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REGULAR AND FULL TIME RESERVE SERVICE (FTRS) FULL COMMITMENT (FC) OFFICERS⁴ AND NURSING OFFICERS⁵ RATES 2023-24

SSRB COHORT

CDS

Level	Annual Rate
4	£307,752.84
3	£301,718.40
2	£295,801.92
1	£290,002.32

OF7 – OF9⁶

Level	2–Star Annual Rate (OF7)	3–Star Annual Rate (OF8)	4–Star Annual Rate (OF9)
6			£225,529.68
5	£145,310.04	£186,021.12	£221,107.68
4	£142,521.12	£180,690.24	£216,771.96
3	£139,785.72	£175,515.60	£211,485.36
2	£137,104.08	£168,882.00	£206,326.20
1	£134,474.52	£160,983.84	£201,294.24

⁴ See [JSP 754](#) for full eligibility regarding access to and progression through the Officers' pay spine.

⁵ See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Officers' pay spine.

⁶ As at 1 Apr 23 IL1 will be removed from both the OF7 and OF8 pay scales to provide a minimum 10% increase upon each promotion. Senior officers on the current pay spine will transition to the new pay levels. OF7 and OF8 will both transition as follows: IL1 (old) will be paid from IL1 (new); IL2 (old) will be paid from IL1 (new); IL3 (old) will be paid from IL2 (new); IL4 (old) will be paid from IL3 (new); IL5 (old) will be paid from IL4 (new); IL6 (old) will be paid from IL5 (new). Pay will be adjusted and backdated wef 1 Apr 23.

AFPRB COHORT

OF1 – OF6

RANK	REGULAR / FTRS(FC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF6	OF6-06	£124,964.28	
	OF6-05	£123,759.12	
	OF6-04	£122,553.84	
	OF6-03	£121,348.56	
	OF6-02	£120,143.28	
	OF6-01	£120,143.28	
OF5	OF5-08	£110,904.84	£113,262.84
	OF5-07	£109,250.76	£111,560.76
	OF5-06	£107,596.20	£109,858.92
	OF5-05	£105,942.12	£108,156.96
	OF5-04	£104,287.56	£106,454.88
	OF5-03	£102,633.24	£104,752.92
	OF5-02	£100,978.92	£103,051.20
	OF5-01	£100,978.92	£103,051.20
OF4	OF4-08	£96,556.20	£99,219.00
	OF4-07	£94,384.56	£96,982.56
	OF4-06	£92,212.08	£94,745.64
	OF4-05	£90,040.32	£92,508.84
	OF4-04	£87,868.44	£90,272.16
	OF4-03	£85,702.68	£88,041.84
	OF4-02	£83,524.20	£85,798.56
	OF4-01	£83,524.20	£85,798.56
OF3 ADDITIONAL INCREMENTS RAF's Enhanced Officer Pay Spine – selected Engineering Specialists only ⁷	OF3-13	£78,749.04	
	OF3-12	£77,224.56	
	OF3-11	£75,729.96	
	OF3-10	£74,264.76	
	OF3-09	£72,828.00	
OF3	OF3-08	£71,419.92	£75,872.52
	OF3-07	£69,483.48	£73,657.68
	OF3-06	£67,546.56	£71,442.48
	OF3-05	£65,609.88	£69,227.52
	OF3-04	£63,672.96	£67,012.08
	OF3-03	£61,735.92	£64,797.24
	OF3-02	£59,799.36	£62,582.16
	OF3-01	£59,799.36	£62,582.16
OF2	OF2-08	£56,511.96	£59,457.24
	OF2-07	£55,039.92	£57,720.96
	OF2-06	£53,568.12	£55,984.20
	OF2-05	£52,095.60	£54,247.68
	OF2-04	£50,623.80	£52,511.16
	OF2-03	£49,151.64	£50,774.88
	OF2-02	£47,679.60	£49,038.12
	OF2-01	£47,679.60	£49,038.12
OF1	OF1-05	£41,261.64	£42,686.16
	OF1-04	£39,982.20	£41,363.16
	OF1-03	£38,703.60	£40,038.72
	OF1-02	£37,425.00	£38,714.64
	OF1-01	£31,304.64	£32,376.24

⁷ See [JSP 754](#), Chapter 8, Section 5 for full eligibility criteria for this RAF Engineer Specialist Scheme and signposting to additional single Service guidance.

REGULAR AND FTRS(FC) VETERINARY OFFICERS⁸ RATES 2023-24

RANK	REGULAR / FTRS(FC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£92,226.36
	VETS-OF4-4	£90,844.68
	VETS-OF4-3	£89,467.92
	VETS-OF4-2	£88,081.80
	VETS-OF4-1	£86,710.56
OF2 / OF3	VETS-OF2/3-22	£84,205.08
	VETS-OF2/3-21	£82,485.84
	VETS-OF2/3-20	£80,761.56
	VETS-OF2/3-19	£79,041.96
	VETS-OF2/3-18	£77,327.88
	VETS-OF2/3-17	£75,603.96
	VETS-OF2/3-16	£73,889.76
	VETS-OF2/3-15	£72,160.92
	VETS-OF2/3-14	£70,456.68
	VETS-OF2/3-13	£68,964.36
	VETS-OF2/3-12	£67,492.08
	VETS-OF2/3-11	£65,838.84
	VETS-OF2/3-10	£64,179.84
	VETS-OF2/3-9	£62,526.60
	VETS-OF2/3-8	£60,882.96
	VETS-OF2/3-7	£59,229.24
	VETS-OF2/3-6	£57,576.00
	VETS-OF2/3-5	£55,926.84
	VETS-OF2/3-4	£54,273.84
	VETS-OF2/3-3	£52,624.92
VETS-OF2/3-2	£50,971.56	
VETS-OF2/3-1	£47,679.60	

⁸ 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 OFFICERS⁹ RATES 2023-24

RANK	REGULAR OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
OF7	OF7-C-5	£120,513.84
	OF7-C-4	£119,283.36
	OF7-C-3	£118,068.48
	OF7-C-2	£116,848.68
	OF7-C-1	£115,628.28
DCG	DCG-5	£106,623.84
	DCG-4	£105,363.84
	DCG-3	£104,103.72
	DCG-2	£102,848.28
	DCG-1	£101,593.20
CLASS 1	C1-6	£100,337.76
	C1-5	£99,082.32
	C1-4	£97,821.84
	C1-3	£96,566.16
	C1-2	£94,802.28
	C1-1	£93,037.80
CLASS 2 - 4	C2/4-20	£86,206.08
	C2/4-19	£84,562.68
	C2/4-18	£82,883.88
	C2/4-17	£81,199.92
	C2/4-16	£79,526.76
	C2/4-15	£77,847.60
	C2/4-14	£76,173.60
	C2/4-13	£74,495.16
	C2/4-12	£72,820.92
	C2/4-11	£71,142.24
	C2/4-10	£69,468.48
	C2/4-9	£67,794.84
	C2/4-8	£66,110.88
	C2/4-7	£64,442.16
	C2/4-6	£62,763.60
	C2/4-5	£61,089.72
	C2/4-4	£59,405.88
	C2/4-3	£57,737.28
C2/4-2	£56,047.92	
C2/4-1	£54,379.20	

⁹ 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)¹⁰
RATES 2023-24

RANK	REGULAR / FTRS(FC) OFFICERS PAY RATES			
	INCREMENT	OCFR	INCREMENT	OCFR ¹¹
		wef 1 Apr 23		wef 1 Apr 24
OF1 / OF2	OF1/2-OCFR-15	£63,393.36		
	OF1/2-OCFR-14	£62,985.24	OF1/2-OCFR-19	£62,985.24
	OF1/2-OCFR-13	£62,556.48	OF1/2-OCFR-18	£62,556.48
	OF1/2-OCFR-12	£61,725.00	OF1/2-OCFR-17	£61,725.00
	OF1/2-OCFR-11	£60,897.96	OF1/2-OCFR-16	£60,897.96
	OF1/2-OCFR-10	£60,061.44	OF1/2-OCFR-15	£60,061.44
	OF1/2-OCFR-9	£59,229.24	OF1/2-OCFR-14	£59,229.24
	OF1/2-OCFR-8	£58,397.52	OF1/2-OCFR-13	£58,397.52
	OF1/2-OCFR-7	£57,359.16	OF1/2-OCFR-12	£57,359.16
	OF1/2-OCFR-6	£56,718.60	OF1/2-OCFR-11	£56,718.60
	OF1/2-OCFR-5	£56,067.84	OF1/2-OCFR-10	£56,067.84
	OF1/2-OCFR-4	£54,783.00	OF1/2-OCFR-9	£54,783.00
	OF1/2-OCFR-3	£54,142.44	OF1/2-OCFR-8	£54,142.44
	OF1/2-OCFR-2	£53,487.36	OF1/2-OCFR-7	£53,487.36
	OF1/2-OCFR-1	£52,206.36	OF1/2-OCFR-6	£52,206.36
			OF1/2-OCFR-5	£50,925.36
			OF1/2-OCFR-4	£49,644.48
			OF1/2-OCFR-3	£48,363.48
			OF1/2-OCFR-2	£47,082.60
		OF1/2-OCFR-1	£45,801.72	

¹⁰ See [JSP 754](#), Chapter 4, Section 3 for full eligibility regarding access to and progression through the two OCFRs' pay spines.

¹¹ A new 19-level incremental pay structure will be introduced wef 1 Apr 24 (see paragraph 2m of this Directed Letter). 2024 rates are at 2023 levels and will increase in line with the 2024 pay award once agreed and announced.

RANK	REGULAR / FTRS(FC) OFFICERS PAY RATES	
	INCREMENT	SF OCFR
OF3	OF3-SF-OCFR-9	£83,413
	OF3-SF-OCFR-8	£82,587
	OF3-SF-OCFR-7	£81,760
	OF3-SF-OCFR-6	£80,938
	OF3-SF-OCFR-5	£80,116
	OF3-SF-OCFR-4	£79,516
	OF3-SF-OCFR-3	£78,463
	OF3-SF-OCFR-2	£77,640
	OF3-SF-OCFR-1	£76,819
OF1/OF2	OF1/2-SF-OCFR-15	£77,586
	OF1/2-SF-OCFR-14	£77,142
	OF1/2-SF-OCFR-13	£76,703
	OF1/2-SF-OCFR-12	£75,594
	OF1/2-SF-OCFR-11	£74,480
	OF1/2-SF-OCFR-10	£73,366
	OF1/2-SF-OCFR-9	£72,262
	OF1/2-SF-OCFR-8	£71,142
	OF1/2-SF-OCFR-7	£70,028
	OF1/2-SF-OCFR-6	£69,156
	OF1/2-SF-OCFR-5	£68,324
	OF1/2-SF-OCFR-4	£67,482
	OF1/2-SF-OCFR-3	£66,636
	OF1/2-SF-OCFR-2	£65,794
	OF1/2-SF-OCFR-1	£64,952

REGULAR PROFESSIONAL AVIATORS' SPINE¹² (PAS) RATES 2023-24

RANK	REGULAR PAY RATES	
	INCREMENT	PAS
VARIOUS	PAS-35	£96,566.28
	PAS-34	£95,256.00
	PAS-33	£93,939.84
	PAS-32	£92,629.32
	PAS-31	£91,323.24
	PAS-30	£90,002.76
	PAS-29	£88,701.72
	PAS-28	£87,386.16
	PAS-27	£86,065.20
	PAS-26	£84,764.52
	PAS-25	£83,443.80
	PAS-24	£82,137.84
	PAS-23	£80,922.60
	PAS-22	£79,400.76
	PAS-21	£77,943.12
	PAS-20	£76,476.00
	PAS-19	£75,024.00
	PAS-18	£73,567.20
	PAS-17	£72,110.40
	PAS-16	£70,653.84
	PAS-15	£69,196.56
	PAS-14	£67,739.76
	PAS-13	£66,272.52
	PAS-12	£64,820.52
	PAS-11	£63,363.36
	PAS-10	£62,526.60
	PAS-9	£61,568.64
	PAS-8	£60,600.96
	PAS-7	£59,642.28
	PAS-6	£58,680.00
	PAS-5	£57,711.60
PAS-4	£56,748.96	
PAS-3	£55,785.96	
PAS-2	£54,817.92	
PAS-1	£53,849.76	

¹² 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 RANKS¹³ RATES 2023-24

RANK	REGULAR / FTRS(FC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-06	£58,558.92	£58,558.92	£58,558.92	£60,111.36
	OR9-05	£57,975.96	£57,975.96	£57,975.96	£59,585.88
	OR9-04	£57,339.72	£57,339.72	£57,339.72	£59,027.88
	OR9-03	£56,703.00	£56,703.00	£56,703.00	£58,476.84
	OR9-02	£56,383.08	£56,383.08	£56,406.96	£58,000.68
	OR9-01	£56,383.08	£56,383.08	£56,406.96	£58,000.68
OR7/ OR8	OR7-12/ OR8-06	£52,520.04	£54,153.36	£55,295.52	£56,857.80
	OR7-11/ OR8-05	£51,656.16	£53,470.56	£54,973.32	£56,535.84
	OR7-10/ OR8-04	£50,811.72	£52,767.36	£54,630.84	£56,192.52
	OR7-09/ OR8-03	£49,843.20	£52,059.48	£54,248.64	£55,783.80
	OR7-08/ OR8-02	£48,819.00	£51,035.28	£53,497.92	£55,209.96
	OR7-07/ OR8-01	£48,819.00	£51,035.28	£53,497.92	£55,209.96
	OR7-06	£47,792.28	£49,748.16	£52,054.80	£53,733.84
	OR7-05	£47,067.72	£49,024.68	£51,049.68	£52,918.56
	OR7-04	£46,375.20	£48,332.40	£50,176.44	£52,045.08
	OR7-03	£45,658.20	£47,613.96	£49,325.88	£51,196.08
	OR7-02	£44,977.44	£46,827.84	£48,476.52	£50,392.92
OR7-01	£44,977.44	£46,827.84	£48,476.52	£50,392.92	
OR6	OR6-06	£44,091.24	£45,905.16	£47,479.56	£49,330.44
	OR6-05	£43,059.96	£44,793.24	£46,319.16	£48,090.60
	OR6-04	£42,038.64	£43,562.76	£45,215.28	£46,897.32
	OR6-03	£41,030.88	£42,443.40	£44,155.08	£45,717.60
	OR6-02	£40,103.40	£41,415.12	£43,119.24	£44,462.40
	OR6-01	£40,103.40	£41,415.12	£43,119.24	£44,462.40
OR4	OR4-06	£38,190.00	£39,439.20	£41,062.08	£42,260.28
	OR4-05	£37,667.88	£38,918.16	£40,348.20	£41,451.24
	OR4-04	£37,174.20	£38,406.60	£39,537.00	£40,503.96
	OR4-03	£36,646.08	£37,677.36	£38,689.20	£39,599.04
	OR4-02	£35,718.24	£36,728.16	£37,710.96	£38,622.00
	OR4-01	£35,718.24	£36,728.16	£37,710.96	£38,622.00
OR2/ OR3	OR2-10/ OR3-03	£33,595.56	£34,496.52	£35,202.96	£35,870.28
	OR2-09/ OR3-02	£32,148.12	£32,965.20	£33,589.32	£34,166.40
	OR2-08/ OR3-01	£30,768.96	£31,460.16	£32,055.00	£32,596.08
	OR2-07	£29,473.44	£30,038.52	£30,633.36	£31,011.72
	OR2-06	£28,213.32	£28,604.64	£29,095.08	£29,459.16
	OR2-05	£27,227.28	£27,244.92	£27,636.24	£28,000.44
	OR2-04	£25,936.68	£26,227.68	£26,530.20	£26,530.20
	OR2-03	£24,400.44	£24,400.44	£24,400.44	£24,400.32
	OR2-02	£24,400.44	£24,400.44	£24,400.44	£24,400.32
	OR2-01	£23,496.00	£23,496.00	£23,496.00	£23,496.00
New Entrants	INITIAL PAY	£18,686.52			

¹³ See [JSP 754](#) for full eligibility regarding access to and progression through the Other Ranks' pay spine.

REGULAR AND FTRS(FC) NURSES¹⁴ AND CLEARANCE DIVERS OTHER RANKS¹⁵
RATES 2023-24

RANK	REGULAR / FTRS(FC) OTHER RANKS PAY RATES		
	INCREMENT	NURSES	CLEARANCE DIVERS
OR9	OR9-06	£60,861.24	£78,238.44
	OR9-05	£60,230.52	£77,525.76
	OR9-04	£59,599.56	£76,812.48
	OR9-03	£58,968.60	£76,099.80
	OR9-02	£58,363.08	£75,414.00
	OR9-01	£58,363.08	£75,414.00
OR7/ OR8	OR7-12/ OR8-06	£57,213.12	£73,928.04
	OR7-11/ OR8-05	£56,402.40	£73,291.80
	OR7-10/ OR8-04	£55,591.20	£72,655.44
	OR7-09/ OR8-03	£54,780.00	£72,018.72
	OR7-08/ OR8-02	£53,994.48	£71,409.24
	OR7-07/ OR8-01	£53,994.48	£71,409.24
	OR7-06	£52,930.56	£70,002.24
	OR7-05	£52,111.32	£69,379.80
	OR7-04	£51,292.68	£68,756.64
	OR7-03	£50,473.80	£68,134.20
	OR7-02	£49,654.68	£67,511.04
	OR7-01	£49,654.68	£67,511.04
OR6	OR6-06	£48,654.12	£66,143.76
	OR6-05	£47,743.80	£64,383.00
	OR6-04	£46,833.60	£62,623.20
	OR6-03	£45,923.52	£60,863.40
	OR6-02	£45,025.44	£59,103.48
	OR6-01	£45,025.44	£59,103.48
OR4	OR4-06	£42,877.32	
	OR4-05	£41,760.72	
	OR4-04	£40,643.52	
	OR4-03	£39,526.08	
	OR4-02	£38,409.48	
	OR4-01	£38,409.48	
OR2/ OR3	OR2-10/ OR3-03	£36,628.20	
	OR2-09/ OR3-02	£34,851.48	
	OR2-08/ OR3-01	£33,074.76	
	OR2-07	£31,298.52	
	OR2-06	£29,521.80	
	OR2-05	£27,745.20	
	OR2-04	£26,241.12	
	OR2-03	£24,464.52	
	OR2-02	£24,464.52	
OR2-01	£23,496.00		
New Entrants	INITIAL PAY	£18,686.52	

¹⁴ See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Other Ranks' pay spine.

¹⁵ 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 RANKS¹⁶ RATES 2023-24

RANK	REGULAR / FTRS(FC) OTHER RANKS PAY RATES	
	INCREMENT	SF
OR9	OR9-06	£73,098.48
	OR9-05	£72,391.20
	OR9-04	£71,683.68
	OR9-03	£70,976.40
	OR9-02	£70,268.88
	OR9-01	£69,588.24
OR8	OR8-06	£68,217.12
	OR8-05	£67,443.84
	OR8-04	£66,670.68
	OR8-03	£65,897.16
	OR8-02	£65,123.88
	OR8-01	£64,377.00
OR7	OR7-06	£63,108.48
	OR7-05	£62,335.20
	OR7-04	£61,562.04
	OR7-03	£60,788.88
	OR7-02	£60,015.36
	OR7-01	£59,268.00
OR6	OR6-06	£58,100.16
	OR6-05	£57,510.84
	OR6-04	£56,921.52
	OR6-03	£56,332.32
	OR6-02	£55,742.88
	OR6-01	£55,208.52
OR4	OR4-06	£52,574.52
	OR4-05	£51,801.72
	OR4-04	£51,027.72
	OR4-03	£50,254.68
	OR4-02	£49,481.76
	OR4-01	£48,707.76
OR2/OR3	OR3-03	£47,593.32
	OR2-09/ OR3-02	£46,897.08
	OR2-08/ OR3-01	£46,201.20
	OR2-07	£45,504.96
	OR2-06	£44,808.36
	OR2-05	£44,112.12
	OR2-04	£43,416.24
	OR2-03	£42,719.76
	OR2-02	£42,023.28
	OR2-01	£41,327.16

¹⁶ 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 SERVICE¹⁷ (MPGS) OTHER RANKS RATES 2023-24

RANK	REGULAR OTHER RANKS PAY RATES		
	INCREMENT	MPGS	
OR9	OR9-06	£50,810.28	
	OR9-05	£49,979.76	
	OR9-04	£49,147.68	
	OR9-03	£48,316.32	
	OR9-02	£47,507.76	
	OR9-01	£47,507.76	
OR8	OR8-06	£46,571.64	
	OR8-05	£45,813.48	
	OR8-04	£45,066.12	
	OR8-03	£44,208.84	
	OR8-02	£43,302.00	
	OR8-01	£43,302.00	
OR7	OR7-06	£42,404.28	
	OR7-05	£41,764.44	
	OR7-04	£41,152.08	
	OR7-03	£40,516.44	
	OR7-02	£39,916.20	
	OR7-01	£39,916.20	
OR6	OR6-06	£39,129.72	
	OR6-05	£38,216.40	
	OR6-04	£37,314.12	
	OR6-03	£36,422.40	
	OR6-02	£35,603.04	
	OR6-01	£35,603.04	
OR4	OR4-06	£33,904.44	
	OR4-05	£33,435.60	
	OR4-04	£32,999.52	
	OR4-03	£32,538.72	
	OR4-02	£31,713.60	
	OR4-01	£31,713.60	
OR2	OR3	OR3-03	£30,219.36
		OR2-09/ OR3-02	£28,873.80
		OR2-08/ OR3-01	£27,421.08
		OR2-07	£26,423.64
		OR2-06	£25,283.28
		OR2-05	£24,238.80
		OR2-04	£23,091.60
		OR2-03	£21,797.40
		OR2-02	£21,797.40
		OR2-01	£21,046.20
		New Entrants	INITIAL PAY

¹⁷ See [JSP 754](#), Chapter 4, Section 9 for full eligibility regarding access to the Military Provost Guard Service's pay spine.

FTRS LIMITED COMMITMENT (LC) OFFICERS¹⁸ & NURSING OFFICERS¹⁹ RATES 2023-24

RANK	FTRS(LC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF7 ²⁰	OF7-5	£143,532.12	
	OF7-4	£140,743.20	
	OF7-3	£138,007.80	
	OF7-2	£135,326.16	
	OF7-1	£132,696.60	
OF6	OF6-06	£120,129.36	
	OF6-05	£118,924.20	
	OF6-04	£117,718.92	
	OF6-03	£116,513.64	
	OF6-02	£115,308.36	
	OF6-01	£115,308.36	
OF5	OF5-08	£104,292.12	£106,467.24
	OF5-07	£102,638.04	£104,765.16
	OF5-06	£100,983.48	£103,063.32
	OF5-05	£99,329.40	£101,361.36
	OF5-04	£97,674.84	£99,659.28
	OF5-03	£96,020.52	£97,957.32
	OF5-02	£94,366.20	£96,255.60
	OF5-01	£94,366.20	£96,255.60
OF4	OF4-08	£86,886.60	£89,282.16
	OF4-07	£84,990.00	£87,328.92
	OF4-06	£83,092.56	£85,375.32
	OF4-05	£81,195.84	£83,421.72
	OF4-04	£80,577.96	£82,782.36
	OF4-03	£78,591.96	£80,737.08
	OF4-02	£76,594.32	£78,679.92
	OF4-01	£76,594.32	£78,679.92
OF3	OF3-08	£65,494.32	£69,577.44
	OF3-07	£63,718.44	£67,546.32
	OF3-06	£61,942.20	£65,514.96
	OF3-05	£60,166.32	£63,483.72
	OF3-04	£58,390.08	£61,452.12
	OF3-03	£56,613.72	£59,421.12
	OF3-02	£54,837.84	£57,389.76
	OF3-01	£54,837.84	£57,389.76
OF2	OF2-08	£51,823.20	£54,524.16
	OF2-07	£50,473.32	£52,931.88
	OF2-06	£49,123.68	£51,339.24
	OF2-05	£47,773.32	£49,746.84
	OF2-04	£46,423.56	£48,154.32
	OF2-03	£45,073.56	£46,562.16
	OF2-02	£43,723.68	£44,969.40
	OF2-01	£43,723.68	£44,969.40
OF1	OF1-05	£37,838.16	£39,144.60
	OF1-04	£36,664.92	£37,931.28
	OF1-03	£35,492.40	£36,716.76
	OF1-02	£34,319.88	£35,502.48
	OF1-01	£28,707.36	£29,690.04

¹⁸ See [JSP 754](#) for full eligibility regarding access to and progression through the Officers' pay spine.

¹⁹ See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Officers' pay spine.

²⁰ As at 1 Apr 23 IL1 will be removed from both the OF7 and OF8 pay scales to provide a minimum 10% increase upon each promotion. Senior officers on the current pay spine will transition to the new pay levels. OF7 and OF8 will both transition as follows: IL1 (old) will be paid from IL1 (new); IL2 (old) will be paid from IL1 (new); IL3 (old) will be paid from IL2 (new); IL4 (old) will be paid from IL3 (new); IL5 (old) will be paid from IL4 (new); IL6 (old) will be paid from IL5 (new). Pay will be adjusted and backdated wef 1 Apr 23.

FTRS(LC) VETERINARY OFFICERS²¹ RATES 2023-24

RANK	FTRS(LC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£84,574.32
	VETS-OF4-4	£83,307.24
	VETS-OF4-3	£82,044.72
	VETS-OF4-2	£80,773.68
	VETS-OF4-1	£79,516.20
OF2/OF3	VETS-OF2/3-22	£77,218.56
	VETS-OF2/3-21	£75,642.12
	VETS-OF2/3-20	£74,060.76
	VETS-OF2/3-19	£72,483.84
	VETS-OF2/3-18	£70,912.08
	VETS-OF2/3-17	£69,331.08
	VETS-OF2/3-16	£67,759.20
	VETS-OF2/3-15	£66,173.76
	VETS-OF2/3-14	£64,610.88
	VETS-OF2/3-13	£63,242.40
	VETS-OF2/3-12	£61,892.28
	VETS-OF2/3-11	£60,376.20
	VETS-OF2/3-10	£58,854.84
	VETS-OF2/3-9	£57,338.88
	VETS-OF2/3-8	£55,831.44
	VETS-OF2/3-7	£54,315.12
	VETS-OF2/3-6	£52,798.92
	VETS-OF2/3-5	£51,286.68
	VETS-OF2/3-4	£49,770.72
	VETS-OF2/3-3	£48,258.60
VETS-OF2/3-2	£46,742.52	
VETS-OF2/3-1	£43,723.68	

²¹ See [JSP 754](#), Chapter 4, Section 2 for full eligibility regarding access to and progression through the Veterinary Officers' pay spine.

FTRS(LC) CHAPLAIN OFFICERS²² RATES 2023-24

RANK	FTRS(LC) OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
OF7	OF7-C-5	£119,039.40
	OF7-C-4	£117,808.92
	OF7-C-3	£116,594.04
	OF7-C-2	£115,374.24
	OF7-C-1	£114,153.84
DCG	DCG-5	£102,420.24
	DCG-4	£101,160.24
	DCG-3	£99,900.12
	DCG-2	£98,644.68
	DCG-1	£97,389.60
CLASS 1	C1-6	£94,659.72
	C1-5	£93,404.28
	C1-4	£92,143.80
	C1-3	£90,888.12
	C1-2	£89,124.24
	C1-1	£87,359.76
CLASS 2 - 4	C2/4-20	£79,053.72
	C2/4-19	£77,546.52
	C2/4-18	£76,007.16
	C2/4-17	£74,462.88
	C2/4-16	£72,928.44
	C2/4-15	£71,388.60
	C2/4-14	£69,853.56
	C2/4-13	£68,314.32
	C2/4-12	£66,779.04
	C2/4-11	£65,239.68
	C2/4-10	£63,704.76
	C2/4-9	£62,169.96
	C2/4-8	£60,625.68
	C2/4-7	£59,095.44
	C2/4-6	£57,556.20
	C2/4-5	£56,021.16
	C2/4-4	£54,477.00
	C2/4-3	£52,946.88
	C2/4-2	£51,397.68
	C2/4-1	£49,867.44

²² See [JSP 754](#), Chapter 4, Section 4 for full eligibility regarding access to and progression through the Chaplain Officers' pay spine.

Appendix 13 Annex A to AFREM.PAYDEL.COMMS/PR23 dated 24 July 2023

FTRS(LC) OCFR AND SF OCFR²³ RATES 2023-24

RANK	FTRS(LC) OFFICERS PAY RATES			
	INCREMENT	OCFR	INCREMENT	OCFR ²⁴
		wef 1 Apr 23		wef 1 Apr 24
OF1 / OF2	OF1/2-OCFR-15	£58,133.64		
	OF1/2-OCFR-14	£57,759.36	OF1/2-OCFR-19	£57,759.36
	OF1/2-OCFR-13	£57,366.12	OF1/2-OCFR-18	£57,366.12
	OF1/2-OCFR-12	£56,603.76	OF1/2-OCFR-17	£56,603.76
	OF1/2-OCFR-11	£55,845.36	OF1/2-OCFR-16	£55,845.36
	OF1/2-OCFR-10	£55,078.08	OF1/2-OCFR-15	£55,078.08
	OF1/2-OCFR-9	£54,315.12	OF1/2-OCFR-14	£54,315.12
	OF1/2-OCFR-8	£53,552.28	OF1/2-OCFR-13	£53,552.28
	OF1/2-OCFR-7	£52,600.08	OF1/2-OCFR-12	£52,600.08
	OF1/2-OCFR-6	£52,012.68	OF1/2-OCFR-11	£52,012.68
	OF1/2-OCFR-5	£51,415.92	OF1/2-OCFR-10	£51,415.92
	OF1/2-OCFR-4	£50,237.76	OF1/2-OCFR-9	£50,237.76
	OF1/2-OCFR-3	£49,650.36	OF1/2-OCFR-8	£49,650.36
	OF1/2-OCFR-2	£49,049.52	OF1/2-OCFR-7	£49,049.52
	OF1/2-OCFR-1	£47,874.84	OF1/2-OCFR-6	£47,874.84
			OF1/2-OCFR-5	£46,700.16
			OF1/2-OCFR-4	£45,525.48
			OF1/2-OCFR-3	£44,350.80
			OF1/2-OCFR-2	£43,176.24
		OF1/2-OCFR-1	£42,001.56	

²³ See [JSP 754](#), Chapter 4, Section 3 for full eligibility regarding access to and progression through the two OCFRs' pay spines.

²⁴ A new 19-level incremental pay structure will be introduced wef 1 Apr 24 (see paragraph 2m of this Directed Letter). 2024 rates are at 2023 levels and will increase in line with the 2024 pay award once agreed and announced.

RANK	FTRS(LC) OFFICERS PAY RATES	
	INCREMENT	SF OCFR
OF3	OF3-SF-OCFR-9	£76,492.44
	OF3-SF-OCFR-8	£75,734.28
	OF3-SF-OCFR-7	£74,976.00
	OF3-SF-OCFR-6	£74,222.52
	OF3-SF-OCFR-5	£73,468.92
	OF3-SF-OCFR-4	£72,918.84
	OF3-SF-OCFR-3	£71,952.60
	OF3-SF-OCFR-2	£71,198.64
	OF3-SF-OCFR-1	£70,445.16
OF1/OF2	OF1/2-SF-OCFR-15	£71,148.48
	OF1/2-SF-OCFR-14	£70,741.20
	OF1/2-SF-OCFR-13	£70,339.20
	OF1/2-SF-OCFR-12	£69,322.32
	OF1/2-SF-OCFR-11	£68,300.40
	OF1/2-SF-OCFR-10	£67,278.60
	OF1/2-SF-OCFR-9	£66,266.04
	OF1/2-SF-OCFR-8	£65,239.80
	OF1/2-SF-OCFR-7	£64,218.00
	OF1/2-SF-OCFR-6	£63,418.08
	OF1/2-SF-OCFR-5	£62,654.88
	OF1/2-SF-OCFR-4	£61,883.40
	OF1/2-SF-OCFR-3	£61,107.24
	OF1/2-SF-OCFR-2	£60,335.16
	OF1/2-SF-OCFR-1	£59,562.60

OTHER RANKS²⁵ - FTRS(LC) SUPPLEMENTS 1 - 4 RATES 2023-24

RANK	FTRS(LC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-06	£53,700.36	£53,700.36	£53,700.36	£55,124.04
	OR9-05	£53,165.76	£53,165.76	£53,165.76	£54,642.00
	OR9-04	£52,582.32	£52,582.32	£52,582.32	£54,130.32
	OR9-03	£51,998.40	£51,998.40	£51,998.40	£53,625.12
	OR9-02	£51,705.00	£51,705.00	£51,726.96	£53,188.44
	OR9-01	£51,705.00	£51,705.00	£51,726.96	£53,188.44
OR7/ OR8	OR7-12/ OR8-06	£48,162.48	£49,660.20	£50,707.68	£52,140.36
	OR7-11/ OR8-05	£47,370.36	£49,034.16	£50,412.24	£51,845.04
	OR7-10/ OR8-04	£46,595.88	£48,389.28	£50,098.08	£51,530.28
	OR7-09/ OR8-03	£45,707.76	£47,740.20	£49,747.68	£51,155.52
	OR7-08/ OR8-02	£44,768.52	£46,800.96	£49,059.24	£50,629.20
	OR7-07/ OR8-01	£44,768.52	£46,800.96	£49,059.24	£50,629.20
	OR7-06	£43,827.00	£45,620.52	£47,735.88	£49,275.60
	OR7-05	£43,162.56	£44,957.16	£46,814.16	£48,527.88
	OR7-04	£42,527.52	£44,322.24	£46,013.28	£47,726.88
	OR7-03	£41,869.92	£43,663.44	£45,233.40	£46,948.32
	OR7-02	£41,245.68	£42,942.60	£44,454.48	£46,211.88
	OR7-01	£41,245.68	£42,942.60	£44,454.48	£46,211.88
OR6	OR6-06	£40,433.04	£42,096.48	£43,540.20	£45,237.48
	OR6-05	£39,487.32	£41,076.72	£42,476.16	£44,100.48
	OR6-04	£38,550.72	£39,948.48	£41,463.84	£43,006.32
	OR6-03	£37,626.60	£38,921.88	£40,491.60	£41,924.52
	OR6-02	£36,776.04	£37,978.92	£39,541.68	£40,773.36
	OR6-01	£36,776.04	£37,978.92	£39,541.68	£40,773.36
OR4	OR4-06	£35,021.40	£36,166.92	£37,655.28	£38,754.00
	OR4-05	£34,542.60	£35,689.08	£37,000.56	£38,012.04
	OR4-04	£34,089.96	£35,220.00	£36,256.68	£37,143.36
	OR4-03	£33,605.64	£34,551.36	£35,479.20	£36,313.56
	OR4-02	£32,754.72	£33,680.76	£34,582.08	£35,417.64
	OR4-01	£32,754.72	£33,680.76	£34,582.08	£35,417.64
OR2/ OR3	OR2-10/ OR3-03	£30,808.08	£31,634.28	£32,282.16	£32,894.16
	OR2-09/ OR3-02	£29,480.88	£30,230.04	£30,802.44	£31,331.64
	OR2-08/ OR3-01	£28,216.08	£28,849.92	£29,395.44	£29,891.64
	OR2-07	£27,027.96	£27,546.24	£28,091.76	£28,438.68
	OR2-06	£25,872.48	£26,231.28	£26,681.16	£27,014.88
	OR2-05	£24,968.28	£24,984.36	£25,343.28	£25,677.24
	OR2-04	£23,784.72	£24,051.60	£24,328.92	£24,328.92
	OR2-03	£22,375.92	£22,375.92	£22,375.92	£22,375.80
	OR2-02	£22,375.92	£22,375.92	£22,375.92	£22,375.80
OR2-01	£21,546.48	£21,546.48	£21,546.48	£21,546.48	
New Entrants	INITIAL PAY	£17,136.12			

²⁵ See [JSP 754](#) for full eligibility regarding access to and progression through the Other Ranks' pay spine.

FTRS(LC) NURSES OTHER RANKS²⁶ RATES 2023-24

RANK	FTRS(LC) OTHER RANKS PAY RATES	
	INCREMENT	NURSES
OR9	OR9-06	£55,811.52
	OR9-05	£55,233.24
	OR9-04	£54,654.60
	OR9-03	£54,076.08
	OR9-02	£53,520.72
	OR9-01	£53,520.72
OR7/OR8	OR7-12/ OR8-06	£52,466.16
	OR7-11/ OR8-05	£51,722.76
	OR7-10/ OR8-04	£50,978.88
	OR7-09/ OR8-03	£50,235.00
	OR7-08/ OR8-02	£49,514.64
	OR7-07/ OR8-01	£49,514.64
	OR7-06	£48,539.04
	OR7-05	£47,787.60
	OR7-04	£47,036.88
	OR7-03	£46,285.92
	OR7-02	£45,534.84
	OR7-01	£45,534.84
	OR6	OR6-06
OR6-05		£43,782.48
OR6-04		£42,947.88
OR6-03		£42,113.28
OR6-02		£41,289.72
OR6-01		£41,289.72
OR4	OR4-06	£39,319.80
	OR4-05	£38,295.84
	OR4-04	£37,271.28
	OR4-03	£36,246.72
	OR4-02	£35,222.64
	OR4-01	£35,222.64
OR2/OR3	OR2-10/ OR3-03	£33,589.20
	OR2-09/ OR3-02	£31,959.96
	OR2-08/ OR3-01	£30,330.60
	OR2-07	£28,701.72
	OR2-06	£27,072.36
	OR2-05	£25,443.24
	OR2-04	£24,063.84
	OR2-03	£22,434.72
	OR2-02	£22,434.72
OR2-01	£21,546.48	
New Entrants	INITIAL PAY	£17,136.12

²⁶ 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 2023-24

RANK	FTRS (LC) OTHER RANKS PAY RATES	
	INCREMENT	SF
OR9	OR9-06	£67,033.56
	OR9-05	£66,384.96
	OR9-04	£65,736.12
	OR9-03	£65,087.52
	OR9-02	£64,438.68
	OR9-01	£63,814.56
OR7/OR8	OR8-06	£62,557.20
	OR8-05	£61,848.12
	OR8-04	£61,139.16
	OR8-03	£60,429.72
	OR8-02	£59,720.64
	OR8-01	£59,035.68
	OR7-06	£57,872.40
	OR7-05	£57,163.32
	OR7-04	£56,454.36
	OR7-03	£55,745.28
	OR7-02	£55,035.96
	OR7-01	£54,350.64
OR6	OR6-06	£53,279.64
	OR6-05	£52,739.16
	OR6-04	£52,198.80
	OR6-03	£51,658.44
	OR6-02	£51,117.96
	OR6-01	£50,627.88
OR4	OR4-06	£48,212.40
	OR4-05	£47,503.80
	OR4-04	£46,794.00
	OR4-03	£46,085.16
	OR4-02	£45,376.20
	OR4-01	£44,666.52
OR2/OR3	OR3-03	£43,644.48
	OR2-09/ OR3-02	£43,006.08
	OR2-08/ OR3-01	£42,367.92
	OR2-07	£41,729.40
	OR2-06	£41,090.64
	OR2-05	£40,452.12
	OR2-04	£39,813.96
	OR2-03	£39,175.32
	OR2-02	£38,536.56
	OR2-01	£37,898.28

Appendix 17 Annex A to AFREM.PAYDEL.COMMS/PR23 dated 24 July 2023

OFFICERS²⁷ & NURSING OFFICERS²⁸ - FTRS HOME COMMITMENT (HC) RATES 2023-24

RANK	FTRS(HC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF7 ²⁹	OF7-5	£143,532.12	
	OF7-4	£140,743.20	
	OF7-3	£138,007.80	
	OF7-2	£135,326.16	
	OF7-1	£132,696.60	
OF6	OF6-6	£118,850.40	
	OF6-5	£117,645.24	
	OF6-4	£116,439.96	
	OF6-3	£115,234.68	
	OF6-2	£114,029.40	
	OF6-1	£114,029.40	
OF5	OF5-8	£101,734.08	£103,839.24
	OF5-7	£100,080.00	£102,137.16
	OF5-6	£98,425.44	£100,435.32
	OF5-5	£96,771.36	£98,733.36
	OF5-4	£95,116.80	£97,031.28
	OF5-3	£93,462.48	£95,329.32
	OF5-2	£91,808.16	£93,627.60
	OF5-1	£91,808.16	£93,627.60
OF4	OF4-8	£84,328.56	£86,654.16
	OF4-7	£82,431.96	£84,700.92
	OF4-6	£80,534.52	£82,747.32
	OF4-5	£78,637.80	£80,793.72
	OF4-4	£76,740.96	£78,840.36
	OF4-3	£74,849.52	£76,892.40
	OF4-2	£72,946.92	£74,933.28
	OF4-1	£72,946.92	£74,933.28
OF3	OF3-8	£62,375.52	£66,264.24
	OF3-7	£60,684.24	£64,329.84
	OF3-6	£58,992.60	£62,395.20
	OF3-5	£57,301.20	£60,460.68
	OF3-4	£55,609.56	£58,525.80
	OF3-3	£53,917.80	£56,591.52
	OF3-2	£52,226.52	£54,656.88
OF2	OF2-8	£49,355.40	£51,927.72
	OF2-7	£48,069.84	£50,411.28
	OF2-6	£46,784.40	£48,894.48
	OF2-5	£45,498.36	£47,377.92
	OF2-4	£44,212.92	£45,861.24
	OF2-3	£42,927.24	£44,344.92
	OF2-2	£41,641.56	£42,828.00
	OF2-1	£41,641.56	£42,828.00
OF1	OF1-5	£36,036.36	£37,280.52
	OF1-4	£34,918.92	£36,125.04
	OF1-3	£33,802.32	£34,968.36
	OF1-2	£32,685.60	£33,811.92
	OF1-1	£27,340.32	£28,276.20

²⁷ See [JSP 754](#) for full eligibility regarding access to and progression through the Officers' pay spine.

²⁸ See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Officers' pay spine.

²⁹ As at 1 Apr 23 IL1 will be removed from both the OF7 and OF8 pay scales to provide a minimum 10% increase upon each promotion. Senior officers on the current pay spine will transition to the new pay levels. OF7 and OF8 will both transition as follows: IL1 (old) will be paid from IL1 (new); IL2 (old) will be paid from IL1 (new); IL3 (old) will be paid from IL2 (new); IL4 (old) will be paid from IL3 (new); IL5 (old) will be paid from IL4 (new); IL6 (old) will be paid from IL5 (new). Pay will be adjusted and backdated wef 1 Apr 23.

VETERINARY OFFICERS³⁰ - FTRS(HC) RATES 2023-24

RANK	FTRS(HC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£80,547.00
	VETS-OF4-4	£79,340.28
	VETS-OF4-3	£78,137.88
	VETS-OF4-2	£76,927.32
	VETS-OF4-1	£75,729.72
OF2/OF3	VETS-OF2/3-22	£73,541.52
	VETS-OF2/3-21	£72,040.08
	VETS-OF2/3-20	£70,534.08
	VETS-OF2/3-19	£69,032.28
	VETS-OF2/3-18	£67,535.28
	VETS-OF2/3-17	£66,029.64
	VETS-OF2/3-16	£64,532.52
	VETS-OF2/3-15	£63,022.68
	VETS-OF2/3-14	£61,534.20
	VETS-OF2/3-13	£60,230.88
	VETS-OF2/3-12	£58,945.08
	VETS-OF2/3-11	£57,501.12
	VETS-OF2/3-10	£56,052.24
	VETS-OF2/3-9	£54,608.40
	VETS-OF2/3-8	£53,172.84
	VETS-OF2/3-7	£51,728.64
	VETS-OF2/3-6	£50,284.68
	VETS-OF2/3-5	£48,844.44
	VETS-OF2/3-4	£47,400.72
	VETS-OF2/3-3	£45,960.60
VETS-OF2/3-2	£44,516.64	
VETS-OF2/3-1	£41,641.56	

³⁰ See [JSP 754](#), Chapter 4, Section 2 for full eligibility regarding access to and progression through the Veterinary Officers' pay spine.

CHAPLAIN OFFICERS³¹ - FTRS(HC) RATES 2023-24

RANK	FTRS(HC) OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
OF7	OF7-C-5	£117,784.56
	OF7-C-4	£116,554.08
	OF7-C-3	£115,339.20
	OF7-C-2	£114,119.40
	OF7-C-1	£112,899.00
DCG	DCG-5	£101,165.40
	DCG-4	£99,905.40
	DCG-3	£98,645.28
	DCG-2	£97,389.84
	DCG-1	£96,134.76
CLASS 1	C1-6	£92,150.04
	C1-5	£90,894.60
	C1-4	£89,634.12
	C1-3	£88,378.44
	C1-2	£86,614.56
	C1-1	£84,850.08
CLASS 2 - 4	C2/4-20	£75,289.20
	C2/4-19	£73,853.88
	C2/4-18	£72,387.72
	C2/4-17	£70,917.00
	C2/4-16	£69,455.64
	C2/4-15	£67,989.12
	C2/4-14	£66,527.16
	C2/4-13	£65,061.24
	C2/4-12	£63,599.04
	C2/4-11	£62,133.00
	C2/4-10	£60,671.16
	C2/4-9	£59,209.44
	C2/4-8	£57,738.72
	C2/4-7	£56,281.32
	C2/4-6	£54,815.40
	C2/4-5	£53,353.44
	C2/4-4	£51,882.84
	C2/4-3	£50,425.56
	C2/4-2	£48,950.16
	C2/4-1	£47,492.76

³¹ See [JSP 754](#), Chapter 4, Section 4 for full eligibility regarding access to and progression through the Chaplain Officers' pay spine.

OCFR AND SF OCFR³² - FTRS(HC) RATES 2023-24

RANK	FTRS(HC) OFFICERS PAY RATES			
	INCREMENT	OCFR	INCREMENT	OCFR ³³
		wef 1 Apr 23		wef 1 Apr 24
OF1 / OF2	OF1/2-OCFR-15	£55,365.36		
	OF1/2-OCFR-14	£55,008.96	OF1/2-OCFR-19	£55,008.96
	OF1/2-OCFR-13	£54,634.44	OF1/2-OCFR-18	£54,634.44
	OF1/2-OCFR-12	£53,908.32	OF1/2-OCFR-17	£53,908.32
	OF1/2-OCFR-11	£53,186.04	OF1/2-OCFR-16	£53,186.04
	OF1/2-OCFR-10	£52,455.36	OF1/2-OCFR-15	£52,455.36
	OF1/2-OCFR-9	£51,728.64	OF1/2-OCFR-14	£51,728.64
	OF1/2-OCFR-8	£51,002.16	OF1/2-OCFR-13	£51,002.16
	OF1/2-OCFR-7	£50,095.32	OF1/2-OCFR-12	£50,095.32
	OF1/2-OCFR-6	£49,535.88	OF1/2-OCFR-11	£49,535.88
	OF1/2-OCFR-5	£48,967.56	OF1/2-OCFR-10	£48,967.56
	OF1/2-OCFR-4	£47,845.44	OF1/2-OCFR-9	£47,845.44
	OF1/2-OCFR-3	£47,286.00	OF1/2-OCFR-8	£47,286.00
	OF1/2-OCFR-2	£46,713.84	OF1/2-OCFR-7	£46,713.84
	OF1/2-OCFR-1	£45,595.08	OF1/2-OCFR-6	£45,595.08
			OF1/2-OCFR-5	£44,476.32
			OF1/2-OCFR-4	£43,357.68
			OF1/2-OCFR-3	£42,238.80
			OF1/2-OCFR-2	£41,120.16
		OF1/2-OCFR-1	£40,001.52	

³² See [JSP 754](#), Chapter 4, Section 3 for full eligibility regarding access to and progression through the two OCFRs' pay spines.

³³ A new 19-level incremental pay structure will be introduced wef 1 Apr 24 (see paragraph 2m of this Directed Letter). 2024 rates are at 2023 levels and will increase in line with the 2024 pay award once agreed and announced.

RANK	FTRS(HC) OFFICERS PAY RATES	
	INCREMENT	SF OCFR
OF3	OF3-SF-OCFR-9	£72,849.96
	OF3-SF-OCFR-8	£72,127.92
	OF3-SF-OCFR-7	£71,405.76
	OF3-SF-OCFR-6	£70,688.16
	OF3-SF-OCFR-5	£69,970.44
	OF3-SF-OCFR-4	£69,446.52
	OF3-SF-OCFR-3	£68,526.24
	OF3-SF-OCFR-2	£67,808.28
	OF3-SF-OCFR-1	£67,090.68
OF1/OF2	OF1/2-SF-OCFR-15	£67,760.40
	OF1/2-SF-OCFR-14	£67,372.56
	OF1/2-SF-OCFR-13	£66,989.76
	OF1/2-SF-OCFR-12	£66,021.24
	OF1/2-SF-OCFR-11	£65,048.04
	OF1/2-SF-OCFR-10	£64,074.84
	OF1/2-SF-OCFR-9	£63,110.52
	OF1/2-SF-OCFR-8	£62,133.12
	OF1/2-SF-OCFR-7	£61,160.04
	OF1/2-SF-OCFR-6	£60,398.16
	OF1/2-SF-OCFR-5	£59,671.32
	OF1/2-SF-OCFR-4	£58,936.56
	OF1/2-SF-OCFR-3	£58,197.36
	OF1/2-SF-OCFR-2	£57,462.00
	OF1/2-SF-OCFR-1	£56,726.28

OTHER RANKS³⁴ - FTRS(HC) SUPPLEMENTS 1 – 4 RATES 2023-24

RANK	FTRS(HC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-06	£51,143.16	£51,143.16	£51,143.16	£52,499.04
	OR9-05	£50,634.00	£50,634.00	£50,634.00	£52,040.04
	OR9-04	£50,078.40	£50,078.40	£50,078.40	£51,552.72
	OR9-03	£49,522.32	£49,522.32	£49,522.32	£51,071.52
	OR9-02	£49,242.84	£49,242.84	£49,263.72	£50,655.60
	OR9-01	£49,242.84	£49,242.84	£49,263.72	£50,655.60
OR7/ OR8	OR7-12/ OR8-06	£45,869.04	£47,295.48	£48,293.04	£49,657.44
	OR7-11/ OR8-05	£45,114.60	£46,699.20	£48,011.64	£49,376.28
	OR7-10/ OR8-04	£44,377.08	£46,085.04	£47,712.48	£49,076.40
	OR7-09/ OR8-03	£43,531.20	£45,466.80	£47,378.76	£48,719.52
	OR7-08/ OR8-02	£42,636.72	£44,572.32	£46,723.08	£48,218.28
	OR7-07/ OR8-01	£42,636.72	£44,572.32	£46,723.08	£48,218.28
	OR7-06	£41,739.96	£43,448.16	£45,462.72	£46,929.12
	OR7-05	£41,107.20	£42,816.36	£44,584.92	£46,217.04
	OR7-04	£40,502.40	£42,211.68	£43,822.20	£45,454.20
	OR7-03	£39,876.12	£41,584.20	£43,079.40	£44,712.72
	OR7-02	£39,281.64	£40,897.68	£42,337.56	£44,011.32
	OR7-01	£39,281.64	£40,897.68	£42,337.56	£44,011.32
OR6	OR6-06	£38,507.64	£40,091.88	£41,466.84	£43,083.36
	OR6-05	£37,606.92	£39,120.72	£40,453.44	£42,000.48
	OR6-04	£36,714.96	£38,046.12	£39,489.36	£40,958.40
	OR6-03	£35,834.88	£37,068.48	£38,563.44	£39,928.08
	OR6-02	£35,024.76	£36,170.40	£37,658.76	£38,831.76
	OR6-01	£35,024.76	£36,170.40	£37,658.76	£38,831.76
OR4	OR4-06	£33,353.76	£34,444.68	£35,862.12	£36,908.52
	OR4-05	£32,897.76	£33,989.64	£35,238.60	£36,201.96
	OR4-04	£32,466.60	£33,542.88	£34,530.12	£35,374.68
	OR4-03	£32,005.32	£32,906.04	£33,789.72	£34,584.36
	OR4-02	£31,194.96	£32,076.96	£32,935.32	£33,731.04
	OR4-01	£31,194.96	£32,076.96	£32,935.32	£33,731.04
OR2/ OR3	OR2-10/ OR3-03	£29,341.08	£30,127.92	£30,744.96	£31,327.80
	OR2-09/ OR3-02	£28,077.00	£28,790.52	£29,335.68	£29,839.68
	OR2-08/ OR3-01	£26,872.44	£27,476.16	£27,995.64	£28,468.20
	OR2-07	£25,740.96	£26,234.52	£26,754.00	£27,084.48
	OR2-06	£24,640.44	£24,982.20	£25,410.60	£25,728.48
	OR2-05	£23,779.32	£23,794.68	£24,136.44	£24,454.56
	OR2-04	£22,652.16	£22,906.32	£23,170.44	£23,170.44
	OR2-03	£21,310.44	£21,310.44	£21,310.44	£21,310.32
	OR2-02	£21,310.44	£21,310.44	£21,310.44	£21,310.32
OR2-01	£20,520.48	£20,520.48	£20,520.48	£20,520.48	
New Entrants	INITIAL PAY	£16,320.12			

³⁴ 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/PR23 dated 24 July 2023

NURSES OTHER RANKS³⁵ - FTRS (HC) RATES 2023-24

RANK	FTRS(HC) OTHER RANKS PAY RATES	
	INCREMENT	NURSES
OR9	OR9-06	£53,153.88
	OR9-05	£52,603.08
	OR9-04	£52,052.04
	OR9-03	£51,501.00
	OR9-02	£50,972.16
	OR9-01	£50,972.16
OR7/OR8	OR7-12/ OR8-06	£49,967.76
	OR7-11/ OR8-05	£49,259.76
	OR7-10/ OR8-04	£48,551.28
	OR7-09/ OR8-03	£47,842.80
	OR7-08/ OR8-02	£47,156.76
	OR7-07/ OR8-01	£47,156.76
	OR7-06	£46,227.60
	OR7-05	£45,512.04
	OR7-04	£44,797.08
	OR7-03	£44,081.88
	OR7-02	£43,366.56
	OR7-01	£43,366.56
OR6	OR6-06	£42,492.72
	OR6-05	£41,697.60
	OR6-04	£40,902.72
	OR6-03	£40,107.84
	OR6-02	£39,323.52
	OR6-01	£39,323.52
OR4	OR4-06	£37,447.44
	OR4-05	£36,472.20
	OR4-04	£35,496.48
	OR4-03	£34,520.64
	OR4-02	£33,545.40
	OR4-01	£33,545.40
OR2/OR3	OR2-10/ OR3-03	£31,989.72
	OR2-09/ OR3-02	£30,438.00
	OR2-08/ OR3-01	£28,886.28
	OR2-07	£27,334.92
	OR2-06	£25,783.20
	OR2-05	£24,231.60
	OR2-04	£22,917.96
	OR2-03	£21,366.36
	OR2-02	£21,366.36
OR2-01	£20,520.48	
New Entrants	INITIAL PAY	£16,320.12

³⁵ See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Other Ranks' pay spine.

SF OTHER RANKS³⁶ - FTRS (HC) RATES 2023-24

RANK	FTRS (HC) SF OTHER RANKS PAY RATES		
	INCREMENT	SF	
OR9	OR9-06	£63,841.44	
	OR9-05	£63,223.80	
	OR9-04	£62,605.80	
	OR9-03	£61,988.16	
	OR9-02	£61,370.16	
	OR9-01	£60,775.80	
OR8	OR8-06	£59,578.32	
	OR8-05	£58,902.96	
	OR8-04	£58,227.72	
	OR8-03	£57,552.12	
	OR8-02	£56,876.76	
	OR8-01	£56,224.44	
OR7	OR7-06	£55,116.60	
	OR7-05	£54,441.24	
	OR7-04	£53,766.00	
	OR7-03	£53,090.76	
	OR7-02	£52,415.16	
	OR7-01	£51,762.48	
OR6	OR6-06	£50,742.48	
	OR6-05	£50,227.80	
	OR6-04	£49,713.12	
	OR6-03	£49,198.56	
	OR6-02	£48,683.76	
	OR6-01	£48,217.08	
OR4	OR4-06	£45,916.56	
	OR4-05	£45,241.68	
	OR4-04	£44,565.72	
	OR4-03	£43,890.60	
	OR4-02	£43,215.48	
	OR4-01	£42,539.52	
	OR3	OR3-03	£41,566.20
OR2		OR2-09/ OR3-02	£40,958.16
		OR2-08/ OR3-01	£40,350.36
		OR2-07	£39,742.32
		OR2-06	£39,133.92
		OR2-05	£38,525.88
		OR2-04	£37,918.08
		OR2-03	£37,309.80
		OR2-02	£36,701.52
		OR2-01	£36,093.60

³⁶ 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 (11.5% X-FACTOR) RATES 2023-24

ROYAL GIB REGT OFFICERS REGULAR PAY RATES		
RANK	INCREMENT	ANNUAL RATES
OF4	OF4-08	£94,026.36
	OF4-07	£91,911.60
	OF4-06	£89,796.00
	OF4-05	£87,681.12
	OF4-04	£85,566.12
	OF4-03	£83,457.24
	OF4-02	£81,335.76
	OF4-01	£81,335.76
OF3	OF3-08	£69,548.76
	OF3-07	£67,662.96
	OF3-06	£65,776.80
	OF3-05	£63,890.88
	OF3-04	£62,004.60
	OF3-03	£60,118.32
	OF3-02	£58,232.52
	OF3-01	£58,232.52
OF2	OF2-08	£55,031.28
	OF2-07	£53,597.88
	OF2-06	£52,164.60
	OF2-05	£50,730.72
	OF2-04	£49,297.44
	OF2-03	£47,863.92
	OF2-02	£46,430.28
	OF2-01	£46,430.28
OF1	OF1-05	£40,180.56
	OF1-04	£38,934.60
	OF1-03	£37,689.60
	OF1-02	£36,444.48
	OF1-01	£30,484.44

ROYAL GIB REGT OCFR - REGULAR (11.5% X-FACTOR) RATES 2023-24

RANK	ROYAL GIB REGT OCFR REGULAR RATES			
	INCREMENT	OCFR	INCREMENT	OCFR ³⁷
		wef 1 Apr 23		wef 1 Apr 24
OF1 / OF2	OF1/2-OCFR-15	£61,732.32		
	OF1/2-OCFR-14	£61,335.00	OF1/2-OCFR-19	£61,335.00
	OF1/2-OCFR-13	£60,917.40	OF1/2-OCFR-18	£60,917.40
	OF1/2-OCFR-12	£60,107.76	OF1/2-OCFR-17	£60,107.76
	OF1/2-OCFR-11	£59,302.44	OF1/2-OCFR-16	£59,302.44
	OF1/2-OCFR-10	£58,487.76	OF1/2-OCFR-15	£58,487.76
	OF1/2-OCFR-9	£57,677.40	OF1/2-OCFR-14	£57,677.40
	OF1/2-OCFR-8	£56,867.40	OF1/2-OCFR-13	£56,867.40
	OF1/2-OCFR-7	£55,856.28	OF1/2-OCFR-12	£55,856.28
	OF1/2-OCFR-6	£55,232.52	OF1/2-OCFR-11	£55,232.52
	OF1/2-OCFR-5	£54,598.80	OF1/2-OCFR-10	£54,598.80
	OF1/2-OCFR-4	£53,347.68	OF1/2-OCFR-9	£53,347.68
	OF1/2-OCFR-3	£52,723.92	OF1/2-OCFR-8	£52,723.92
	OF1/2-OCFR-2	£52,085.88	OF1/2-OCFR-7	£52,085.88
	OF1/2-OCFR-1	£50,838.48	OF1/2-OCFR-6	£50,838.48
			OF1/2-OCFR-5	£49,591.08
			OF1/2-OCFR-4	£48,343.80
			OF1/2-OCFR-3	£47,096.28
			OF1/2-OCFR-2	£45,849.00
		OF1/2-OCFR-1	£44,601.72	

³⁷ A new 19-level incremental pay structure will be introduced wef 1 Apr 24 (see paragraph 2m of this Directed Letter). 2024 rates are at 2023 levels and will increase in line with the 2024 pay award once agreed and announced.

**ROYAL GIB REGT OTHER RANKS - REGULAR (11.5% X-FACTOR) SUPPLEMENTS 1 – 4
RATES 2023-24**

ROYAL GIB REGT REGULAR OTHER RANKS PAY RATES						
RANK	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4	
OR9	OR9-06	£57,024.60	£57,024.60	£57,024.60	£58,536.48	
	OR9-05	£56,456.88	£56,456.88	£56,456.88	£58,024.68	
	OR9-04	£55,837.44	£55,837.44	£55,837.44	£57,481.32	
	OR9-03	£55,217.40	£55,217.40	£55,217.40	£56,944.80	
	OR9-02	£54,905.76	£54,905.76	£54,929.04	£56,481.00	
	OR9-01	£54,905.76	£54,905.76	£54,929.04	£56,481.00	
OR8	OR8-06	£51,144.00	£52,734.48	£53,846.76	£55,368.00	
	OR8-05	£50,302.80	£52,069.56	£53,532.96	£55,054.56	
	OR8-04	£49,480.44	£51,384.84	£53,199.36	£54,720.24	
	OR8-03	£48,537.24	£50,695.44	£52,827.36	£54,322.32	
	OR8-02	£47,539.92	£49,698.12	£52,096.20	£53,763.36	
	OR8-01	£47,539.92	£49,698.12	£52,096.20	£53,763.36	
OR7	OR7-06	£46,540.08	£48,444.72	£50,690.88	£52,326.00	
	OR7-05	£45,834.48	£47,740.20	£49,712.16	£51,531.96	
	OR7-04	£45,160.20	£47,066.04	£48,861.72	£50,681.40	
	OR7-03	£44,461.92	£46,366.44	£48,033.48	£49,854.72	
	OR7-02	£43,799.04	£45,600.96	£47,206.32	£49,072.68	
	OR7-01	£43,799.04	£45,600.96	£47,206.32	£49,072.68	
OR6	OR6-06	£42,936.00	£44,702.40	£46,235.52	£48,037.92	
	OR6-05	£41,931.72	£43,619.64	£45,105.60	£46,830.48	
	OR6-04	£40,937.16	£42,421.44	£44,030.64	£45,668.64	
	OR6-03	£39,955.92	£41,331.36	£42,998.28	£44,519.76	
	OR6-02	£39,052.56	£40,329.96	£41,989.56	£43,297.44	
	OR6-01	£39,052.56	£40,329.96	£41,989.56	£43,297.44	
OR4	OR4-06	£37,189.44	£38,405.76	£39,986.28	£41,153.04	
	OR4-05	£36,681.00	£37,898.40	£39,291.00	£40,365.24	
	OR4-04	£36,200.28	£37,400.28	£38,501.04	£39,442.80	
	OR4-03	£35,685.96	£36,690.24	£37,675.56	£38,561.52	
	OR4-02	£34,782.36	£35,765.76	£36,722.88	£37,610.16	
	OR4-01	£34,782.36	£35,765.76	£36,722.88	£37,610.16	
OR2	OR3	OR3-03	£32,715.36	£33,592.68	£34,280.64	£34,930.44
	OR2	OR2-09/ OR3-02	£31,305.84	£32,101.44	£32,709.24	£33,271.20
		OR2-08/ OR3-01	£29,962.80	£30,635.88	£31,215.12	£31,742.04
	OR2	OR2-07	£28,701.12	£29,251.44	£29,830.68	£30,199.20
		OR2-06	£27,474.12	£27,855.12	£28,332.84	£28,687.20
		OR2-05	£26,514.00	£26,531.04	£26,912.16	£27,266.88
		OR2-04	£25,257.12	£25,540.56	£25,835.04	£25,835.04
		OR2-03	£23,761.20	£23,761.20	£23,761.20	£23,760.96
		OR2-02	£23,761.20	£23,761.20	£23,761.20	£23,760.96
		OR2-01	£22,880.28	£22,880.28	£22,880.28	£22,880.28
New Entrants		INITIAL PAY	£18,196.92			

ROYAL GIB REGT OFFICERS – FTRS (LC) / PTVR (5% X-FACTOR) RATES 2023-24

ROYAL GIB REGT OFFICERS FTRS (LC) / PTVR PAY RATES			
RANK	INCREMENT	ANNUAL RATES	DAILY RATES
OF4	OF4-08	£86,886.60	£237.88
	OF4-07	£84,990.00	£232.69
	OF4-06	£83,092.56	£227.50
	OF4-05	£81,195.84	£222.30
	OF4-04	£80,577.96	£220.61
	OF4-03	£78,591.96	£215.17
	OF4-02	£76,594.32	£209.70
	OF4-01	£76,594.32	£209.70
OF3	OF3-08	£65,494.32	£179.31
	OF3-07	£63,718.44	£174.45
	OF3-06	£61,942.20	£169.59
	OF3-05	£60,166.32	£164.73
	OF3-04	£58,390.08	£159.86
	OF3-03	£56,613.72	£155.00
	OF3-02	£54,837.84	£150.14
	OF3-01	£54,837.84	£150.14
OF2	OF2-08	£51,823.20	£141.88
	OF2-07	£50,473.32	£138.19
	OF2-06	£49,123.68	£134.49
	OF2-05	£47,773.32	£130.80
	OF2-04	£46,423.56	£127.10
	OF2-03	£45,073.56	£123.40
	OF2-02	£43,723.68	£119.71
	OF2-01	£43,723.68	£119.71
OF1	OF1-05	£37,838.16	£103.60
	OF1-04	£36,664.92	£100.38
	OF1-03	£35,492.40	£97.17
	OF1-02	£34,319.88	£93.96
	OF1-01	£28,707.36	£78.60

Appendix 28 Annex A to AFREM.PAYDEL.COMMS/PR23 dated 24 July 2023

ROYAL GIB REGT OCFR – FTRS (LC) / PTVR (5% X-FACTOR) RATES 2023-24

RANK	ROYAL GIB REGT OCFR FTRS (LC) / PTVR PAY RATES					
	INCREMENT	OCFR		INCREMENT	OCFR ³⁸	
		Annual	Daily		Annual	Daily
		wef 1 Apr 23			wef 1 Apr 24	
OF1 / OF2	OF1/2-OCFR-15	£58,133.64	£159.16			
	OF1/2-OCFR-14	£57,759.36	£158.14	OF1/2-OCFR-19	£57,759.36	£158.14
	OF1/2-OCFR-13	£57,366.12	£157.06	OF1/2-OCFR-18	£57,366.12	£157.06
	OF1/2-OCFR-12	£56,603.76	£154.97	OF1/2-OCFR-17	£56,603.76	£154.97
	OF1/2-OCFR-11	£55,845.36	£152.90	OF1/2-OCFR-16	£55,845.36	£152.90
	OF1/2-OCFR-10	£55,078.08	£150.80	OF1/2-OCFR-15	£55,078.08	£150.80
	OF1/2-OCFR-9	£54,315.12	£148.71	OF1/2-OCFR-14	£54,315.12	£148.71
	OF1/2-OCFR-8	£53,552.28	£146.62	OF1/2-OCFR-13	£53,552.28	£146.62
	OF1/2-OCFR-7	£52,600.08	£144.01	OF1/2-OCFR-12	£52,600.08	£144.01
	OF1/2-OCFR-6	£52,012.68	£142.40	OF1/2-OCFR-11	£52,012.68	£142.40
	OF1/2-OCFR-5	£51,415.92	£140.77	OF1/2-OCFR-10	£51,415.92	£140.77
	OF1/2-OCFR-4	£50,237.76	£137.54	OF1/2-OCFR-9	£50,237.76	£137.54
	OF1/2-OCFR-3	£49,650.36	£135.94	OF1/2-OCFR-8	£49,650.36	£135.94
	OF1/2-OCFR-2	£49,049.52	£134.29	OF1/2-OCFR-7	£49,049.52	£134.29
	OF1/2-OCFR-1	£47,874.84	£131.07	OF1/2-OCFR-6	£47,874.84	£131.07
				OF1/2-OCFR-5	£46,700.16	£127.86
				OF1/2-OCFR-4	£45,525.48	£124.64
				OF1/2-OCFR-3	£44,350.80	£121.43
				OF1/2-OCFR-2	£43,176.24	£118.21
			OF1/2-OCFR-1	£42,001.56	£114.99	

³⁸ A new 19-level incremental pay structure will be introduced wef 1 Apr 24 (see paragraph 2m of this Directed Letter). 2024 rates are at 2023 levels and will increase in line with the 2024 pay award once agreed and announced.

ROYAL GIB REGT OTHER RANKS – FTRS (LC) / PTVR (5% X-FACTOR)**SUPPLEMENTS 1 AND 2 RATES 2023-24**

ROYAL GIB REG FTRS (LC) / PTVR OTHER RANKS PAY RATES						
RANK	INCREMENT	SUPPLEMENT 1		SUPPLEMENT 2		
		FTRS(LC)	DAILY RATES	FTRS(LC)	DAILY RATES	
OR9	OR9-06	£53,700.36	£147.02	£53,700.36	£147.02	
	OR9-05	£53,165.76	£145.56	£53,165.76	£145.56	
	OR9-04	£52,582.32	£143.97	£52,582.32	£143.97	
	OR9-03	£51,998.40	£142.36	£51,998.40	£142.36	
	OR9-02	£51,705.00	£141.56	£51,705.00	£141.56	
	OR9-01	£51,705.00	£141.56	£51,705.00	£141.56	
OR8	OR8-06	£48,162.48	£131.86	£49,660.20	£135.96	
	OR8-05	£47,370.36	£129.70	£49,034.16	£134.25	
	OR8-04	£46,595.88	£127.57	£48,389.28	£132.48	
	OR8-03	£45,707.76	£125.14	£47,740.20	£130.70	
	OR8-02	£44,768.52	£122.57	£46,800.96	£128.13	
	OR8-01	£44,768.52	£122.57	£46,800.96	£128.13	
OR7	OR7-06	£43,827.00	£119.99	£45,620.52	£124.90	
	OR7-05	£43,162.56	£118.18	£44,957.16	£123.08	
	OR7-04	£42,527.52	£116.43	£44,322.24	£121.35	
	OR7-03	£41,869.92	£114.63	£43,663.44	£119.54	
	OR7-02	£41,245.68	£112.93	£42,942.60	£117.57	
	OR7-01	£41,245.68	£112.93	£42,942.60	£117.57	
OR6	OR6-06	£40,433.04	£110.70	£42,096.48	£115.26	
	OR6-05	£39,487.32	£108.11	£41,076.72	£112.47	
	OR6-04	£38,550.72	£105.55	£39,948.48	£109.37	
	OR6-03	£37,626.60	£103.02	£38,921.88	£106.56	
	OR6-02	£36,776.04	£100.68	£37,978.92	£103.98	
	OR6-01	£36,776.04	£100.68	£37,978.92	£103.98	
OR4	OR4-06	£35,021.40	£95.89	£36,166.92	£99.02	
	OR4-05	£34,542.60	£94.57	£35,689.08	£97.71	
	OR4-04	£34,089.96	£93.33	£35,220.00	£96.43	
	OR4-03	£33,605.64	£92.01	£34,551.36	£94.59	
	OR4-02	£32,754.72	£89.68	£33,680.76	£92.21	
	OR4-01	£32,754.72	£89.68	£33,680.76	£92.21	
OR2	OR3	OR3-03	£30,808.08	£84.35	£31,634.28	£86.61
	OR2-09/ OR3-02	£29,480.88	£80.71	£30,230.04	£82.76	
	OR2-08/ OR3-01	£28,216.08	£77.25	£28,849.92	£78.99	
	OR2-07	£27,027.96	£73.99	£27,546.24	£75.42	
	OR2-06	£25,872.48	£70.83	£26,231.28	£71.82	
	OR2-05	£24,968.28	£68.36	£24,984.36	£68.41	
	OR2-04	£23,784.72	£65.12	£24,051.60	£65.85	
	OR2-03	£22,375.92	£61.26	£22,375.92	£61.26	
	OR2-02	£22,375.92	£61.26	£22,375.92	£61.26	
	OR2-01	£21,546.48	£58.99	£21,546.48	£58.99	
NEW ENTRANTS	INITIAL PAY	£17,136.12	£46.91	£17,136.12	£46.91	

SUPPLEMENTS 3 AND 4 RATES 2023-24

ROYAL GIB REG FTRS (LC) / PTVR OTHER RANKS PAY RATES						
RANK	INCREMENT	SUPPLEMENT 3		SUPPLEMENT 4		
		FTRS(LC)	DAILY RATES	FTRS(LC)	DAILY RATES	
OR9	OR9-06	£53,700.36	£147.02	£55,124.04	£150.92	
	OR9-05	£53,165.76	£145.56	£54,642.00	£149.60	
	OR9-04	£52,582.32	£143.97	£54,130.32	£148.20	
	OR9-03	£51,998.40	£142.36	£53,625.12	£146.82	
	OR9-02	£51,726.96	£141.62	£53,188.44	£145.62	
	OR9-01	£51,726.96	£141.62	£53,188.44	£145.62	
OR8	OR8-06	£50,707.68	£138.83	£52,140.36	£142.75	
	OR8-05	£50,412.24	£138.02	£51,845.04	£141.94	
	OR8-04	£50,098.08	£137.16	£51,530.28	£141.08	
	OR8-03	£49,747.68	£136.21	£51,155.52	£140.06	
	OR8-02	£49,059.24	£134.32	£50,629.20	£138.61	
	OR8-01	£49,059.24	£134.32	£50,629.20	£138.61	
OR7	OR7-06	£47,735.88	£130.69	£49,275.60	£134.90	
	OR7-05	£46,814.16	£128.17	£48,527.88	£132.87	
	OR7-04	£46,013.28	£125.98	£47,726.88	£130.67	
	OR7-03	£45,233.40	£123.84	£46,948.32	£128.54	
	OR7-02	£44,454.48	£121.71	£46,211.88	£126.52	
	OR7-01	£44,454.48	£121.71	£46,211.88	£126.52	
OR6	OR6-06	£43,540.20	£119.21	£45,237.48	£123.86	
	OR6-05	£42,476.16	£116.30	£44,100.48	£120.74	
	OR6-04	£41,463.84	£113.53	£43,006.32	£117.75	
	OR6-03	£40,491.60	£110.86	£41,924.52	£114.79	
	OR6-02	£39,541.68	£108.26	£40,773.36	£111.64	
	OR6-01	£39,541.68	£108.26	£40,773.36	£111.64	
OR4	OR4-06	£37,655.28	£103.10	£38,754.00	£106.10	
	OR4-05	£37,000.56	£101.30	£38,012.04	£104.08	
	OR4-04	£36,256.68	£99.27	£37,143.36	£101.69	
	OR4-03	£35,479.20	£97.14	£36,313.56	£99.42	
	OR4-02	£34,582.08	£94.68	£35,417.64	£96.97	
	OR4-01	£34,582.08	£94.68	£35,417.64	£96.97	
OR2	OR3	OR3-03	£32,282.16	£88.39	£32,894.16	£90.06
	OR2-09/ OR3-02	£30,802.44	£84.34	£31,331.64	£85.78	
	OR2-08/ OR3-01	£29,395.44	£80.48	£29,891.64	£81.84	
	OR2-07	£28,091.76	£76.91	£28,438.68	£77.86	
	OR2-06	£26,681.16	£73.05	£27,014.88	£73.96	
	OR2-05	£25,343.28	£69.38	£25,677.24	£70.30	
	OR2-04	£24,328.92	£66.61	£24,328.92	£66.61	
	OR2-03	£22,375.92	£61.26	£22,375.80	£61.26	
	OR2-02	£22,375.92	£61.26	£22,375.80	£61.26	
	OR2-01	£21,546.48	£58.99	£21,546.48	£58.99	
NEW ENTRANTS	INITIAL PAY	£17,136.12	£46.91	£17,136.12	£46.91	

PART-TIME VOLUNTEER RESERVE (PTVR) OFFICER³⁹ AND NURSING OFFICER⁴⁰
RATES 2023-24

RANK	PTVR OFFICER AND NURSING OFFICER PAY RATES				
	INCREMENT	OFFICERS		NURSING OFFICERS	
		ANNUAL	DAILY RATE	ANNUAL	DAILY RATE
OF7 ⁴¹	OF7-5	£143,532.12	£392.97		
	OF7-4	£140,743.20	£385.33		
	OF7-3	£138,007.80	£377.84		
	OF7-2	£135,326.16	£370.50		
	OF7-1	£132,696.60	£363.30		
OF6	OF6-06	£120,129.36	£328.90		
	OF6-05	£118,924.20	£325.60		
	OF6-04	£117,718.92	£322.30		
	OF6-03	£116,513.64	£319.00		
	OF6-02	£115,308.36	£315.70		
OF5	OF6-01	£115,308.36	£315.70		
	OF5-08	£104,292.12	£285.54	£106,467.24	£291.49
	OF5-07	£102,638.04	£281.01	£104,765.16	£286.83
	OF5-06	£100,983.48	£276.48	£103,063.32	£282.17
	OF5-05	£99,329.40	£271.95	£101,361.36	£277.51
	OF5-04	£97,674.84	£267.42	£99,659.28	£272.85
	OF5-03	£96,020.52	£262.89	£97,957.32	£268.19
OF4	OF5-02	£94,366.20	£258.36	£96,255.60	£263.53
	OF5-01	£94,366.20	£258.36	£96,255.60	£263.53
	OF4-08	£86,886.60	£237.88	£89,282.16	£244.44
	OF4-07	£84,990.00	£232.69	£87,328.92	£239.09
	OF4-06	£83,092.56	£227.50	£85,375.32	£233.74
	OF4-05	£81,195.84	£222.30	£83,421.72	£228.40
	OF4-04	£80,577.96	£220.61	£82,782.36	£226.65
	OF4-03	£78,591.96	£215.17	£80,737.08	£221.05
OF3	OF4-02	£76,594.32	£209.70	£78,679.92	£215.41
	OF4-01	£76,594.32	£209.70	£78,679.92	£215.41
	OF3-08	£65,494.32	£179.31	£69,577.44	£190.49
	OF3-07	£63,718.44	£174.45	£67,546.32	£184.93
	OF3-06	£61,942.20	£169.59	£65,514.96	£179.37
	OF3-05	£60,166.32	£164.73	£63,483.72	£173.81
	OF3-04	£58,390.08	£159.86	£61,452.12	£168.25
	OF3-03	£56,613.72	£155.00	£59,421.12	£162.69
OF2	OF3-02	£54,837.84	£150.14	£57,389.76	£157.12
	OF3-01	£54,837.84	£150.14	£57,389.76	£157.12
	OF2-08	£51,823.20	£141.88	£54,524.16	£149.28
	OF2-07	£50,473.32	£138.19	£52,931.88	£144.92
	OF2-06	£49,123.68	£134.49	£51,339.24	£140.56
	OF2-05	£47,773.32	£130.80	£49,746.84	£136.20
	OF2-04	£46,423.56	£127.10	£48,154.32	£131.84
	OF2-03	£45,073.56	£123.40	£46,562.16	£127.48
OF1	OF2-02	£43,723.68	£119.71	£44,969.40	£123.12
	OF2-01	£43,723.68	£119.71	£44,969.40	£123.12
	OF1-05	£37,838.16	£103.60	£39,144.60	£107.17
	OF1-04	£36,664.92	£100.38	£37,931.28	£103.85
	OF1-03	£35,492.40	£97.17	£36,716.76	£100.53
	OF1-02	£34,319.88	£93.96	£35,502.48	£97.20
	OF1-01	£28,707.36	£78.60	£29,690.04	£81.29

³⁹ See [JSP 754](#) for full eligibility regarding access to and progression through the Officers' pay spine.

⁴⁰ See [JSP 754](#), Chapter 4, Section 13 for full eligibility regarding access to and progression through the Nursing Officers' pay spine.

⁴¹ As at 1 Apr 23 IL1 will be removed from both the OF7 and OF8 pay scales to provide a minimum 10% increase upon each promotion. Senior officers on the current pay spine will transition to the new pay levels. OF7 and OF8 will both transition as follows: IL1 (old) will be paid from IL1 (new); IL2 (old) will be paid from IL1 (new); IL3 (old) will be paid from IL2 (new); IL4 (old) will be paid from IL3 (new); IL5 (old) will be paid from IL4 (new); IL6 (old) will be paid from IL5 (new). Pay will be adjusted and backdated wef 1 Apr 23.

PART-TIME VOLUNTEER RESERVE (PTVR) OCFR AND SF OCFR⁴² RATES 2023-24

RANK	PTVR OCFR PAY RATES					
	INCREMENT	OCFR		INCREMENT	OCFR ⁴³	
		Annual	Daily		Annual	Daily
		wef 1 Apr 23			wef 1 Apr 24	
OF1 / OF2	OF1/2-OCFR-15	£58,133.64	£159.16			
	OF1/2-OCFR-14	£57,759.36	£158.14	OF1/2-OCFR-19	£57,759.36	£158.14
	OF1/2-OCFR-13	£57,366.12	£157.06	OF1/2-OCFR-18	£57,366.12	£157.06
	OF1/2-OCFR-12	£56,603.76	£154.97	OF1/2-OCFR-17	£56,603.76	£154.97
	OF1/2-OCFR-11	£55,845.36	£152.90	OF1/2-OCFR-16	£55,845.36	£152.90
	OF1/2-OCFR-10	£55,078.08	£150.80	OF1/2-OCFR-15	£55,078.08	£150.80
	OF1/2-OCFR-9	£54,315.12	£148.71	OF1/2-OCFR-14	£54,315.12	£148.71
	OF1/2-OCFR-8	£53,552.28	£146.62	OF1/2-OCFR-13	£53,552.28	£146.62
	OF1/2-OCFR-7	£52,600.08	£144.01	OF1/2-OCFR-12	£52,600.08	£144.01
	OF1/2-OCFR-6	£52,012.68	£142.40	OF1/2-OCFR-11	£52,012.68	£142.40
	OF1/2-OCFR-5	£51,415.92	£140.77	OF1/2-OCFR-10	£51,415.92	£140.77
	OF1/2-OCFR-4	£50,237.76	£137.54	OF1/2-OCFR-9	£50,237.76	£137.54
	OF1/2-OCFR-3	£49,650.36	£135.94	OF1/2-OCFR-8	£49,650.36	£135.94
	OF1/2-OCFR-2	£49,049.52	£134.29	OF1/2-OCFR-7	£49,049.52	£134.29
	OF1/2-OCFR-1	£47,874.84	£131.07	OF1/2-OCFR-6	£47,874.84	£131.07
				OF1/2-OCFR-5	£46,700.16	£127.86
				OF1/2-OCFR-4	£45,525.48	£124.64
				OF1/2-OCFR-3	£44,350.80	£121.43
				OF1/2-OCFR-2	£43,176.24	£118.21
			OF1/2-OCFR-1	£42,001.56	£114.99	

⁴² See [JSP 754](#), Chapter 4, Section 3 for full eligibility regarding access to and progression through the two OCFRs' pay spines.

⁴³ A new 19-level incremental pay structure will be introduced wef 1 Apr 24 (see paragraph 2m of this Directed Letter). 2024 rates are at 2023 levels and will increase in line with the 2024 pay award once agreed and announced.

RANK	FTRS(LC) OFFICERS PAY RATES		
	INCREMENT	SF OCFR	
		ANNUAL	DAILY RATE
OF3	OF3-SF-OCFR-9	£76,492.44	£209.42
	OF3-SF-OCFR-8	£75,734.28	£207.35
	OF3-SF-OCFR-7	£74,976.00	£205.27
	OF3-SF-OCFR-6	£74,222.52	£203.21
	OF3-SF-OCFR-5	£73,468.92	£201.15
	OF3-SF-OCFR-4	£72,918.84	£199.64
	OF3-SF-OCFR-3	£71,952.60	£196.99
	OF3-SF-OCFR-2	£71,198.64	£194.93
	OF3-SF-OCFR-1	£70,445.16	£192.86
OF1/OF2	OF1/2-SF-OCFR-15	£71,148.48	£194.80
	OF1/2-SF-OCFR-14	£70,741.20	£193.68
	OF1/2-SF-OCFR-13	£70,339.20	£192.58
	OF1/2-SF-OCFR-12	£69,322.32	£189.80
	OF1/2-SF-OCFR-11	£68,300.40	£186.99
	OF1/2-SF-OCFR-10	£67,278.60	£184.20
	OF1/2-SF-OCFR-9	£66,266.04	£181.43
	OF1/2-SF-OCFR-8	£65,239.80	£178.62
	OF1/2-SF-OCFR-7	£64,218.00	£175.82
	OF1/2-SF-OCFR-6	£63,418.08	£173.63
	OF1/2-SF-OCFR-5	£62,654.88	£171.54
	OF1/2-SF-OCFR-4	£61,883.40	£169.43
	OF1/2-SF-OCFR-3	£61,107.24	£167.31
	OF1/2-SF-OCFR-2	£60,335.16	£165.19
	OF1/2-SF-OCFR-1	£59,562.60	£163.08

PART-TIME VOLUNTEER RESERVE (PTVR) VETERINARY OFFICER⁴⁴ RATES 2023-24

RANK	PTVR VETERINARY OFFICERS PAY RATES		
	INCREMENT	ANNUAL	DAILY RATE
OF4	VETS-OF4-5	£84,574.32	£231.56
	VETS-OF4-4	£83,307.24	£228.08
	VETS-OF4-3	£82,044.72	£224.63
	VETS-OF4-2	£80,773.68	£221.15
	VETS-OF4-1	£79,516.20	£217.71
OF2/OF3	VETS-OF2/3-22	£77,218.56	£211.42
	VETS-OF2/3-21	£75,642.12	£207.09
	VETS-OF2/3-20	£74,060.76	£202.77
	VETS-OF2/3-19	£72,483.84	£198.45
	VETS-OF2/3-18	£70,912.08	£194.15
	VETS-OF2/3-17	£69,331.08	£189.82
	VETS-OF2/3-16	£67,759.20	£185.51
	VETS-OF2/3-15	£66,173.76	£181.18
	VETS-OF2/3-14	£64,610.88	£176.89
	VETS-OF2/3-13	£63,242.40	£173.15
	VETS-OF2/3-12	£61,892.28	£169.45
	VETS-OF2/3-11	£60,376.20	£165.30
	VETS-OF2/3-10	£58,854.84	£161.13
	VETS-OF2/3-9	£57,338.88	£156.99
	VETS-OF2/3-8	£55,831.44	£152.86
	VETS-OF2/3-7	£54,315.12	£148.71
	VETS-OF2/3-6	£52,798.92	£144.55
	VETS-OF2/3-5	£51,286.68	£140.42
	VETS-OF2/3-4	£49,770.72	£136.27
	VETS-OF2/3-3	£48,258.60	£132.12
VETS-OF2/3-2	£46,742.52	£127.97	
VETS-OF2/3-1	£43,723.68	£119.71	

⁴⁴ 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 OFFICERS⁴⁵ RATES 2023-24

RANK	PTVR CHAPLAIN OFFICERS PAY RATES		
	INCREMENT	CHAPLAINS	DAILY RATE
OF7	OF7-C-5	£119,039.40	£325.92
	OF7-C-4	£117,808.92	£322.55
	OF7-C-3	£116,594.04	£319.22
	OF7-C-2	£115,374.24	£315.88
	OF7-C-1	£114,153.84	£312.54
DCG	DCG-5	£102,420.24	£280.42
	DCG-4	£101,160.24	£276.97
	DCG-3	£99,900.12	£273.52
	DCG-2	£98,644.68	£270.08
	DCG-1	£97,389.60	£266.64
CLASS 1	C1-6	£94,659.72	£259.16
	C1-5	£93,404.28	£255.73
	C1-4	£92,143.80	£252.27
	C1-3	£90,888.12	£248.84
	C1-2	£89,124.24	£244.01
	C1-1	£87,359.76	£239.18
CLASS 2 - 4	C2/4-20	£79,053.72	£216.44
	C2/4-19	£77,546.52	£212.31
	C2/4-18	£76,007.16	£208.10
	C2/4-17	£74,462.88	£203.87
	C2/4-16	£72,928.44	£199.67
	C2/4-15	£71,388.60	£195.45
	C2/4-14	£69,853.56	£191.25
	C2/4-13	£68,314.32	£187.04
	C2/4-12	£66,779.04	£182.83
	C2/4-11	£65,239.68	£178.62
	C2/4-10	£63,704.76	£174.42
	C2/4-9	£62,169.96	£170.22
	C2/4-8	£60,625.68	£165.98
	C2/4-7	£59,095.44	£161.79
	C2/4-6	£57,556.20	£157.58
	C2/4-5	£56,021.16	£153.37
	C2/4-4	£54,477.00	£149.15
	C2/4-3	£52,946.88	£144.96
	C2/4-2	£51,397.68	£140.72
C2/4-1	£49,867.44	£136.53	

⁴⁵ 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 RANKS⁴⁶**SUPPLEMENTS 1 AND 2 RATES 2023-24**

PTVR OTHER RANKS PAY RATES					
RANK	INCREMENT	SUPPLEMENT 1	DAILY RATE	SUPPLEMENT 2	DAILY RATE
OR9	OR9-06	£53,700.36	£147.02	£53,700.36	£147.02
	OR9-05	£53,165.76	£145.56	£53,165.76	£145.56
	OR9-04	£52,582.32	£143.97	£52,582.32	£143.97
	OR9-03	£51,998.40	£142.36	£51,998.40	£142.36
	OR9-02	£51,705.00	£141.56	£51,705.00	£141.56
	OR9-01	£51,705.00	£141.56	£51,705.00	£141.56
OR7/ OR8	OR7-12/ OR8-06	£48,162.48	£131.86	£49,660.20	£135.96
	OR7-11/ OR8-05	£47,370.36	£129.70	£49,034.16	£134.25
	OR7-10/ OR8-04	£46,595.88	£127.57	£48,389.28	£132.48
	OR7-09/ OR8-03	£45,707.76	£125.14	£47,740.20	£130.70
	OR7-08/ OR8-02	£44,768.52	£122.57	£46,800.96	£128.13
	OR7-07/ OR8-01	£44,768.52	£122.57	£46,800.96	£128.13
	OR7-06	£43,827.00	£119.99	£45,620.52	£124.90
	OR7-05	£43,162.56	£118.18	£44,957.16	£123.08
	OR7-04	£42,527.52	£116.43	£44,322.24	£121.35
	OR7-03	£41,869.92	£114.63	£43,663.44	£119.54
	OR7-02	£41,245.68	£112.93	£42,942.60	£117.57
	OR7-01	£41,245.68	£112.93	£42,942.60	£117.57
OR6	OR6-06	£40,433.04	£110.70	£42,096.48	£115.26
	OR6-05	£39,487.32	£108.11	£41,076.72	£112.47
	OR6-04	£38,550.72	£105.55	£39,948.48	£109.37
	OR6-03	£37,626.60	£103.02	£38,921.88	£106.56
	OR6-02	£36,776.04	£100.68	£37,978.92	£103.98
	OR6-01	£36,776.04	£100.68	£37,978.92	£103.98
OR4	OR4-06	£35,021.40	£95.89	£36,166.92	£99.02
	OR4-05	£34,542.60	£94.57	£35,689.08	£97.71
	OR4-04	£34,089.96	£93.33	£35,220.00	£96.43
	OR4-03	£33,605.64	£92.01	£34,551.36	£94.59
	OR4-02	£32,754.72	£89.68	£33,680.76	£92.21
	OR4-01	£32,754.72	£89.68	£33,680.76	£92.21
OR2/ OR3	OR2-10/ OR3-03	£30,808.08	£84.35	£31,634.28	£86.61
	OR2-09/ OR3-02	£29,480.88	£80.71	£30,230.04	£82.76
	OR2-08/ OR3-01	£28,216.08	£77.25	£28,849.92	£78.99
	OR2-07	£27,027.96	£73.99	£27,546.24	£75.42
	OR2-06	£25,872.48	£70.83	£26,231.28	£71.82
	OR2-05	£24,968.28	£68.36	£24,984.36	£68.41
	OR2-04	£23,784.72	£65.12	£24,051.60	£65.85
	OR2-03	£22,375.92	£61.26	£22,375.92	£61.26
	OR2-02	£22,375.92	£61.26	£22,375.92	£61.26
OR2-01	£21,546.48	£58.99	£21,546.48	£58.99	
New Entrants	INITIAL PAY	£17,136.12	£46.91	£17,136.12	£46.91

⁴⁶ See [JSP 754](#) for full eligibility regarding access to and progression through the Other Ranks' pay spine.

SUPPLEMENTS 3 AND 4 RATES 2023-24

RANK	PTVR OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 3	DAILY RATE	SUPPLEMENT 4	DAILY RATE
OR9	OR9-06	£53,700.36	£147.02	£55,124.04	£150.92
	OR9-05	£53,165.76	£145.56	£54,642.00	£149.60
	OR9-04	£52,582.32	£143.97	£54,130.32	£148.20
	OR9-03	£51,998.40	£142.36	£53,625.12	£146.82
	OR9-02	£51,726.96	£141.62	£53,188.44	£145.62
	OR9-01	£51,726.96	£141.62	£53,188.44	£145.62
OR7/ OR8	OR7-12/ OR8-06	£50,707.68	£138.83	£52,140.36	£142.75
	OR7-11/ OR8-05	£50,412.24	£138.02	£51,845.04	£141.94
	OR7-10/ OR8-04	£50,098.08	£137.16	£51,530.28	£141.08
	OR7-09/ OR8-03	£49,747.68	£136.21	£51,155.52	£140.06
	OR7-08/ OR8-02	£49,059.24	£134.32	£50,629.20	£138.61
	OR7-07/ OR8-01	£49,059.24	£134.32	£50,629.20	£138.61
	OR7-06	£47,735.88	£130.69	£49,275.60	£134.90
	OR7-05	£46,814.16	£128.17	£48,527.88	£132.87
	OR7-04	£46,013.28	£125.98	£47,726.88	£130.67
	OR7-03	£45,233.40	£123.84	£46,948.32	£128.54
	OR7-02	£44,454.48	£121.71	£46,211.88	£126.52
	OR7-01	£44,454.48	£121.71	£46,211.88	£126.52
OR6	OR6-06	£43,540.20	£119.21	£45,237.48	£123.86
	OR6-05	£42,476.16	£116.30	£44,100.48	£120.74
	OR6-04	£41,463.84	£113.53	£43,006.32	£117.75
	OR6-03	£40,491.60	£110.86	£41,924.52	£114.79
	OR6-02	£39,541.68	£108.26	£40,773.36	£111.64
	OR6-01	£39,541.68	£108.26	£40,773.36	£111.64
OR4	OR4-06	£37,655.28	£103.10	£38,754.00	£106.10
	OR4-05	£37,000.56	£101.30	£38,012.04	£104.08
	OR4-04	£36,256.68	£99.27	£37,143.36	£101.69
	OR4-03	£35,479.20	£97.14	£36,313.56	£99.42
	OR4-02	£34,582.08	£94.68	£35,417.64	£96.97
	OR4-01	£34,582.08	£94.68	£35,417.64	£96.97
OR2/ OR3	OR2-10/ OR3-03	£32,282.16	£88.39	£32,894.16	£90.06
	OR2-09/ OR3-02	£30,802.44	£84.34	£31,331.64	£85.78
	OR2-08/ OR3-01	£29,395.44	£80.48	£29,891.64	£81.84
	OR2-07	£28,091.76	£76.91	£28,438.68	£77.86
	OR2-06	£26,681.16	£73.05	£27,014.88	£73.96
	OR2-05	£25,343.28	£69.38	£25,677.24	£70.30
	OR2-04	£24,328.92	£66.61	£24,328.92	£66.61
	OR2-03	£22,375.92	£61.26	£22,375.80	£61.26
	OR2-02	£22,375.92	£61.26	£22,375.80	£61.26
OR2-01	£21,546.48	£58.99	£21,546.48	£58.99	
New Entrants	INITIAL PAY	£17,136.12	£46.91	£17,136.12	£46.91

PART-TIME VOLUNTEER RESERVE (PTVR) NURSING OTHER RANKS⁴⁷ RATES 2023-24

PTVR NURSES OTHER RANKS PAY RATES			
RANK	INCREMENT	ANNUAL RATE	DAILY RATE
OR9	OR9-06	£55,811.52	£152.81
	OR9-05	£55,233.24	£151.22
	OR9-04	£54,654.60	£149.64
	OR9-03	£54,076.08	£148.05
	OR9-02	£53,520.72	£146.53
	OR9-01	£53,520.72	£146.53
OR7/OR8	OR7-12/ OR8-06	£52,466.16	£143.64
	OR7-11/ OR8-05	£51,722.76	£141.61
	OR7-10/ OR8-04	£50,978.88	£139.58
	OR7-09/ OR8-03	£50,235.00	£137.54
	OR7-08/ OR8-02	£49,514.64	£135.57
	OR7-07/ OR8-01	£49,514.64	£135.57
	OR7-06	£48,539.04	£132.89
	OR7-05	£47,787.60	£130.84
	OR7-04	£47,036.88	£128.78
	OR7-03	£46,285.92	£126.72
	OR7-02	£45,534.84	£124.67
	OR7-01	£45,534.84	£124.67
OR6	OR6-06	£44,617.32	£122.16
	OR6-05	£43,782.48	£119.87
	OR6-04	£42,947.88	£117.59
	OR6-03	£42,113.28	£115.30
	OR6-02	£41,289.72	£113.04
	OR6-01	£41,289.72	£113.04
OR4	OR4-06	£39,319.80	£107.66
	OR4-05	£38,295.84	£104.85
	OR4-04	£37,271.28	£102.04
	OR4-03	£36,246.72	£99.24
	OR4-02	£35,222.64	£96.43
	OR4-01	£35,222.64	£96.43
OR2/OR3	OR2-10/ OR3-03	£33,589.20	£91.96
	OR2-09/ OR3-02	£31,959.96	£87.50
	OR2-08/ OR3-01	£30,330.60	£83.04
	OR2-07	£28,701.72	£78.58
	OR2-06	£27,072.36	£74.12
	OR2-05	£25,443.24	£69.66
	OR2-04	£24,063.84	£65.89
	OR2-03	£22,434.72	£61.43
	OR2-02	£22,434.72	£61.43
OR2-01	£21,546.48	£58.99	
New Entrants	INITIAL PAY	£17,136.12	£46.91

⁴⁷ 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 RANKS⁴⁸ RATES 2023-24

PTVR SF OTHER RANKS PAY RATES				
RANK	INCREMENT	ANNUAL RATE	DAILY RATE	
OR9	OR9-06	£67,033.56	£183.53	
	OR9-05	£66,384.96	£181.75	
	OR9-04	£65,736.12	£179.98	
	OR9-03	£65,087.52	£178.20	
	OR9-02	£64,438.68	£176.42	
	OR9-01	£63,814.56	£174.72	
OR8	OR8-06	£62,557.20	£171.28	
	OR8-05	£61,848.12	£169.33	
	OR8-04	£61,139.16	£167.39	
	OR8-03	£60,429.72	£165.45	
	OR8-02	£59,720.64	£163.51	
	OR8-01	£59,035.68	£161.63	
OR7	OR7-06	£57,872.40	£158.44	
	OR7-05	£57,163.32	£156.50	
	OR7-04	£56,454.36	£154.56	
	OR7-03	£55,745.28	£152.62	
	OR7-02	£55,035.96	£150.68	
	OR7-01	£54,350.64	£148.81	
OR6	OR6-06	£53,279.64	£145.88	
	OR6-05	£52,739.16	£144.40	
	OR6-04	£52,198.80	£142.92	
	OR6-03	£51,658.44	£141.43	
	OR6-02	£51,117.96	£139.95	
	OR6-01	£50,627.88	£138.61	
OR4	OR4-06	£48,212.40	£132.00	
	OR4-05	£47,503.80	£130.05	
	OR4-04	£46,794.00	£128.11	
	OR4-03	£46,085.16	£126.18	
	OR4-02	£45,376.20	£124.24	
	OR4-01	£44,666.52	£122.29	
	OR3	OR3-03	£43,644.48	£119.49
OR2		OR2-09/ OR3-02	£43,006.08	£117.75
		OR2-08/ OR3-01	£42,367.92	£115.99
		OR2-07	£41,729.40	£114.25
		OR2-06	£41,090.64	£112.50
		OR2-05	£40,452.12	£110.75
		OR2-04	£39,813.96	£109.00
		OR2-03	£39,175.32	£107.26
		OR2-02	£38,536.56	£105.50
		OR2-01	£37,898.28	£103.76

⁴⁸ 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 2023-24

INCREMENTS	ARMY GAP YEAR COMMISSIONS	UNIVERSITY CADETS ⁴⁹		FULL-TIME UNIVERSITY CADET ENTRANTS (Including RN UCEs)
	ANNUAL RATE	ANNUAL	DAILY RATES	ANNUAL RATE
OF0-3				£23,924.40
OF0-2	£21,777.72	£21,777.72	£59.62	£21,777.72
OF0-1		£18,554.88	£50.80	£18,554.88

⁴⁹ Includes University Officer Training Corps (UOTC), University Air Squadron (UAS) and University Royal Navy Reserve Unit (URNU)

CADET FORCE ADULT VOLUNTEERS⁵⁰ 2023-24

Officers	Daily Rates of Volunteer Allowance
Midshipman (SCC) and Acting 2 nd Lieutenant (RM), OF1 (CCF) On appointment	£35.15
Acting Sub Lieutenant (SCC), 2 nd Lieutenant (RM), 2 nd Lieutenant (ACF) & Pilot Officer (ATC), OF1 (CCF) On appointment	£73.87
Sub Lieutenant (SCC), Lieutenant (RM), Lieutenant (ACF) & Flying Officer (ATC), OF1 (CCF) On appointment	£88.75
Lieutenant (SCC), Captain (RM), Captain (ACF) & Flight Lieutenant Officer (ATC), OF2 (CCF), Chaplains (CF4) On appointment	£113.77
Lieutenant Commander (SCC), Major (RM), Major (ACF) & Squadron Leader (ATC), OF3(CCF), Chaplains (CF3) On appointment	£143.31
Commander (SCC), Lieutenant Colonel (RM), Lieutenant Colonel (ACF) & Wing Commander (ATC), OF4 (CCF) On appointment	£201.17
Other Ranks	
Probationary Petty Officers (SCC) & Probationary Sergeant (RM), OR6 (CCF) On appointment	£35.15
Sergeant Instructor (ACF) & Adult Sergeant Instructors (ATC), OR6 (CCF) On appointment	£69.51
Staff Sergeant Instructors (ACF) & Adult Flight Sergeant Instructors (ATC), OR7 (CCF) On appointment	£74.62
Petty Officers (SCC), Sergeant (RM), Sergeant Major Instructor (ACF) On appointment	£82.11
Chief Petty Officers (SCC), Colour Sergeant (RM), Regimental Sergeant Major Instructor (ACF), Adult Warrant Officers (ATC) On appointment	£86.82
School Staff Instructors (SSI) of the CCF (any rank)	£82.11

⁵⁰ 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 2023-24⁵¹

OF7-OF8

RANK	REGULAR MEDICAL AND DENTAL OFFICERS	
	INCREMENT	MODOs
OF8	OF8 IL1	£187,966.68
OF7	OF7 IL1	£179,246.64

HIGHER MEDICAL MANAGEMENT⁵²

RANK	REGULAR MEDICAL AND DENTAL OFFICERS	
	INCREMENT	MODOs
OF6	OF6 IL7	£168,237.84
	OF6 IL6	£166,840.44
	OF6 IL5	£165,447.72
	OF6 IL4	£164,040.72
	OF6 IL3	£162,638.40
	OF6 IL2	£161,250.36
	OF6 IL1	£159,843.48
OF5	OF5 IL15	£157,688.52
	OF5 IL14	£156,811.08
	OF5 IL13	£155,921.64
	OF5 IL12	£155,035.80
	OF5 IL11	£154,154.76
	OF5 IL10	£153,268.80
	OF5 IL9	£152,373.36
	OF5 IL8	£151,492.44
	OF5 IL7	£150,606.72
	OF5 IL6	£149,280.24
	OF5 IL5	£147,958.68
	OF5 IL4	£146,622.72
	OF5 IL3	£145,301.28
	OF5 IL2	£143,979.36
	OF5 IL1	£142,643.76

⁵¹ 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.

⁵² 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	£162,274.92	£151,471.56	
OF3-5 IL31	£161,962.20	£151,000.20	
OF3-5 IL30	£161,654.40	£150,640.08	
OF3-5 IL29	£161,337.00	£150,053.52	
OF3-5 IL28	£161,028.60	£149,582.88	
OF3-5 IL27	£160,408.20	£149,106.72	
OF3-5 IL26	£159,787.56	£148,741.44	
OF3-5 IL25	£159,167.04	£148,159.80	
OF3-5 IL24	£157,660.92	£147,679.20	
OF3-5 IL23	£156,159.24	£147,208.08	
OF3-5 IL22	£153,060.84	£146,727.48	
OF3-5 IL21	£151,336.08	£146,256.12	
OF3-5 IL20	£149,617.08	£145,775.64	
OF3-5 IL19	£147,891.72	£143,562.48	£109,376.04
OF3-5 IL18	£146,177.76	£143,006.76	£108,280.44
OF3-5 IL17	£144,002.76	£142,346.04	£107,184.60
OF3-5 IL16	£141,838.80	£141,657.48	£106,084.20
OF3-5 IL15	£139,923.48	£140,975.88	£105,104.52
OF3-5 IL14	£138,003.60	£140,287.56	£104,140.08
OF3-5 IL13	£136,093.32	£139,605.36	£103,165.32
OF3-5 IL12	£134,178.24	£138,996.60	£102,190.92
OF3-5 IL11	£129,968.64	£135,860.28	£101,221.80
OF3-5 IL10	£125,768.28	£135,255.96	£100,251.72
OF3-5 IL9	£121,568.64	£134,559.36	£99,083.28
OF3-5 IL8	£117,839.04	£133,868.04	£97,115.16
OF3-5 IL7	£114,099.84	£133,171.56	£95,142.00
OF3-5 IL6	£110,355.72	£129,937.68	£93,740.88
OF3-5 IL5	£106,847.52	£128,174.64	£92,354.52
OF3-5 IL4	£105,484.20	£126,401.76	£90,963.24
OF3-5 IL3	£104,092.20	£124,638.84	£89,572.08
OF3-5 IL2	£99,479.88	£122,865.72	£84,912.84
OF3-5 IL1	£94,914.72	£119,510.16	£80,283.00

OF2 INCREMENTS	ACCREDITED	NON-ACCREDITED
	ANNUAL	
OF2 IL5	£90,686.04	£74,407.08
OF2 IL4	£88,866.60	£72,531.48
OF2 IL3	£87,052.44	£70,645.20
OF2 IL2	£85,228.44	£68,774.04
OF2 IL1	£83,409.48	£66,912.84

OF1 INCREMENT	ALL MODOS
	ANNUAL
OF1 IL1	£50,894.64

Appendix 40 to Annex A to AFREM.PAYDEL.COMMS/PR23 dated 24 July 2023

DMS RESERVES MEDICAL AND DENTAL OFFICERS RATES OF PAY 2023-24⁵³

CONSULTANTS				
Increments	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
	Annual	Annual	PTVR Daily	Annual
OF3-5 IL32	£162,274.92	£151,473.96	£414.71	£147,737.52
OF3-5 IL31	£161,962.20	£151,161.24	£413.86	£147,424.80
OF3-5 IL30	£161,654.40	£150,853.44	£413.01	£147,117.00
OF3-5 IL29	£161,337.00	£150,536.04	£412.15	£146,799.60
OF3-5 IL28	£161,028.60	£150,227.64	£411.30	£146,491.20
OF3-5 IL27	£160,408.20	£149,607.24	£409.60	£145,870.80
OF3-5 IL26	£159,787.56	£148,986.60	£407.90	£145,250.16
OF3-5 IL25	£159,167.04	£148,366.08	£406.20	£144,629.64
OF3-5 IL24	£157,660.92	£146,859.96	£402.08	£143,123.52
OF3-5 IL23	£156,159.24	£145,358.28	£397.97	£141,621.84
OF3-5 IL22	£153,060.84	£139,871.40	£382.95	£133,677.60
OF3-5 IL21	£151,336.08	£138,365.04	£378.83	£132,171.24
OF3-5 IL20	£149,617.08	£136,863.72	£374.71	£130,669.92
OF3-5 IL19	£147,891.72	£135,356.88	£370.59	£129,163.08
OF3-5 IL18	£146,177.76	£133,860.00	£366.49	£127,666.20
OF3-5 IL17	£144,002.76	£131,960.40	£361.29	£125,766.60
OF3-5 IL16	£141,838.80	£130,070.52	£356.12	£123,876.72
OF3-5 IL15	£139,923.48	£128,314.08	£351.31	£122,203.92
OF3-5 IL14	£138,003.60	£126,553.56	£346.49	£120,527.16
OF3-5 IL13	£136,093.32	£124,801.80	£341.69	£118,858.80
OF3-5 IL12	£134,178.24	£123,045.60	£336.88	£117,186.24
OF3-5 IL11	£129,968.64	£119,185.20	£326.31	£113,509.68
OF3-5 IL10	£125,768.28	£115,333.32	£315.77	£109,841.28
OF3-5 IL9	£121,568.64	£111,482.16	£305.22	£106,173.48
OF3-5 IL8	£117,839.04	£108,062.04	£295.86	£102,916.20
OF3-5 IL7	£114,099.84	£104,633.04	£286.47	£99,650.52
OF3-5 IL6	£110,355.72	£101,199.60	£277.07	£96,380.52
OF3-5 IL5	£106,847.52	£97,982.40	£268.26	£93,316.56
OF3-5 IL4	£105,484.20	£96,732.24	£264.84	£92,125.92
OF3-5 IL3	£104,092.20	£95,455.68	£261.34	£90,910.20
OF3-5 IL2	£99,479.88	£91,226.16	£249.76	£86,882.04
OF3-5 IL1	£94,914.72	£87,039.72	£238.30	£82,894.92

⁵³ See [JSP 754](#), Chapter 4, Section 14 for full eligibility regarding access to and progression through and between the various Medical and Dental Officers' pay spines.

ACCREDITED GENERAL MEDICAL AND DENTAL PRACTITIONERS					
Rank	Increments	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
		Annual	Annual	PTVR Daily	Annual
OF3-5	OF3-5 IL32	£151,471.56	£141,268.20	£386.77	£137,535.72
	OF3-5 IL31	£151,000.20	£140,796.84	£385.48	£137,064.36
	OF3-5 IL30	£150,640.08	£140,436.72	£384.50	£136,704.24
	OF3-5 IL29	£150,053.52	£139,850.16	£382.89	£136,117.68
	OF3-5 IL28	£149,582.88	£139,379.52	£381.60	£135,647.04
	OF3-5 IL27	£149,106.72	£138,903.36	£380.30	£135,170.88
	OF3-5 IL26	£148,741.44	£138,538.08	£379.30	£134,805.60
	OF3-5 IL25	£148,159.80	£137,956.44	£377.71	£134,223.96
	OF3-5 IL24	£147,679.20	£137,475.84	£376.39	£133,743.36
	OF3-5 IL23	£147,208.08	£137,004.72	£375.10	£133,272.24
	OF3-5 IL22	£146,727.48	£134,332.20	£367.79	£128,146.32
	OF3-5 IL21	£146,256.12	£133,920.48	£366.66	£127,734.60
	OF3-5 IL20	£145,775.64	£133,500.84	£365.51	£127,314.96
	OF3-5 IL19	£143,562.48	£131,568.00	£360.22	£125,382.12
	OF3-5 IL18	£143,006.76	£131,082.60	£358.89	£124,896.72
	OF3-5 IL17	£142,346.04	£130,505.52	£357.31	£124,319.64
	OF3-5 IL16	£141,657.48	£129,904.20	£355.66	£123,718.32
	OF3-5 IL15	£140,975.88	£129,279.12	£353.94	£123,123.00
	OF3-5 IL14	£140,287.56	£128,648.04	£352.22	£122,521.92
	OF3-5 IL13	£139,605.36	£128,022.48	£350.51	£121,926.12
	OF3-5 IL12	£138,996.60	£127,464.12	£348.98	£121,394.40
	OF3-5 IL11	£135,860.28	£124,588.08	£341.10	£118,655.28
	OF3-5 IL10	£135,255.96	£124,033.92	£339.59	£118,127.52
	OF3-5 IL9	£134,559.36	£123,395.04	£337.84	£117,519.12
	OF3-5 IL8	£133,868.04	£122,761.08	£336.10	£116,915.28
	OF3-5 IL7	£133,171.56	£122,122.32	£334.35	£116,307.00
	OF3-5 IL6	£129,937.68	£119,156.76	£326.23	£113,482.68
	OF3-5 IL5	£128,174.64	£117,540.12	£321.80	£111,942.96
OF3-5 IL4	£126,401.76	£115,914.36	£317.35	£110,394.60	
OF3-5 IL3	£124,638.84	£114,297.60	£312.93	£108,854.88	
OF3-5 IL2	£122,865.72	£112,671.60	£308.48	£107,306.28	
OF3-5 IL1	£119,510.16	£109,594.44	£300.05	£104,375.64	
OF2	OF2 IL5	£90,686.04	£83,161.92	£227.68	£79,201.80
	OF2 IL4	£88,866.60	£81,493.44	£223.11	£77,612.76
	OF2 IL3	£87,052.44	£79,829.64	£218.56	£76,028.28
	OF2 IL2	£85,228.44	£78,157.08	£213.98	£74,435.28
	OF2 IL1	£83,409.48	£76,489.08	£209.41	£72,846.72

NON-ACCREDITED MEDICAL AND DENTAL OFFICERS					
Rank	Increments	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
		Annual	Annual	Daily	Annual
OF3-5	OF3-5 IL19	£109,376.04	£100,157.40	£274.21	£95,524.92
	OF3-5 IL18	£108,280.44	£99,200.52	£271.59	£94,568.04
	OF3-5 IL17	£107,184.60	£98,243.52	£268.97	£93,611.04
	OF3-5 IL16	£106,084.20	£97,282.44	£266.34	£92,649.96
	OF3-5 IL15	£105,104.52	£96,384.12	£263.89	£91,794.36
	OF3-5 IL14	£104,140.08	£95,499.72	£261.46	£90,952.08
	OF3-5 IL13	£103,165.32	£94,605.72	£259.01	£90,100.68
	OF3-5 IL12	£102,190.92	£93,712.20	£256.57	£89,249.76
	OF3-5 IL11	£101,221.80	£92,823.48	£254.13	£88,403.28
	OF3-5 IL10	£100,251.72	£91,933.92	£251.71	£87,556.08
	OF3-5 IL9	£99,083.28	£90,862.44	£248.77	£86,535.60
	OF3-5 IL8	£97,115.16	£89,057.52	£243.83	£84,816.72
	OF3-5 IL7	£95,142.00	£87,248.04	£238.87	£83,093.40
	OF3-5 IL6	£93,740.88	£85,963.20	£235.36	£81,869.76
	OF3-5 IL5	£92,354.52	£84,691.92	£231.87	£80,658.96
	OF3-5 IL4	£90,963.24	£83,416.08	£228.39	£79,443.84
	OF3-5 IL3	£89,572.08	£82,140.24	£224.89	£78,228.84
	OF3-5 IL2	£84,912.84	£77,867.64	£213.19	£74,159.64
	OF3-5 IL1	£80,283.00	£73,621.92	£201.57	£70,116.12
OF2	OF2 IL5	£74,407.08	£68,233.56	£186.82	£64,984.32
	OF2 IL4	£72,531.48	£66,513.60	£182.10	£63,346.32
	OF2 IL3	£70,645.20	£64,783.80	£177.37	£61,698.84
	OF2 IL2	£68,774.04	£63,067.92	£172.67	£60,064.68
	OF2 IL1	£66,912.84	£61,361.16	£168.00	£58,439.16
OF1	OF1 IL1	£50,894.64	£46,671.96	£127.78	£44,449.44

DMS MODO CADETS RATES OF PAY 2023-24⁵⁴

Sub-Lieutenant, Second Lieutenant, Pilot Officer and Medical Cadets	Annual
After 2 Years in Rank	£24,455.52
After 1 Year in Rank	£22,191.12
On Appointment	£19,937.28

⁵⁴ 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) (RRP(F))**

	2023
	Daily Rate
Officers	
Officer aircrew (trained)	
Trained Army NCO Pilots and Officer Aircrew in the rank of Squadron Leader and below	
<i>Tier 1</i>	£12.99
<i>Tier 2</i>	
Rate 1	£43.03
Rate 2	£46.28
Rate 3	£53.60
Rate 4	£56.85
Rate 5	£58.47
Rate 6	£60.07
Rate 7	£62.36
Wing Commander	
On appointment	£48.34
After 6 years	£45.30
After 8 years	£42.28
Group Captain	
On appointment	£37.01
After 2 years	£34.72
After 4 years	£32.46
After 6 years	£28.67
After 8 years	£24.89
Air Commodore	
	£15.10
RAF specialist aircrew	
Flight Lieutenants (not Branch Officers)	
On designation as specialist aircrew	£57.36
After 1 year as specialist aircrew	£58.17
After 2 years as specialist aircrew	£59.66
After 3 years as specialist aircrew	£60.38
After 4 years as specialist aircrew	£61.17
After 5 years as specialist aircrew	£62.67
After 6 years as specialist aircrew	£63.43
After 7 years as specialist aircrew	£64.20
After 8 years as specialist aircrew	£65.68
After 9 years as specialist aircrew	£66.44
After 10 years as specialist aircrew	£67.19
After 11 years as specialist aircrew	£68.71
After 12 years as specialist aircrew	£69.47
After 13 years as specialist aircrew	£71.00
After 14 years as specialist aircrew	£71.73
After 15 years as Specialist aircrew	£72.47
After 16 years as specialist aircrew	£74.76
Branch Officers	
On designation as specialist aircrew	£46.84
After 5 years as specialist aircrew	£52.11

Ground Branch Officer aircrew (trained) and aircrew under transitional arrangement in the rank of Squadron Leader and below	
RM and Army pilot qualified as aircraft commanders	
Initial rate	£17.34
Middle rate	£29.45
Top rate	£46.84
Enhanced Rate (Pilots after 4 years at Top Rate)	£55.12
Enhanced Rate (WSOs and Observers after 4 years at Top Rate)	£52.11
Non-commission aircrew (trained) RN/RM, Army and RAF aircrewmen	
Initial rate	£9.06
Middle rate	£18.90
Top rate	£24.89

RECRUITMENT & RETENTION PAYMENT (FLYING CREW)⁵⁵ (RRP(FC))

	2023
	Daily Rate
Lower Rate	£5.88
Higher Rate	£9.53

RECRUITMENT & RETENTION PAYMENT (DIVING)⁵⁶ (RRP(D))

	2023
	Daily Rate
Category 2: RN: Clearance Divers (AB2); Army: AD2 – up to but not including OF4	£9.84
Category 3: RN: Clearance Divers (AB1); Army: AD1 up to but not including OF4	£13.33
Category 3a: RN: Other Ranks in Category 3 above	£8.74
Category 4: RN: Clearance Divers (LH) and above; Army: ADS	£23.09
Category 4a: RN: NCOs in Category 4 above.	£8.74
Category 5: RN: SNCOs and MCDOs / CDOs (up to and including rank of Cdr)	
There are 3 levels of Category 5:	
On appointment	£32.92
After 3 years	£35.73
After 5 years	£37.82
Category 5a: RN: SNCOs and MCDOs / CDOs in Category 5 above	£12.82
Category 5b: When qualified to Category 5 standards and on completion of the JS EOD 0801 Course, or DEOC 0052 (CMD only) or the DEOC CMD 0064 and the 0808 Course (RN UW Advanced EOD)	£5.70

⁵⁵ See [JSP 754](#), Chapter 5, Section 15 for full eligibility criteria for RRP(FC).

⁵⁶ See [JSP 754](#), Chapter 5, Section 19 for full eligibility criteria for RRP(D).

RECRUITMENT & RETENTION PAYMENT (SUBMARINE)⁵⁷ (RRP(SM))

	2023
	Daily Rate
Level 1 - payable on qualification	£15.10
Level 2 - payable after 5 years on Level 1	£19.62
Level 3 - payable after 5 years on Level 2	£23.40
Level 4 - payable after 5 years on Level 3	£26.44
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	£33.21
Submarine Supplements	
Harbour Rate	£6.05
Sea Rate	£18.13
RRP(SM) Engineer Officers' Supplement	
Level 1: pre-charge assignments in submarines	£12.09
Level 2: charge assignments in submarines	£24.19

RECRUITMENT & RETENTION PAYMENT (WEAPON ENGINEER SUBMARINE)⁵⁸ (RRP(WESM))

	2023
	Daily Rate
Category 1 - OR4	£23.71
Category 2 - OR6	£14.23
Category 3 - OR7-9	£3.55

RECRUITMENT & RETENTION PAYMENT (NAVAL SERVICE ENGINEER)⁵⁹ (RRP(NSE))

	2023
	Daily Rate
Level 1 (RN and RM OR4-OR6)	£3.24
Level 2 (RN and RM OR6-OR7)	£5.40
Level 3 (RN and RM OR7-OR9)	£7.01

⁵⁷ See [JSP 754](#), Chapter 5, Section 3 for full eligibility criteria for RRP(SM).

⁵⁸ See [JSP 754](#), Chapter 5, Section 18 for full eligibility criteria for RRP(WESM).

⁵⁹ See [JSP 754](#), Chapter 5, Section 20 for full eligibility criteria for RRP(NSE).

RECRUITMENT & RETENTION PAYMENT (NUCLEAR PROPULSION)⁶⁰ (RRP(NP))

	2023
	Daily Rate
ORs Category C	£3.62
ORs Category B	£7.26
ORs Category B2	£14.52
ORs Category A2	£48.36
Category A1 Watchkeeper - MESM Officer - Charge and post Charge	£23.95
Category A1 Watchkeeper - MESM Officer - Pre Charge	£14.37

RECRUITMENT & RETENTION PAYMENT (HYDROGRAPHIC)⁶¹ (RRP(H))

	2023
	Daily Rate
OF: H Ch and Command Qualification Two (CQ2)	£16.32
OF: On attaining Charge qualification (H Ch)	£13.77
OF: Surveyor 1st Class (H1) (completion of HM103 course) OR: On promotion to OR7	£11.03
OR: On promotion to OR6 and completion of HM100 course	£7.63
OF: Surveyor 2nd Class (H2) (completion of HM100 course) OR: On promotion to OR4 & completion of HM202 course	£6.60
OR: On completion of Initial Hydrographic Training	£4.05

RECRUITMENT & RETENTION PAYMENT (MOUNTAIN LEADERS)⁶² (RRP(ML))

	2023
	Daily Rate
Initial	£19.85
Enhanced	£23.75

RECRUITMENT & RETENTION PAYMENT (PARACHUTE JUMP INSTRUCTOR)⁶³ (RRP(PJI))

	2023
	Daily Rate
Less than 8 years' experience	£9.52
8 or more years' experience	£14.81
Joint Air Delivery Test & Evaluation Unit Supplement	£3.89

⁶⁰ See [JSP 754](#), Chapter 5, Section 4 for full eligibility criteria for RRP(NP).

⁶¹ See [JSP 754](#), Chapter 5, Section 5 for full eligibility criteria for RRP(H).

⁶² See [JSP 754](#), Chapter 5, Section 6 for full eligibility criteria for RRP(ML).

⁶³ See [JSP 754](#), Chapter 5, Section 8 for full eligibility criteria for RRP(PJI).

RECRUITMENT & RETENTION PAYMENT (PARACHUTE)⁶⁴ (RRP(P))

	2023
	Daily Rate
Basic Rate	£6.44
High Altitude Rate	£12.14

RECRUITMENT & RETENTION PAYMENT (EXPLOSIVE ORDNANCE DISPOSAL OPERATORS)⁶⁵ (RRP(EOD))

	2023
	Daily Rate
2 Defence EOD Operators	£20.41
2a Advanced EOD Operators	£27.18
3 Advanced Manual Techniques Operators	£34.72

RECRUITMENT & RETENTION PAYMENT (NURSING)⁶⁶ (RRP(N))

	2023
	Daily Rate
Specialist nurses who acquire the specified academic qualification of specialist practice (Defence Nursing Operational Competency Framework (DNOCF) Level 3)	£12.84

RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES COMMUNICATIONS)⁶⁷ (RRP(SFC))

	2023
	Daily Rate
Level 1	£21.90
Level 2	£25.68

RECRUITMENT & RETENTION PAYMENT (SPECIAL COMMUNICATIONS)⁶⁸ (RRP(SC))

	2023
	Daily Rate
Level 1	£14.37

⁶⁴ See [JSP 754](#), Chapter 5, Section 7 for full eligibility criteria for RRP(P).

⁶⁵ See [JSP 754](#), Chapter 5, Section 16 for full eligibility criteria for RRP(EOD).

⁶⁶ See [JSP 754](#), Chapter 5, Section 17 for full eligibility criteria for RRP(N).

⁶⁷ See [JSP 754](#), Chapter 5, Section 10 for full eligibility criteria for RRP(SFC).

⁶⁸ See [JSP 754](#), Chapter 5, Section 11 for full eligibility criteria for RRP(SC).

RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES)⁶⁹ (RRP(SF))

	2023
	Daily Rate
Officers	
Level 1 – On Appointment	£47.68
Level 2 – After 3 years	£55.77
Level 3 – After 6 years	£60.90
Level 4 – After 9 years	£66.38
Other Ranks	
Level 1 – On Appointment	£23.49
Level 2 – After 3 years	£33.01
Level 3 – After 6 years	£38.16
Level 4 – After 9 years	£45.50
Level 5 – After 12 years	£49.90
Level 6 – After 15 years	£55.77
Level 7 – After 18 years	£60.90
Level 8 – After 21 years	£66.38
Level 9 – After 24 years	£71.02
Level 10 – After 27 years	£74.57

RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES SWIMMER DELIVERY VEHICLE)⁷⁰ (RRP(SF SDV))

	2023
	Daily Rate
Level 1	£14.37

RECRUITMENT & RETENTION PAYMENT (SPECIAL INTELLIGENCE)⁷¹ (RRP(SI))

	2023
	Daily Rate
HUMINT Operator Class 1 – Level 1	£25.68
HUMINT Operator Class 1 with more than 3 years Class 1 experience – Level 2	£38.53

⁶⁹ See [JSP 754](#), Chapter 5, Section 9 for full eligibility criteria for RRP(SF).

⁷⁰ See [JSP 754](#), Chapter 5, Section 9 for full eligibility criteria for RRP(SF SDV).

⁷¹ See [JSP 754](#), Chapter 5, Section 13 for full eligibility criteria for RRP(SI).

RECRUITMENT & RETENTION PAYMENT (SPECIAL RECONNAISSANCE)⁷² (RRP(SR))

	2023
	Daily Rate
Officers	
Level 1 – On Appointment	£47.68
Level 2 – After 3 years	£55.77
Level 3 – After 6 years	£60.90
Level 4 – After 9 years	£66.38
Other Ranks	
Level 1 – On Appointment	£23.49
Level 2 – After 3 years	£33.01
Level 3 – After 6 years	£38.16
Level 4 – After 9 years	£45.50
Level 5 – After 12 years	£49.90
Level 6 – After 15 years	£55.77
Level 7 – After 18 years	£60.90
Level 8 – After 21 years	£66.38
Level 9 – After 24 years	£71.02
Level 10 – After 27 years	£74.57

⁷² 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 PAYMENTS⁷³ 2023-24

Level	Daily
3	£18.94
2	£12.63
1	£6.32

GENERAL MEDICAL/GENERAL DENTAL PRACTITIONER TRAINER PAY RATES 2023-24

Daily
£25.34

ASSOCIATE GENERAL MEDICAL/DENTAL PRACTITIONER TRAINER PAY RATES 2023-24

Daily
£12.67

DMS DISTINCTION AWARDS 2023-24

Level	Amount
A+	£67,157
A	£44,772
B	£17,909

DMS CLINICAL EXCELLENCE AWARDS 2023-24

Level	Amount
Platinum	£64,315
Gold	£45,497
Silver	£32,951
Bronze	£20,944

⁷³ 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)⁷⁴ (RRP(NSE))

	2023
	Full Rate
	Daily
Level 1 (RN and RM OR4-OR6)	£3.24
Level 2 (RN and RM OR6-OR7)	£5.40
Level 3 (RN and RM OR7-OR9)	£7.01

ENGINEER PROFESSIONAL RECOGNITION AWARDS (EPRA)⁷⁵ 2023-24

RN/RM

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

ARMY

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

RAF

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

⁷⁴ See [JSP 754](#), Chapter 5, Section 20 for full eligibility criteria for RRP(NSE).

⁷⁵ See [JSP 754](#), Chapter 8, Section 2 for full eligibility criteria for EPRA's and signposting to additional single Service guidance.

RAF & ARMY OTHER RANKS ENGINEERING SUPPLEMENT PAY (ESP)⁷⁶ 2023-24

RANK	ANNUAL ⁷⁷	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 SPINE⁷⁸ 2023-24

	INCREMENT	ANNUAL
OF3 ADDITIONAL INCREMENTS RAF's Enhanced Officer Pay Spine – selected Engineering Specialists only	OF3-13	£78,749.04
	OF3-12	£77,224.56
	OF3-11	£75,729.96
	OF3-10	£74,264.76
	OF3-09	£72,828.00

⁷⁶ See [JSP 754](#), Chapter 8, Section 3 for full eligibility criteria.

⁷⁷ Annual rate, delivered on JPA on a daily rate basis.

⁷⁸ See [JSP 754](#), Chapter 8, Section 5 for full eligibility criteria for this RAF Engineer Specialist Scheme and signposting to additional single Service guidance.

DEFENCE CYBER PAYMENTS

UCM CYBER CADRE COMPETENCY PAYMENT⁷⁹ 2023-24

COMPETENCY LEVEL	ANNUAL ⁸⁰	DAILY
2	£6,000	£16.43
3	£15,000	£41.07
4	£25,000	£68.45

⁷⁹ Full eligibility details will be published in the October 2023 edition of [JSP 754](#).

⁸⁰ Annual rate, delivered on JPA on a daily rate basis.

**TRAINING BOUNTIES FOR TRAINING UNDERTAKEN IN TRAINING YEAR 2022-23
AND CALL OUT GRATUITY FOR CALL OUT IN 2023-24**

	1 st Year	2 nd Year	3 rd & 4 th Year	5 th & subsequent years
NAVY				
RNR/RMR List 1 – General (Higher)	£526.00	£1,164.00	£1,798.00	£2,084.00
RNR/RMR List 2 – General (Lower)	£377.00	£825.00	£1,276.00	£1,477.00
University Royal Naval Reserve Units (Rates payable from 1 October 2000)	£180.00	£212.00	£255.00	See Note 4 below
University Royal Naval Reserve Units (Rates payable to personnel who joined their units prior to 1 April 1998)	£344.00	£640.00	£967.00	
ARMY				
Group A – Higher training obligations for officers and soldiers	£526.00	£1,164.00	£1,798.00	£2,084.00
Group A – Lower training obligation for officers and soldiers (see Note 7 below)	N/A	£640.00	£996.00	£1,164.00
Group B – Officers, Officer Cadets and soldiers in the OTC	£180.00	£212.00	£255.00	See Note 4 below
Ex-Regular Officers and Other Ranks Training Bounty	£469.00			
RAF				
Full Training Bounty – Reserve and Auxiliary Forces – General	£526.00	£1,164.00	£1,798.00	£2,084.00
Lower Annual Training Commitment Bounty	N/A	£640.00	£996.00	£1,164.00
University Air Squadrons – Rates payable from 1 October 2000	£180.00	£212.00	£255.00	See Note 4 below
University Air Squadrons – Rates payable to personnel who joined their units prior to 1 April 1998	£212.00	£286.00	£398.00	
DTUS Students Training Bounty	£180.00	£212.00	£255.00	
Reduced Annual Training Commitment Bounty (Applies to Specialist Reserve posts)	Payable to personnel allocated to specified LUE posts in HQs and other units is based on the 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.			
All Services				
Higher Readiness Reserve Bounty	£526.00			
Call-Out Gratuity	£633.00			

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 5th and subsequent years bounty is not shown personnel will receive the 3rd and 4th 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 2023)**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

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

CAAS GARAGE AND CAR PORT CHARGES (£ DAILY)

Standard Purpose Built Garage	£1.05
Substandard and Below Standard Garage	£0.56
Standard Purpose Built Car Port	£0.53
Substandard Purpose Built Car Port	£0.28

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

SLA Type	Rank	GRADE 1	GRADE 2	GRADE 3	GRADE 4
SO	Lt Cdr, Major & Sqn Ldr & above	£8.32	£6.45	£4.21	£2.68
JO	Lt RN, Captain Army & Flt Lt & below	£6.73	£5.17	£3.36	£2.13
S	WO & SNCO	£5.10	£3.97	£2.57	£1.66
Z & OC	Other Ranks & Officer Cadet	£3.01	£2.43	£1.64	£1.16
X or Y	Other Ranks & Personnel in receipt of Initial Pay (formerly known as NERP)	£2.41	£1.91	£1.29	£0.97

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

SLA Type	Rank	Heat & Light	Water	Total
SO	Lt Cdr, Major and Sqn Ldr & above	£1.29	£0.45	£1.74
JO	Lt RN, Captain Army and Flt Lt & below	£0.85	£0.45	£1.30
S	WO & SNCO	£0.66	£0.45	£1.11
Z & OC	Other Ranks & Officer Cadet	£0.57	£0.45	£1.02
X or Y	Other Ranks & Personnel in receipt of Initial Pay (formerly known as NERP)	£0.43	£0.45	£0.88

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.