5 IL5        | £100,806.96 | £121,118.64   | £87,004.20             |
| OF3-5 IL4        | £99,508.56  | £119,430.12   | £85,679.04             |
| OF3-5 IL3        | £98,182.92  | £117,751.20   | £84,354.12             |
| OF3-5 IL2        | £93,790.32  | £116,062.44   | £79,916.76             |
| OF3-5 IL1        | £89,442.48  | £112,866.60   | £75,507.48             |

| OF2 INCREMENTS | ACCREDITED | NON-ACCREDITED |
|----------------|------------|----------------|
|                | ANNUAL     |                |
| OF2 IL5        | £85,415.16 | £69,911.40     |
| OF2 IL4        | £83,682.36 | £68,125.08     |
| OF2 IL3        | £81,954.48 | £66,328.56     |
| OF2 IL2        | £80,217.36 | £64,546.56     |
| OF2 IL1        | £78,485.04 | £62,774.04     |

| OF1 INCREMENT | ALL MODOS  |
|---------------|------------|
|               | ANNUAL     |
| OF1 IL1       | £47,518.56 |

**Appendix 40 to Annex A to AFREM.PAYDEL.COMMS/PR22 dated 19 July 2022**

**DMS RESERVES MEDICAL AND DENTAL OFFICERS RATES OF PAY 2022-23<sup>rr</sup>**

| <b>CONSULTANTS</b> |   |   |              |  |
|--------------------|---|---|--------------|--|
| <b>Increments</b>  | <b>Full Commitment<br/>14.5% X-Factor</b> | <b>Limited Commitment<br/>5% X-Factor</b> |              | <b>Home Commitment<br/>0% X-Factor</b> |
|                    | <b>Annual</b>                             | <b>Annual</b>                             | <b>Daily</b> | <b>Annual</b>                          |
| OF3-5 IL32         | £153,595.08                               | £143,371.08                               | £392.53      | £139,840.32                            |
| OF3-5 IL31         | £153,297.24                               | £143,073.24                               | £391.72      | £139,542.48                            |
| OF3-5 IL30         | £153,004.08                               | £142,780.08                               | £390.91      | £139,249.32                            |
| OF3-5 IL29         | £152,701.80                               | £142,477.80                               | £390.09      | £138,947.04                            |
| OF3-5 IL28         | £152,408.16                               | £142,184.16                               | £389.28      | £138,653.40                            |
| OF3-5 IL27         | £151,817.28                               | £141,593.28                               | £387.66      | £138,062.52                            |
| OF3-5 IL26         | £151,226.16                               | £141,002.16                               | £386.05      | £137,471.40                            |
| OF3-5 IL25         | £150,635.16                               | £140,411.16                               | £384.43      | £136,880.40                            |
| OF3-5 IL24         | £149,200.80                               | £138,976.80                               | £380.50      | £135,446.04                            |
| OF3-5 IL23         | £147,770.64                               | £137,546.64                               | £376.59      | £134,015.88                            |
| OF3-5 IL22         | £144,819.72                               | £132,337.44                               | £362.32      | £126,480.12                            |
| OF3-5 IL21         | £143,177.04                               | £130,902.72                               | £358.40      | £125,045.40                            |
| OF3-5 IL20         | £141,539.88                               | £129,472.92                               | £354.48      | £123,615.60                            |
| OF3-5 IL19         | £139,896.72                               | £128,037.84                               | £350.55      | £122,180.52                            |
| OF3-5 IL18         | £138,264.48                               | £126,612.36                               | £346.65      | £120,755.04                            |
| OF3-5 IL17         | £136,192.92                               | £124,803.12                               | £341.70      | £118,945.80                            |
| OF3-5 IL16         | £134,132.16                               | £123,003.36                               | £336.77      | £117,146.04                            |
| OF3-5 IL15         | £132,307.92                               | £121,330.44                               | £332.19      | £115,552.80                            |
| OF3-5 IL14         | £130,479.48                               | £119,653.68                               | £327.59      | £113,955.84                            |
| OF3-5 IL13         | £128,660.16                               | £117,985.32                               | £323.02      | £112,366.92                            |
| OF3-5 IL12         | £126,836.28                               | £116,312.76                               | £318.44      | £110,774.04                            |
| OF3-5 IL11         | £122,827.08                               | £112,636.20                               | £308.38      | £107,272.56                            |
| OF3-5 IL10         | £118,826.76                               | £108,967.80                               | £298.34      | £103,778.88                            |
| OF3-5 IL9          | £114,827.16                               | £105,300.00                               | £288.30      | £100,285.68                            |
| OF3-5 IL8          | £111,275.16                               | £102,042.72                               | £279.37      | £97,183.56                             |
| OF3-5 IL7          | £107,714.04                               | £98,777.04                                | £270.44      | £94,073.40                             |
| OF3-5 IL6          | £104,148.12                               | £95,507.04                                | £261.48      | £90,959.04                             |
| OF3-5 IL5          | £100,806.96                               | £92,443.08                                | £253.09      | £88,041.00                             |
| OF3-5 IL4          | £99,508.56                                | £91,252.32                                | £249.84      | £86,907.00                             |
| OF3-5 IL3          | £98,182.92                                | £90,036.72                                | £246.51      | £85,749.24                             |
| OF3-5 IL2          | £93,790.32                                | £86,008.56                                | £235.48      | £81,912.96                             |
| OF3-5 IL1          | £89,442.48                                | £82,021.44                                | £224.56      | £78,115.68                             |

<sup>rr</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<br>14.5% X-Factor | Limited Commitment<br>5% X-Factor |             | Home Commitment<br>0% X-Factor |
|   |             | Annual                            | Annual                            | Daily       | Annual                         |
| OF3-5   | OF3-5 IL32  | £143,306.16                       | £133,651.32                       | £365.92     | £130,124.28                    |
|   | OF3-5 IL31  | £142,857.24                       | £133,202.40                       | £364.69     | £129,675.36                    |
|   | OF3-5 IL30  | £142,514.28                       | £132,859.44                       | £363.75     | £129,332.40                    |
|   | OF3-5 IL29  | £141,955.68                       | £132,300.84                       | £362.22     | £128,773.80                    |
|   | OF3-5 IL28  | £141,507.36                       | £131,852.52                       | £361.00     | £128,325.48                    |
|   | OF3-5 IL27  | £141,053.88                       | £131,399.04                       | £359.75     | £127,872.00                    |
|   | OF3-5 IL26  | £140,706.00                       | £131,051.16                       | £358.80     | £127,524.12                    |
|   | OF3-5 IL25  | £140,152.08                       | £130,497.24                       | £357.29     | £126,970.20                    |
|   | OF3-5 IL24  | £139,694.40                       | £130,039.56                       | £356.03     | £126,512.52                    |
|   | OF3-5 IL23  | £139,245.72                       | £129,590.88                       | £354.80     | £126,063.84                    |
|   | OF3-5 IL22  | £138,788.04                       | £127,062.00                       | £347.88     | £121,212.24                    |
|   | OF3-5 IL21  | £138,339.00                       | £126,669.84                       | £346.81     | £120,820.08                    |
|   | OF3-5 IL20  | £137,881.44                       | £126,270.24                       | £345.71     | £120,420.48                    |
|   | OF3-5 IL19  | £135,773.64                       | £124,429.32                       | £340.67     | £118,579.56                    |
|   | OF3-5 IL18  | £135,244.32                       | £123,967.08                       | £339.41     | £118,117.32                    |
|   | OF3-5 IL17  | £134,615.04                       | £123,417.48                       | £337.90     | £117,567.72                    |
|   | OF3-5 IL16  | £133,959.36                       | £122,844.84                       | £336.34     | £116,995.08                    |
|   | OF3-5 IL15  | £133,310.16                       | £122,249.52                       | £334.70     | £116,428.08                    |
|   | OF3-5 IL14  | £132,654.72                       | £121,648.44                       | £333.06     | £115,855.68                    |
|   | OF3-5 IL13  | £132,005.04                       | £121,052.64                       | £331.42     | £115,288.20                    |
|   | OF3-5 IL12  | £131,425.20                       | £120,520.92                       | £329.97     | £114,781.80                    |
|   | OF3-5 IL11  | £128,438.28                       | £117,781.80                       | £322.47     | £112,173.12                    |
|   | OF3-5 IL10  | £127,862.76                       | £117,254.04                       | £321.03     | £111,670.56                    |
|   | OF3-5 IL9   | £127,199.28                       | £116,645.64                       | £319.36     | £111,091.08                    |
|   | OF3-5 IL8   | £126,540.84                       | £116,041.80                       | £317.71     | £110,516.04                    |
|   | OF3-5 IL7   | £125,877.48                       | £115,433.52                       | £316.04     | £109,936.68                    |
|   | OF3-5 IL6   | £122,797.68                       | £112,609.20                       | £308.31     | £107,246.88                    |
|   | OF3-5 IL5   | £121,118.64                       | £111,069.48                       | £304.09     | £105,780.48                    |
| OF3-5 IL4   | £119,430.12 | £109,521.12                       | £299.85                           | £104,305.80 |                                |
| OF3-5 IL3   | £117,751.20 | £107,981.52                       | £295.64                           | £102,839.52 |                                |
| OF3-5 IL2   | £116,062.44 | £106,432.80                       | £291.40                           | £101,364.60 |                                |
| OF3-5 IL1   | £112,866.60 | £103,502.04                       | £283.37                           | £98,573.40  |                                |
| OF2   | OF2 IL5     | £85,415.16                        | £78,328.32                        | £214.45     | £74,598.36                     |
|   | OF2 IL4     | £83,682.36                        | £76,739.28                        | £210.10     | £73,085.04                     |
|   | OF2 IL3     | £81,954.48                        | £75,154.68                        | £205.76     | £71,575.92                     |
|   | OF2 IL2     | £80,217.36                        | £73,561.80                        | £201.40     | £70,058.88                     |
|   | OF2 IL1     | £78,485.04                        | £71,973.24                        | £197.05     | £68,545.92                     |

**NON-ACCREDITED MEDICAL AND DENTAL OFFICERS**

| Rank  | Increments | Full Commitment<br>14.5% X-Factor | Limited Commitment<br>5% X-Factor |         | Home Commitment<br>0% X-Factor |
|-------|------------|-----------------------------------|-----------------------------------|---------|--------------------------------|
|       |            | Annual                            | Annual                            | Daily   | Annual                         |
| OF3-5 | OF3-5 IL19 | £103,215.12                       | £94,514.52                        | £258.77 | £90,144.24                     |
|       | OF3-5 IL18 | £102,171.72                       | £93,603.24                        | £256.28 | £89,232.96                     |
|       | OF3-5 IL17 | £101,128.08                       | £92,691.72                        | £253.78 | £88,321.44                     |
|       | OF3-5 IL16 | £100,080.12                       | £91,776.48                        | £251.28 | £87,406.20                     |
|       | OF3-5 IL15 | £99,147.00                        | £90,920.88                        | £248.92 | £86,591.28                     |
|       | OF3-5 IL14 | £98,228.52                        | £90,078.48                        | £246.62 | £85,789.08                     |
|       | OF3-5 IL13 | £97,300.08                        | £89,227.20                        | £244.29 | £84,978.24                     |
|       | OF3-5 IL12 | £96,372.24                        | £88,376.28                        | £241.96 | £84,167.88                     |
|       | OF3-5 IL11 | £95,449.20                        | £87,529.80                        | £239.64 | £83,361.72                     |
|       | OF3-5 IL10 | £94,525.32                        | £86,682.60                        | £237.32 | £82,554.84                     |
|       | OF3-5 IL9  | £93,412.44                        | £85,662.12                        | £234.53 | £81,582.96                     |
|       | OF3-5 IL8  | £91,538.04                        | £83,943.24                        | £229.82 | £79,945.92                     |
|       | OF3-5 IL7  | £89,658.84                        | £82,219.92                        | £225.11 | £78,304.68                     |
|       | OF3-5 IL6  | £88,324.56                        | £80,996.28                        | £221.76 | £77,139.36                     |
|       | OF3-5 IL5  | £87,004.20                        | £79,785.48                        | £218.44 | £75,986.16                     |
|       | OF3-5 IL4  | £85,679.04                        | £78,570.36                        | £215.11 | £74,828.88                     |
|       | OF3-5 IL3  | £84,354.12                        | £77,355.36                        | £211.79 | £73,671.72                     |
|       | OF3-5 IL2  | £79,916.76                        | £73,286.16                        | £200.64 | £69,796.32                     |
|       | OF3-5 IL1  | £75,507.48                        | £69,242.64                        | £189.58 | £65,945.40                     |
| OF2   | OF2 IL5    | £69,911.40                        | £64,110.96                        | £175.53 | £61,058.04                     |
|       | OF2 IL4    | £68,125.08                        | £62,472.84                        | £171.04 | £59,497.92                     |
|       | OF2 IL3    | £66,328.56                        | £60,825.36                        | £166.53 | £57,928.92                     |
|       | OF2 IL2    | £64,546.56                        | £59,191.20                        | £162.06 | £56,372.52                     |
|       | OF2 IL1    | £62,774.04                        | £57,565.80                        | £157.61 | £54,824.52                     |
| OF1   | OF1 IL1    | £47,518.56                        | £43,575.96                        | £119.30 | £41,500.92                     |



**DMS MODO CADETS RATES OF PAY 2022-23<sup>ss</sup>**

| <b>Sub-Lieutenant, Second Lieutenant, Pilot Officer and Medical Cadets</b> | <b>Annual</b> |
|--|---------------|
| After 2 Years in Rank  | £22,338.48    |
| After 1 Year in Rank   | £20,181.84    |
| On Appointment   | £18,035.40    |

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<sup>ss</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>tt</sup> (RRP(F))**

|   | 2022      |        |
|---|-----------|--------|
|   | 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>   | £12.28    | £6.14  |
| <i>Tier 2</i>   |           |        |
| Rate 1  | £40.67    | £20.34 |
| Rate 2  | £43.74    | £21.87 |
| Rate 3  | £50.66    | £25.33 |
| Rate 4  | £53.73    | £26.87 |
| Rate 5  | £55.26    | £27.63 |
| Rate 6  | £56.78    | £28.39 |
| Rate 7  | £58.94    | £29.47 |
| <b>Wing Commander</b>   |           |        |
| On appointment  | £45.69    | £22.85 |
| After 6 years   | £42.82    | £21.41 |
| After 8 years   | £39.96    | £19.98 |
| <b>Group Captain</b>  |           |        |
| On appointment  | £34.98    | £17.49 |
| After 2 years   | £32.82    | £16.41 |
| After 4 years   | £30.68    | £15.34 |
| After 6 years   | £27.10    | £13.55 |
| After 8 years   | £23.53    | £11.77 |
| <b>Air Commodore</b>  | £14.27    | £7.14  |
| <b>RAF specialist aircrew</b>   |           |        |
| <b>Flight Lieutenants (not Branch Officers)</b>   |           |        |
| On designation as specialist aircrew  | £54.22    | £27.11 |
| After 1 year as specialist aircrew  | £54.98    | £27.49 |
| After 2 years as specialist aircrew   | £56.39    | £28.20 |
| After 3 years as specialist aircrew   | £57.07    | £28.54 |
| After 4 years as specialist aircrew   | £57.82    | £28.91 |
| After 5 years as specialist aircrew   | £59.23    | £29.62 |
| After 6 years as specialist aircrew   | £59.95    | £29.98 |
| After 7 years as specialist aircrew   | £60.68    | £30.34 |
| After 8 years as specialist aircrew   | £62.08    | £31.04 |
| After 9 years as specialist aircrew   | £62.80    | £31.40 |
| After 10 years as specialist aircrew  | £63.51    | £31.76 |
| After 11 years as specialist aircrew  | £64.94    | £32.47 |
| After 12 years as specialist aircrew  | £65.66    | £32.83 |
| After 13 years as specialist aircrew  | £67.11    | £33.56 |
| After 14 years as specialist aircrew  | £67.80    | £33.90 |
| After 15 years as Specialist aircrew  | £68.50    | £34.25 |
| After 16 years as specialist aircrew  | £70.66    | £35.33 |
| <b>Branch Officers</b>  |           |        |
| On designation as specialist aircrew  | £44.27    | £22.14 |
| After 5 years as specialist aircrew   | £49.25    | £24.63 |

<sup>tt</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   | £16.39 | £8.20  |
| Middle rate  | £27.84 | £13.92 |
| Top rate   | £44.27 | £22.14 |
| Enhanced Rate (Pilots after 4 years at Top Rate)   | £52.10 | £26.05 |
| Enhanced Rate (WSOs and Observers after 4 years at Top Rate)   | £49.25 | £24.63 |
| <b>Non-commission aircrew (trained) RN/RM, Army and RAF aircrewmen</b>   |        |        |
| Initial rate   | £8.56  | £4.28  |
| Middle rate  | £17.86 | £8.93  |
| Top rate   | £23.53 | £11.77 |

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

|             |                  |
|-------------|------------------|
|             | <b>2022</b>      |
|             | <b>Full Rate</b> |
|             | <b>Daily</b>     |
| Lower Rate  | £5.56            |
| Higher Rate | £9.01            |

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

|  |                  |            |
|--|------------------|------------|
|  | <b>2022</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  | £4.62            | £2.31      |
| 2 RN Search and Rescue Diver - all ratings, Ship Divers' Supervisors and Army Compressed Air Diver - all ranks   | £9.30            | £4.65      |
| 3 RN Diver (Able Rate) when qualified to Category 3 standards and Army Diver Class 1 - all ranks   | £12.59           | £6.30      |
| 3a Supplement for Explosive Ordnance (EOD) Operators. In receipt of RRP(D) Level 3 and completed EOD course 0804   | £8.26            | £4.13      |
| 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 | £21.83           | £10.92     |
| 4a Supplement for Explosive Ordnance (EOD) Operators. In receipt of RRP(D) Level 4 and completed EOD course 0804   | £8.26            | £4.13      |
| 5 RN Divers (Petty Officer and above) when qualified to Category 5 standards   |                  |            |
| On appointment   | £31.12           | £15.56     |
| After 3 years  | £33.77           | £16.89     |
| After 5 years  | £35.74           | £17.87     |
| 5a Supplement for Explosive Ordnance (EOD) Operators. In receipt of RRP(D) Level 5 and qualified beyond CMD level  | £12.12           | £6.06      |
| 5b Qualified only in CMD skills  | £5.38            | £2.69      |

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

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

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

|  | 2022      |        |
|--|-----------|--------|
|  | Full Rate | 50%    |
|  | Daily     |        |
| Level 1 - payable on qualification   | £14.27    | £7.14  |
| Level 2 - payable after 5 years on Level 1   | £18.54    | £9.27  |
| Level 3 - payable after 5 years on Level 2   | £22.12    | £11.06 |
| Level 4 - payable after 5 years on Level 3   | £24.99    | £12.50 |
| 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 | £31.39    | £15.70 |
| <b>Submarine Supplements</b>   |           |        |
| Harbour Rate   | £5.72     |        |
| Sea Rate   | £17.14    |        |
| <b>RRP(SM) Engineer Officers' Supplement</b>   |           |        |
| Level 1: pre-charge assignments in submarines  | £11.43    |        |
| Level 2: charge assignments in submarines  | £22.86    |        |

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

|                    | 2022      |        |
|--------------------|-----------|--------|
|                    | Full Rate | 50%    |
|                    | Daily     |        |
| Category 1 - OR4   | £3.36     | £1.68  |
| Category 2 - OR6   | £13.45    | £6.73  |
| Category 3 - OR7-9 | £22.41    | £11.21 |

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

|                             | 2022      |       |
|-----------------------------|-----------|-------|
|                             | 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>ww</sup> See [JSP 754](#), Chapter 5, Section 3 for full eligibility criteria for RRP(SM).

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

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

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

|   | 2022      |        |
|---|-----------|--------|
|   | Full Rate | 50%    |
|   | Daily     |        |
| ORs Category C  | £3.42     | £1.71  |
| ORs Category B  | £6.86     | £3.43  |
| ORs Category B2   | £13.72    | £6.86  |
| ORs Category A2   | £45.71    | £22.86 |
| Category A1 Watchkeeper - MESM Officer - Charge and post Charge | £22.64    | £11.32 |
| Category A1 Watchkeeper - MESM Officer - Pre Charge             | £13.58    | £6.79  |

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

|  | 2022      |       |
|--|-----------|-------|
|  | 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)<br>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)<br>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>bbb</sup> (RRP(ML))**

|          | 2022      |        |
|----------|-----------|--------|
|          | Full Rate | 50%    |
|          | Daily     |        |
| Initial  | £15.88    | £7.94  |
| Enhanced | £21.59    | £10.80 |

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

|  | 2022      |       |
|--|-----------|-------|
|  | Full Rate | 50%   |
|  | Daily     |       |
| Less than 8 years' experience                        | £9.00     | £4.50 |
| 8 or more years' experience                          | £14.00    | £7.00 |
| Joint Air Delivery Test & Evaluation Unit Supplement | £3.68     |       |

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

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

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

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

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

| 2022               |           |       |
|--------------------|-----------|-------|
|                    | Full Rate | 50%   |
| Daily              |           |       |
| Basic Rate         | £6.09     | £3.05 |
| High Altitude Rate | £11.47    |       |

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

| 2022                                   |           |
|--|-----------|
|  | Full Rate |
|  | Daily     |
| 2 Defence EOD Operators                | £19.29    |
| 2a Advanced EOD Operators              | £25.69    |
| 3 Advanced Manual Techniques Operators | £32.82    |

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

| 2022   |           |       |
|--|-----------|-------|
|  | Full Rate | 50%   |
| Daily  |           |       |
| Specialist nurses who acquire the specified academic qualification of specialist practice (Defence Nursing Operational Competency Framework (DNOCF) Level 3) | £12.14    | £6.07 |

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

| 2022    |           |        |
|---------|-----------|--------|
|         | Full Rate | 50%    |
| Daily   |           |        |
| Level 1 | £20.70    | £10.35 |
| Level 2 | £24.27    | £12.14 |

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

| 2022    |           |       |
|---------|-----------|-------|
|         | Full Rate | 50%   |
| Daily   |           |       |
| Level 1 | £13.58    | £6.79 |

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

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

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

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

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

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

| <b>2022</b>               |        |        |
|---------------------------|--------|--------|
| <b>Full Rate</b>          |        |        |
| <b>50%</b>                |        |        |
| <b>Daily</b>              |        |        |
| <b>Officers</b>           |        |        |
| Level 1 – On Appointment  | £45.07 | £22.54 |
| Level 2 – After 3 years   | £52.71 | £26.36 |
| Level 3 – After 6 years   | £57.56 | £28.78 |
| Level 4 – After 9 years   | £62.74 | £31.37 |
| <b>Other Ranks</b>        |        |        |
| Level 1 – On Appointment  | £22.20 | £11.10 |
| Level 2 – After 3 years   | £31.20 | £15.60 |
| Level 3 – After 6 years   | £36.07 | £18.04 |
| Level 4 – After 9 years   | £43.01 | £21.51 |
| Level 5 – After 12 years  | £47.16 | £23.58 |
| Level 6 – After 15 years  | £52.71 | £26.36 |
| Level 7 – After 18 years  | £57.56 | £28.78 |
| Level 8 – After 21 years  | £62.74 | £31.37 |
| Level 9 – After 24 years  | £67.13 | £33.57 |
| Level 10 – After 27 years | £70.48 | £35.24 |

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

| <b>2022</b>      |        |
|------------------|--------|
| <b>Full Rate</b> |        |
| <b>Daily</b>     |        |
| Level 1          | £13.58 |

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

| <b>2022</b>   |        |
|---|--------|
| <b>Full Rate</b>  |        |
| <b>Daily</b>  |        |
| HUMINT Operator Class 1 – Level 1   | £24.27 |
| HUMINT Operator Class 1 with more than 3 years Class 1 experience – Level 2 | £36.42 |

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

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

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

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

|                           | 2022      |        |
|---------------------------|-----------|--------|
|                           | Full Rate | 50%    |
|                           | Daily     |        |
| <b>Officers</b>           |           |        |
| Level 1 – On Appointment  | £45.07    | £22.54 |
| Level 2 – After 3 years   | £52.71    | £26.36 |
| Level 3 – After 6 years   | £57.56    | £28.78 |
| Level 4 – After 9 years   | £62.74    | £31.37 |
| <b>Other Ranks</b>        |           |        |
| Level 1 – On Appointment  | £22.20    | £11.10 |
| Level 2 – After 3 years   | £31.20    | £15.60 |
| Level 3 – After 6 years   | £36.07    | £18.04 |
| Level 4 – After 9 years   | £43.01    | £21.51 |
| Level 5 – After 12 years  | £47.16    | £23.58 |
| Level 6 – After 15 years  | £52.71    | £26.36 |
| Level 7 – After 18 years  | £57.56    | £28.78 |
| Level 8 – After 21 years  | £62.74    | £31.37 |
| Level 9 – After 24 years  | £67.13    | £33.57 |
| Level 10 – After 27 years | £70.48    | £35.24 |

<sup>III</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>mmm</sup> 2022-23**

| Level | Daily  |
|-------|--------|
| 3     | £18.94 |
| 2     | £12.63 |
| 1     | £6.32  |

### **GENERAL MEDICAL/GENERAL DENTAL PRACTITIONER TRAINER PAY RATES 2022-23**

| Daily  |
|--------|
| £23.95 |

### **ASSOCIATE GENERAL MEDICAL/DENTAL PRACTITIONER TRAINER PAY RATES 2022-23**

| Daily  |
|--------|
| £11.98 |

### **DMS DISTINCTION AWARDS 2022-23**

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

### **DMS CLINICAL EXCELLENCE AWARDS 2022-23**

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

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<sup>mmm</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>nnn</sup> (RRP(NSE))

|                             | 2022      |       |
|-----------------------------|-----------|-------|
|                             | 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>ooo</sup> 2022-23

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

<sup>ooo</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 ENGINEERING TRADE PAY<sup>PPP</sup> 2022-23

| RANK | ANNUAL | DAILY |
|------|--------|-------|
| OR2  | £300   | £0.83 |
| OR4  | £900   | £2.47 |
| OR6  | £1,400 | £3.84 |
| OR7  | £1,600 | £4.39 |
| OR9  | £1,000 | £2.74 |

## RAF ENHANCED OF3 OFFICER PAY SPINE<sup>qqq</sup> 2022-23

|  | INCREMENT | ANNUAL     |
|--|-----------|------------|
| <b>OF3 ADDITIONAL INCREMENTS</b><br>RAF's Enhanced Officer Pay Spine – selected Engineering Specialists only | OF3-13    | £74,046.60 |
|  | OF3-12    | £72,594.72 |
|  | OF3-11    | £71,171.28 |
|  | OF3-10    | £69,775.80 |
|  | OF3-09    | £68,407.56 |

<sup>PPP</sup> See [RAF IBN48/20](#), as updated on 17 November 2020, for full eligibility criteria for RAF Other Ranks Engineering Trade Pay. [JSP 754](#) will be updated in due course.

<sup>qqq</sup> See [JSP 754](#), Chapter 4, Section 15 for full eligibility criteria for this RAF Engineer Specialist Scheme and signposting to additional single Service guidance.

**TRAINING BOUNTIES FOR TRAINING UNDERTAKEN IN TRAINING YEAR 2021-22  
AND CALL OUT GRATUITY FOR CALL OUT IN 2022-23**

|  | 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 |
|--|--|----------------------|--|------------------------------------|
| <b>NAVY</b>  |  |                      |  |                                    |
| RNR/RMR List 1 – General (Higher)  | £497.00  | £1,100.00            | £1,699.00                              | £1,970.00                          |
| RNR/RMR List 2 – General (Lower)   | £356.00  | £780.00              | £1,206.00                              | £1,396.00                          |
| University Royal Naval Reserve Units (Rates payable from 1 October 2000)                                       | £170.00  | £200.00              | £241.00                                | See Note 4 below                   |
| University Royal Naval Reserve Units (Rates payable to personnel who joined their units prior to 1 April 1998) | £325.00  | £605.00              | £914.00                                |                                    |
| <b>ARMY</b>  |  |                      |  |                                    |
| Group A – Higher training obligations for officers and soldiers  | £497.00  | £1,100.00            | £1,699.00                              | £1,970.00                          |
| Group A – Lower training obligation for officers and soldiers (see Note 7 below)                               | N/A  | £605.00              | £941.00                                | £1,100.00                          |
| Group B – Officers, Officer Cadets and soldiers in the OTC   | £170.00  | £200.00              | £241.00                                | See Note 4 below                   |
| Ex-Regular Officers and Other Ranks Training Bounty  | £443.00  |                      |  |                                    |
| <b>RAF</b>   |  |                      |  |                                    |
| Full Training Bounty – Reserve and Auxiliary Forces – General  | £497.00  | £1,100.00            | £1,699.00                              | £1,970.00                          |
| Lower Annual Training Commitment Bounty  | N/A  | £605.00              | £941.00                                | £1,100.00                          |
| University Air Squadrons – Rates payable from 1 October 2000   | £170.00  | £200.00              | £241.00                                | See Note 4 below                   |
| University Air Squadrons – Rates payable to personnel who joined their units prior to 1 April 1998             | £200.00  | £270.00              | £376.00                                |                                    |
| DTUS Students Training Bounty  | £170.00  | £200.00              | £241.00                                |                                    |
| Reduced Annual Training Commitment Bounty<br>(Applies to Specialist Reserve posts)                             | Payable to personnel allocated to specified LUE posts in HQs and other units is based on the Full 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 Full Training Bounty, with the actual rate varying between 50% and 100% of that rate in direct proportion to the training commitment.   |                      |  |                                    |
| <b>All Services</b>  |  |                      |  |                                    |
| Higher Readiness Reserve Bounty  | £497.00  |                      |  |                                    |
| Call-Out Gratuity  | £598.00  |                      |  |                                    |

**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 (WEF 1 APRIL 2022)****COMBINED ACCOMMODATION ASSESSMENT SYSTEM (CAAS)**  
**SERVICE FAMILY ACCOMMODATION (SFA) UNFURNISHED CHARGES (£ DAILY) UK AND OVERSEAS**

| 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             | £27.19 | £24.47 | £21.76 | £19.03 | £16.31 | £13.59 | £10.88 | £8.16  | £5.43  | £2.72           | £0.00           |
| II            | £24.51 | £22.06 | £19.61 | £17.16 | £14.71 | £12.26 | £9.81  | £7.35  | £4.90  | £2.45           | £0.00           |
| III           | £21.63 | £19.47 | £17.31 | £15.14 | £12.98 | £10.82 | £8.66  | £6.49  | £4.32  | £2.16           | £0.00           |
| IV            | £16.34 | £14.71 | £13.07 | £11.44 | £9.81  | £8.17  | £6.53  | £4.90  | £3.27  | £1.64           | £0.00           |
| V             | £12.85 | £11.56 | £10.28 | £8.99  | £7.71  | £6.42  | £5.14  | £3.86  | £2.57  | £1.28           | £0.00           |
| Extra Bedroom | £0.96  | £0.87  | £0.77  | £0.68  | £0.58  | £0.48  | £0.38  | £0.29  | £0.19  | £0.10           | £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             | £12.29 | £11.06 | £9.84  | £8.61  | £7.37  | £6.15  | £4.92  | £3.69  | £2.45  | £1.23           | £0.00           |
| C             | £10.41 | £9.37  | £8.33  | £7.29  | £6.25  | £5.21  | £4.16  | £3.12  | £2.08  | £1.04           | £0.00           |
| B             | £8.94  | £8.05  | £7.15  | £6.26  | £5.36  | £4.47  | £3.58  | £2.69  | £1.79  | £0.90           | £0.00           |
| A             | £6.71  | £6.04  | £5.36  | £4.70  | £4.02  | £3.35  | £2.69  | £2.01  | £1.34  | £0.67           | £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**

|                 | <b>Part<br/>Furnished</b> | <b>Furnished</b> |
|-----------------|---------------------------|------------------|
| <b>Type I</b>   | £0.48                     | £0.97            |
| <b>Type II</b>  | £0.42                     | £0.86            |
| <b>Type III</b> | £0.36                     | £0.74            |
| <b>Type IV</b>  | £0.34                     | £0.69            |
| <b>Type V</b>   | £0.30                     | £0.62            |
| <b>Type D</b>   | £0.19                     | £0.39            |
| <b>Type C</b>   | £0.17                     | £0.34            |
| <b>Type B</b>   | £0.14                     | £0.29            |
| <b>Type A</b>   | £0.14                     | £0.27            |

**CAAS GARAGE AND CAR PORT CHARGES (£ DAILY)**

|  |       |
|--|-------|
| <b>Standard Purpose Built Garage</b>         | £1.05 |
| <b>Substandard and Below Standard Garage</b> | £0.56 |
| <b>Standard Purpose Built Car Port</b>       | £0.53 |
| <b>Substandard Purpose Built Car Port</b>    | £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  | £7.62   | £5.88   | £3.73   | £2.24   |
| JO       | Lt RN, Captain Army & Flt Lt & below                                       | £6.20   | £4.76   | £3.02   | £1.82   |
| S        | WO & SNCO  | £4.69   | £3.64   | £2.31   | £1.41   |
| Z & OC   | Other Ranks & Officer Cadet  | £2.71   | £2.17   | £1.41   | £0.94   |
| X or Y   | Other Ranks & Personnel in receipt of Initial Pay (formerly known as NERP) | £2.17   | £1.70   | £1.10   | £0.79   |

**4TG SLA UTILITIES CHARGE (£ DAILY) – SEE NOTE 3**

| SLA Type | Rank   | Heat & Light | Water | Total |
|----------|--|--------------|-------|-------|
| SO       | Lt Cdr, Major and Sqn Ldr & above  | £0.91        | £0.40 | £1.31 |
| JO       | Lt RN, Captain Army and Flt Lt & below                                     | £0.60        | £0.40 | £1.00 |
| S        | WO & SNCO  | £0.46        | £0.40 | £0.86 |
| Z & OC   | Other Ranks & Officer Cadet  | £0.40        | £0.40 | £0.80 |
| X or Y   | Other Ranks & Personnel in receipt of Initial Pay (formerly known as NERP) | £0.30        | £0.40 | £0.70 |

Notes:

1. SLA Charges. Personnel in receipt of Initial Pay (formerly known as NERP) are to be charged the X or Y charge, regardless of the SLA Type occupied.
2. SLA Charges. See JSP 464 Vol 3 Pt 1 0305 & 0306 charging regulations where SLA is allocated below or above entitlement.
3. SLA Utility Charges: These are for information purposes only as they already included in the SLA rates for Grades 1-4. Personnel in below grade 4 SLA do not pay the rental element of the charge, only the utilities element.