

Appendix 1

Pay16: Pay structure and mapping¹

Trade Supplement Placement (TSP)

The Trades within each Supplement are listed alphabetically, and colour coded to represent each Service (dark blue for Naval Service, red for Army, light blue for RAF and purple for the Allied Health Professionals).

Supplement 1		Supplement 2		Supplement 3	
RAF	Aerospace Systems Operating and Air Traffic Control including Aerospace Systems Operator/Manager, Flight Operations Assistant/Manager	ARMY	AAC Groundcrew Sldr	RAF	Aircraft Engineering (Avionics) including Aircraft Engineering Technician, Aircraft Technician (Avionics) and Aircraft Maintenance Mechanic (Avionics)
ARMY	Army Welfare Worker	RAF	Air Cartographer	RAF	Air Engineering (Mechanical) including Aircraft Engineering Technician, Aircraft Technician (Mechanical) and Aircraft Maintenance (Mechanical)
ARMY	Custodial NCO	RN/RM	Comms Inf Sys inc SM & WS	RN/RM	Air Engineering Technician including Aircraft Engineering Technician (Avionics) & Aircraft Maintenance Mechanic (Avionics)
AHP	Dental Nurse	ARMY	Crewman 2	RN/RM	Aircrewman (RM, ASW, CDO)
RN/RM	Family Services	AHP	Dental Hygienist	RAF	Air Traffic Controller
RAF	Firefighter	AHP	Dental Technician	AHP	Biomedical Scientist
AHP	Health Care Assistant	RAF	Aircraft Engineering (Weapon) including Engineering Weapon and Weapon Technician	ARMY	Combat Med Tech
RN/RM	Hydrography & MET (including legacy NA(MET))	RAF	General Engineering including General Engineering Technician, General Technician Electrical, General Technician (Mechanical) and General Technician Workshops	RN/RM	Comms Tech
RN/RM	Logs (Writer) inc SM	RAF	Gunner RAF Regiment	RN/RM	Coxn (SM)
RAF	Logistics (Caterer) including Logistics (Catering Manager)	RAF	Information and Communications Technology Communications Infrastructure Technician/Manager	RN/RM	Diver
RAF	Logistics (Chef) including Logistics (Catering Manager (Chef))	RAF	Information and Communications Technology Technician/Manager	RN/RM	Eng Tech (ME & MESM)
RN/RM	Logs (Steward) inc SM	RAF	Infantry	RN/RM	Eng Tech (WE & WESM)
RN/RM	Logs (Chef) inc SM	ARMY	Instructor SASC	AHP	Environmental Health Tech
RAF	Logistics (Driver)	RN/RM	Logs (Supply Chain) inc SM	RAF	Intelligence Analyst
RAF	Logistics (Supplier)	RAF	Logistics (Mover)	RAF	Intelligence Analyst (Voice)
ARMY	ME Trade Gp 2	ARMY	ME GEO & Trade Gp 3	ARMY	MAN ACCT
ARMY	Mil Pol (GPD)	ARMY	Mil Pol (SIB)	ARMY	ME Trade Gp 1
ARMY	Mil Pers Admin	RN/RM	Mine Warfare	RN/RM	Naval Airman (AC)
ARMY	Musician	RN/RM	Naval Airman (AH)	AHP	Operating Department Practitioner
RAF	Musician	RN/RM	Naval Airman (SE)	ARMY	OP MI
RN/RM	Naval Airman (Phot)	AHP	Pharm Tech	ARMY	OP TI
RAF	Personnel (Support)	ARMY	RA GW	ARMY	R SIGS Gp 1A
RAF	Photographer	ARMY	RA SPEC OP	AHP	Radiographer
RN/RM	PTI	ARMY	RA Targeting	ARMY	REME Clk of Wks
ARMY	R Sigs Gp 3	ARMY	RA TUAS Pilot	ARMY	REME Artificer
ARMY	RA Command Systems	ARMY	RA UAS	ARMY	REME TECH AC/AV
ARMY	RA Logistics	ARMY	R Sigs Gp 1B	ARMY	REME Tech Elect
ARMY	RA Strike	ARMY	R Sigs Gp 2	ARMY	RLC Ammo Tech
ARMY	RAPTC Instr	RAF	RAF Police	ARMY	RLC Marine Engineer
RAF	RAF Medic	ARMY	REME Armourer	RN/RM	RM Art Veh & Y of S
RAF	RAF Physical Training Instructor	ARMY	REME Metalsmith	RN/RM	RM Comms Tech
ARMY	RAVC Dog Trainer	ARMY	REME Rec Mec	RN/RM	RM Info Sys
ARMY	RAVC Veterinary Tech	ARMY	REME Shipwright	RN/RM	RN & RM Medic
RN/RM	Regulator	ARMY	REME VM	RAF	SNCO Weapons Controller
ARMY	REME Tech Support Spec	ARMY	RLC Air Desp		
ARMY	RLC Chef	ARMY	RLC Mariner		
ARMY	RLC Driver	ARMY	RLC Mov Con		
ARMY	RLC Dvr Comms Spec	ARMY	RLC Mov Op		
ARMY	RLC Dvr TK Tptr	RN/RM	RM GD SQ		
ARMY	RLC Laundry Op	RN/RM	RM MESM, Mech & Tech		
ARMY	RLC Log Spec (Sup)	RN/RM	Seaman Spec		
ARMY	RLC Pet Op	RAF	Survival Equipment Fitter		
ARMY	RLC Photographer	RN/RM	Warfare Spec		
ARMY	RLC Pioneer	RAF	Non-Commissioned Aircrew – Weapon Systems Operator		
ARMY	RLC Port Op				
ARMY	RLC Postal & Courier Op				
ARMY	RLC System Analyst				
ARMY	RLC VSS				
RN/RM	RM Musician				

¹ Data in these tables are supplied by MOD.

Salaries (including X-Factor)² for 1 April 2016 and recommendations for 1 April 2017

All salaries are annual JPA salaries rounded to the nearest £.

Table 1.1: Other Ranks

Range and Ranks	Level	1 April 2016 (£)				1 April 2017 (£)			
		Supp 1	Supp 2	Supp 3	Supp 4	Supp 1	Supp 2	Supp 3	Supp 4
Range 5 (OR-9):									
Warrant Officer I (Royal Navy)	OR-9-5	48,865	48,865	48,865	50,183	49,354	49,354	49,354	50,685
Warrant Officer I (Royal Marines)	OR-9-4	48,370	48,370	48,370	49,737	48,854	48,854	48,854	50,234
Warrant Officer I (Army)	OR-9-3	47,830	47,830	47,830	49,263	48,308	48,308	48,308	49,756
Warrant Officer (Royal Air Force)	OR-9-2	47,289	47,289	47,289	48,795	47,762	47,762	47,762	49,283
	OR-9-1	47,018	47,018	47,018	48,381	47,488	47,488	47,488	48,865
	OR-9-1	47,018	47,018	47,018	48,381	47,488	47,488	47,488	48,865
Range 4 (OR-7 – OR-8):									
Warrant Officer II, Chief Petty Officer (RN)	OR-7-10	43,738	45,125	46,095	47,421	44,175	45,576	46,556	47,895
Warrant Officer II, Colour Sergeant (RM)	OR-7-9	43,005	44,545	45,821	47,147	43,435	44,991	46,279	47,619
Warrant Officer II, Staff Sergeant (Army)	OR-7-8	42,288	43,948	45,530	46,856	42,711	44,388	45,985	47,325
Flight Sergeant, Chief Technician (RAF)	OR-7-7	41,466	43,347	45,206	46,509	41,880	43,781	45,658	46,974
	OR-7-6	40,596	42,478	44,568	46,022	41,002	42,903	45,014	46,482
	OR-7-6	40,596	42,478	44,568	46,022	41,002	42,903	45,014	46,482
	OR-7-5	39,724	41,385	43,343	44,768	40,122	41,799	43,777	45,216
	OR-7-4	39,109	40,771	42,490	44,077	39,501	41,178	42,915	44,517
	OR-7-3	38,521	40,183	41,749	43,335	38,907	40,585	42,166	43,768
	OR-7-2	37,913	39,573	41,026	42,614	38,292	39,969	41,437	43,040
	OR-7-1	37,325	38,895	40,305	41,932	37,698	39,284	40,708	42,352
	OR-7-1	37,325	38,895	40,305	41,932	37,698	39,284	40,708	42,352

² Personnel remain on Increment Level 1 for the first two years in rank, except for OR2s where they will remain on Increment Level 2 for two years.

Range and Ranks	Level	1 April 2016 (£)				1 April 2017 (£)			
		Supp 1	Supp 2	Supp 3	Supp 4	Supp 1	Supp 2	Supp 3	Supp 4
Range 3 (OR-6):									
Petty Officer (RN)	OR-6-5	36,582	38,123	39,459	41,030	36,948	38,504	39,854	41,441
Sergeant (RM)	OR-6-4	35,707	37,178	38,474	39,978	36,064	37,550	38,859	40,378
Sergeant (Army)	OR-6-3	34,840	36,134	37,537	38,965	35,188	36,495	37,912	39,354
Sergeant (RAF)	OR-6-2	33,985	35,184	36,637	37,963	34,324	35,535	37,003	38,343
	OR-6-1	33,159	34,275	35,724	36,897	33,490	34,618	36,081	37,266
	OR-6-1	33,159	34,275	35,724	36,897	33,490	34,618	36,081	37,266
Range 2 (OR-4):									
Leading Rate (RN)	OR-4-5	31,573	32,633	34,011	35,028	31,888	32,960	34,351	35,378
Corporal (RM)	OR-4-4	31,129	32,191	33,405	34,341	31,441	32,513	33,739	34,685
Corporal (Army)	OR-4-3	30,710	31,756	32,716	33,537	31,017	32,074	33,043	33,873
Corporal (RAF)	OR-4-2	30,262	31,138	31,996	32,769	30,565	31,449	32,316	33,096
	OR-4-1	29,474	30,332	31,166	31,939	29,769	30,635	31,478	32,259
	OR-4-1	29,474	30,332	31,166	31,939	29,769	30,635	31,478	32,259
Range 1 (OR-2 – OR-3):									
Able Rating (RN)	OR-2-9	27,672	28,437	29,037	29,603	27,949	28,721	29,327	29,899
Lance Corporal, Marine (RM)	OR-2-8	26,443	27,137	27,667	28,157	26,708	27,408	27,944	28,438
Lance Corporal, Private (Army)	OR-2-7	25,272	25,859	26,364	26,824	25,525	26,118	26,628	27,092
Junior Technician, Leading Aircraftman, Senior Aircraftman, Aircraftman (RAF)	OR-2-6	24,173	24,652	25,157	25,479	24,414	24,899	25,409	25,733
	OR-2-5	23,103	23,435	23,851	24,160	23,334	23,670	24,090	24,402
	OR-2-4	22,034	22,281	22,613	22,922	22,255	22,503	22,839	23,151
	OR-2-3	20,939	21,186	21,443	21,443	21,148	21,398	21,657	21,657
	OR-2-2	19,635	19,635	19,635	19,635	19,831	19,831	19,831	19,831
	OR-2-2	19,635	19,635	19,635	19,635	19,831	19,831	19,831	19,831
	OR-2-1	18,306	18,306	18,306	18,306	18,489	18,489	18,489	18,489
	NERP	14,784	14,784	14,784	14,784	14,931	14,931	14,931	14,931

Table 1.2: Officers

Range and Rank	Step	1 April 2016 (£)	1 April 2017 (£)
OF-6			
Commodore (Royal Navy)	5	105,240	106,293
Brigadier (Royal Marines)	4	104,217	105,259
Brigadier (Army)	3	103,194	104,226
Air Commodore (Royal Air Force)	2	102,171	103,192
	1	101,147	102,159
	1	101,147	102,159
OF-5			
Captain (RN)	7	93,304	94,237
Colonel (RM)	6	91,900	92,819
Colonel (Army)	5	90,496	91,401
Group Captain (RAF)	4	89,091	89,982
	3	87,687	88,563
	2	86,282	87,145
	1	84,878	85,726
	1	84,878	85,726
OF-4			
Commander (RN)	7	81,123	81,934
Lieutenant Colonel (RM)	6	79,279	80,072
Lieutenant Colonel (Army)	5	77,435	78,209
Wing Commander (RAF)	4	75,591	76,347
	3	73,747	74,485
	2	71,909	72,628
	1	70,059	70,760
	1	70,059	70,760
OF-3			
Lieutenant Commander (RN)	7	59,783	60,381
Major (RM)	6	58,139	58,721
Major (Army)	5	56,495	57,060
Squadron Leader (RAF)	4	54,851	55,399
	3	53,207	53,739
	2	51,562	52,078
	1	49,918	50,417
	1	49,918	50,417
OF-2			
Lieutenant (RN)	7	47,127	47,598
Captain (RM)	6	45,877	46,336
Captain (Army)	5	44,628	45,074
Flight Lieutenant (RAF)	4	43,378	43,812
	3	42,128	42,550
	2	40,879	41,287
	1	39,629	40,025
	1	39,629	40,025

Range and Rank	Step	1 April 2016 (£)	1 April 2017 (£)
OF-1			
Sub-Lieutenant (RN)	5	34,180	34,522
Lieutenant, 2 nd Lieutenant (RM)	4	33,094	33,425
Lieutenant, 2 nd Lieutenant (Army)	3	32,009	32,329
Flying Officer, Pilot Officer (RAF)	2	30,923	31,232
	1	25,727	25,984
OF-0			
	3		19,423
	2		17,582
	1		14,819

Table 1.3: Clearance Divers

Range and Ranks	Level	Level	1 April 2016 (£)	1 April 2017 (£)
Range 5 (OR-9):				
Warrant Officer I	OR-9-5		65,572	66,228
	OR-9-4		64,967	65,616
	OR-9-3		64,361	65,005
	OR-9-2		63,756	64,394
	OR-9-1		63,151	63,782
	OR-9-1		63,151	63,782
Range 4 (OR-7 – OR-8):				
Chief Petty Officer	OR-7-10	OR-8-5	61,913	62,532
	OR-7-9	OR-8-4	61,372	61,986
	OR-7-8	OR-8-3	60,832	61,440
	OR-7-7	OR-8-2	60,292	60,895
	OR-7-6	OR-8-1	59,752	60,349
	OR-7-6	OR-8-1	59,752	60,349
	OR-7-5		58,580	59,166
	OR-7-4		58,051	58,632
	OR-7-3		57,522	58,098
	OR-7-2		56,994	57,564
	OR-7-1		56,465	57,030
	OR-7-1		56,465	57,030
Range 3 (OR-6):				
Petty Officer	OR-6-5		55,304	55,857
	OR-6-4		53,809	54,348
	OR-6-3		52,315	52,838
	OR-6-2		50,821	51,329
	OR-6-1		49,327	49,820
	OR-6-1		49,327	49,820

Table 1.4: Military Provost Guard Service (MPGS)

Range and Ranks	Level	Level	1 April 2016 (£)	1 April 2017 (£)
Range 5 (OR-9):				
	OR-9-5		42,287	42,709
	OR-9-4		41,581	41,997
	OR-9-3		40,875	41,284
	OR-9-2		40,169	40,571
	OR-9-1		39,462	39,857
	OR-9-1		39,462	39,857
Range 4 (OR-7 – OR-8):				
	OR-7-10	OR-8-5	38,688	39,075
	OR-7-9	OR-8-4	38,045	38,425
	OR-7-8	OR-8-3	37,410	37,784
	OR-7-7	OR-8-2	36,682	37,049
	OR-7-6	OR-8-1	35,913	36,272
	OR-7-6	OR-8-1	35,913	36,272
	OR-7-5		35,151	35,502
	OR-7-4		34,607	34,953
	OR-7-3		34,088	34,428
	OR-7-2		33,548	33,883
	OR-7-1		33,027	33,357
	OR-7-1		33,027	33,357
Range 3 (OR-6):				
	OR-6-5		32,370	32,694
	OR-6-4		31,595	31,911
	OR-6-3		30,829	31,137
	OR-6-2		30,072	30,373
	OR-6-1		29,333	29,627
	OR-6-1		29,333	29,627
Range 2 (OR-4):				
	OR-4-5		27,934	28,214
	OR-4-4		27,537	27,812
	OR-4-3		27,166	27,438
	OR-4-2		26,775	27,043
	OR-4-1		26,074	26,335
	OR-4-1		26,074	26,335
Range 1 (OR-2 – OR-3):				
	OR-2-9	OR-3-3	24,806	25,054
	OR-2-8	OR-3-2	23,664	23,900
	OR-2-7	OR-3-1	22,430	22,655
	OR-2-6		21,352	21,566
	OR-2-5		20,384	20,588
	OR-2-4		19,497	19,692
	OR-2-3		18,524	18,709
	OR-2-2		17,425	17,599
	OR-2-2		17,425	17,599
	OR-2-1		16,787	16,955
	NERP			13,693

Table 1.5: Nursing – Other Ranks^a

Range and Ranks	Level	Level	1 April 2016 (£)	1 April 2017 (£)
Range 5 (OR-9):				
Warrant Officer I	OR-9-5		50,820	51,328
	OR-9-4		50,284	50,787
	OR-9-3		49,748	50,246
	OR-9-2		49,213	49,705
	OR-9-1		48,677	49,164
	OR-9-1		48,677	49,164
Range 4 (OR-7 – OR-8):				
Warrant Officer II, Staff Sergeant	OR-7-10	OR-8-5	47,722	48,200
	OR-7-9	OR-8-4	47,034	47,504
	OR-7-8	OR-8-3	46,345	46,809
	OR-7-7	OR-8-2	45,657	46,113
	OR-7-6	OR-8-1	44,968	45,418
	OR-7-6	OR-8-1	44,968	45,418
	OR-7-5		44,087	44,527
	OR-7-4		43,391	43,825
	OR-7-3		42,696	43,123
	OR-7-2		42,001	42,421
	OR-7-1		41,306	41,719
	OR-7-1		41,306	41,719
	Range 3 (OR-6):			
Sergeant	OR-6-5		40,456	40,861
	OR-6-4		39,683	40,080
	OR-6-3		38,911	39,300
	OR-6-2		38,138	38,519
	OR-6-1		37,365	37,739
	OR-6-1		37,365	37,739
Range 2 (OR-4):				
Corporal	OR-4-5		35,552	35,907
	OR-4-4		34,604	34,950
	OR-4-3		33,655	33,992
	OR-4-2		32,707	33,034
	OR-4-1		31,759	32,076
	OR-4-1		31,759	32,076
Range 1 (OR-2 – OR-3):				
Lance Corporal, Private	OR-2-9	OR-3-3	30,247	30,549
	OR-2-8	OR-3-2	28,738	29,026
	OR-2-7	OR-3-1	27,230	27,502
	OR-2-6		25,722	25,979
	OR-2-5		24,214	24,456
	OR-2-4		22,705	22,932
	OR-2-3		21,197	21,409
	OR-2-2		19,689	19,886
	OR-2-2		19,689	19,886
	OR-2-1		18,306	18,489

^a Army ranks are shown in this table: the pay rates apply equally to equivalent ranks in the other Services.

Table 1.6: Nursing Officers^a

Range and Rank	Step	1 April 2016 (£)	1 April 2017 (£)
OF-5			
Colonel	7	95,306	96,259
	6	93,861	94,800
	5	92,416	93,340
	4	90,971	91,881
	3	89,526	90,422
	2	88,082	88,962
	1	86,637	87,503
	1	86,637	87,503
OF-4			
Lieutenant Colonel	7	83,384	84,218
	6	81,485	82,300
	5	79,586	80,382
	4	77,687	78,464
	3	75,788	76,546
	2	73,895	74,634
	1	71,990	72,710
	1	71,990	72,710
OF-3			
Major	7	63,563	64,199
	6	61,683	62,300
	5	59,802	60,400
	4	57,922	58,501
	3	56,041	56,602
	2	54,161	54,703
	1	52,280	52,803
	1	52,280	52,803
OF-2			
Captain	7	49,628	50,124
	6	48,153	48,635
	5	46,679	47,146
	4	45,205	45,657
	3	43,731	44,168
	2	42,256	42,679
	1	40,782	41,190
	1	40,782	41,190
OF-1			
Lieutenant, 2 nd Lieutenant (Army)	5	35,390	35,744
	4	34,266	34,609
	3	33,142	33,474
	2	32,018	32,338
	1	26,637	26,903

^a Army ranks are shown in this table: the pay rates apply equally to equivalent ranks in the other Services.

Table 1.7: Special Forces

Range and Ranks	Level	Level	1 April 2016 (£)	1 April 2017 (£)
Range 5 (OR-9):				
Warrant Officer I	OR-9-6		61,208	61,820
	OR-9-5		60,608	61,214
	OR-9-4		60,007	60,607
	OR-9-3		59,407	60,001
	OR-9-2		58,806	59,394
	OR-9-1		58,206	58,788
Range 4 (OR-7 – OR-8):				
Warrant Officer II, Staff Sergeant	OR-7-12	OR-8-6	57,064	57,635
	OR-7-11	OR-8-5	56,408	56,972
	OR-7-10	OR-8-4	55,751	56,309
	OR-7-9	OR-8-3	55,095	55,646
	OR-7-8	OR-8-2	54,438	54,983
	OR-7-7	OR-8-1	53,782	54,320
	OR-7-6		52,727	53,255
	OR-7-5		52,071	52,592
	OR-7-4		51,414	51,929
	OR-7-3		50,758	51,266
	OR-7-2		50,101	50,602
	OR-7-1		49,445	49,940
Range 3 (OR-6):				
Sergeant	OR-6-6		48,475	48,960
	OR-6-5		47,975	48,455
	OR-6-4		47,475	47,950
	OR-6-3		46,974	47,444
	OR-6-2		46,474	46,939
	OR-6-1		45,974	46,434
Range 2 (OR-4):				
Corporal	OR-4-6		43,784	44,222
	OR-4-5		43,128	43,559
	OR-4-4		42,471	42,896
	OR-4-3		41,815	42,233
	OR-4-2		41,159	41,570
	OR-4-1		40,502	40,907
Range 1 (OR-2 – OR-3):				
Lance Corporal, Private	OR-2-10	OR-3-3	39,556	39,951
	OR-2-9	OR-3-2	38,965	39,354
	OR-2-8	OR-3-1	38,373	38,757
	OR-2-7		37,782	38,160
	OR-2-6		37,191	37,563
	OR-2-5		36,600	36,966
	OR-2-4		36,009	36,369
	OR-2-3		35,418	35,772
	OR-2-2		34,827	35,175
	OR-2-1		34,236	34,578

Table 1.8: Professional Aviator

Increment level	1 April 2016 (£)	1 April 2017 (£)
Level 35	81,131	81,943
Level 34	80,019	80,819
Level 33 ^a	78,902	79,691
Level 32	77,789	78,567
Level 31	76,680	77,447
Level 30 ^{b,c}	75,559	76,315
Level 29	74,455	75,199
Level 28	73,338	74,071
Level 27 ^d	72,216	72,939
Level 26	71,112	71,824
Level 25	69,991	70,691
Level 24 ^e	68,882	69,571
Level 23	67,851	68,529
Level 22 ^f	66,559	67,224
Level 21	65,321	65,974
Level 20 ^g	64,076	64,717
Level 19	62,843	63,472
Level 18	61,606	62,222
Level 17	60,369	60,973
Level 16 ^h	59,133	59,724
Level 15	57,896	58,475
Level 14	56,659	57,225
Level 13	55,413	55,967
Level 12 ⁱ	54,181	54,723
Level 11	52,944	53,473
Level 10	52,233	52,755
Level 9	51,420	51,934
Level 8	50,598	51,104
Level 7	49,785	50,283
Level 6	48,967	49,457
Level 5	48,146	48,627
Level 4	47,328	47,802
Level 3	46,511	46,976
Level 2	45,689	46,146
Level 1	44,867	45,316

^a RAF OF3 Non-pilots cannot progress beyond Increment Level 33.

^b OF2 Aircrew cannot progress beyond Increment Level 30.

^c AAC WO1 pilots cannot progress beyond Increment Level 30.

^d AAC WO2 pilots cannot progress beyond Increment Level 27.

^e AAC Staff Sergeant pilots cannot progress beyond Increment Level 24.

^f AAC Sergeant pilots cannot progress beyond Increment Level 22.

^g RAF Non-Commissioned Master Aircrew cannot progress beyond Increment Level 20.

^h RAF Non-Commissioned Aircrew Flight Sergeants cannot progress beyond Increment Level 16.

ⁱ RAF Non-Commissioned Aircrew Sergeants cannot progress beyond Increment Level 12.

Table 1.9: Chaplains^a

Rank/ length of service	Level	1 April 2016 (£)	1 April 2017 (£)
Chaplain-General	Level 5	101,462	102,477
	Level 4	100,417	101,422
	Level 3	99,386	100,380
	Level 2	98,350	99,334
	Level 1	97,314	98,287
Deputy Chaplain-General ^b	Level 5	89,670	90,567
	Level 4	88,600	89,486
	Level 3	87,530	88,406
	Level 2	86,465	87,329
	Level 1	85,399	86,253
Chaplain (Class 1)	Level 6	84,333	85,177
	Level 5	83,267	84,100
	Level 4	82,197	83,019
	Level 3 ^c	81,131	81,943
	Level 2 ^d	79,634	80,430
	Level 1	78,136	78,917
Chaplains Class 2/3/4 (or equivalent)	Level 27	76,604	77,370
	Level 26	75,178	75,930
	Level 25	73,753	74,491
	Level 24	72,336	73,060
	Level 23	70,941	71,650
	Level 22	69,516	70,211
	Level 21	68,086	68,767
	Level 20	66,666	67,332
	Level 19	65,240	65,892
	Level 18	63,819	64,457
	Level 17	62,394	63,018
	Level 16	60,973	61,582
	Level 15	59,547	60,143
	Level 14	58,126	58,708
	Level 13	56,706	57,273
	Level 12	55,276	55,829
	Level 11	53,860	54,398
	Level 10	52,434	52,959
	Level 9	51,013	51,524
	Level 8	49,584	50,080
	Level 7	48,167	48,649
	Level 6	46,733	47,201
	Level 5	45,317	45,770
	Level 4	43,896	44,335
	Level 3	42,475	42,899
	Level 2	41,045	41,456
	Level 1	39,629	40,025

^a Army ranks are shown in this table: the pay rates apply equally to equivalent ranks in the other Services.

^b Army only.

^c Entry level for Deputy Chaplain of the Fleet on appointment.

^d Entry level for Deputy Chaplains-in Chief.

Table 1.10: Veterinary Officers of the Royal Army Veterinary Corps

Rank/ length of service	Level	1 April 2016 (£)	1 April 2017 (£)
Lieutenant Colonel	Level 5	77,447	78,221
	Level 4	76,274	77,037
	Level 3	75,105	75,856
	Level 2	73,928	74,668
	Level 1	72,764	73,492
Major, Captain	Level 22	70,637	71,344
	Level 21	69,178	69,870
	Level 20	67,714	68,391
	Level 19	66,254	66,917
	Level 18	64,799	65,447
	Level 17	63,336	63,969
	Level 16	61,880	62,499
	Level 15	60,412	61,017
	Level 14	58,965	59,555
	Level 13	57,699	58,276
	Level 12	56,449	57,013
	Level 11	55,045	55,596
	Level 10	53,637	54,173
	Level 9	52,233	52,755
	Level 8	50,838	51,346
	Level 7	49,434	49,928
	Level 6	48,030	48,511
	Level 5	46,630	47,097
	Level 4	45,227	45,679
Level 3	43,827	44,265	
Level 2	42,423	42,848	
Level 1	39,629	40,025	

Table 1.11: Officers Commissioned From the Ranks^a

Increment level	1 April 2016 (£)	1 April 2017 (£)
Level 15	52,969	53,499
Level 14	52,623	53,149
Level 13	52,259	52,781
Level 12	51,553	52,068
Level 11 ^b	50,851	51,359
Level 10	50,140	50,642
Level 9	49,434	49,928
Level 8	48,728	49,215
Level 7 ^c	47,846	48,325
Level 6	47,303	47,776
Level 5	46,750	47,218
Level 4 ^d	45,659	46,116
Level 3	45,115	45,567
Level 2	44,559	45,005
Level 1 ^e	43,472	43,907

^a Also applies to Naval Personal and Family Service Officers, Naval Career Service Officers, RAF Directors of Music commissioned prior to 2000 and RAF Medical Technician Officers commissioned prior to 1998 except Squadron Leaders who have been assimilated into the main Officer pay scales.

^b Naval Career Service Officers cannot progress beyond this pay point.

^c Officers Commissioned from the Ranks with more than 15 years' service in the Ranks enter on Level 7.

^d Officers Commissioned from the Ranks with between 12 and 15 years' service in the Ranks enter on Level 4.

^e Officers Commissioned from the Ranks with less than 12 years' service in the Ranks enter on Level 1.

Table 1.12: Special Forces Officers Commissioned From the Ranks

Rank	Level	1 April 2016 (£)	1 April 2017 (£)
OF-3			
Major	Level 9	69,965	70,665
	Level 8	69,263	69,956
	Level 7	68,561	69,247
	Level 6	67,864	68,542
	Level 5	67,166	67,838
	Level 4	66,657	67,323
	Level 3	65,762	66,420
	Level 2	65,064	65,715
	Level 1	64,367	65,010
OF-1 – OF-2			
Captain, Lieutenant, 2 nd Lieutenant	Level 15	65,018	65,668
	Level 14	64,641	65,287
	Level 13	64,269	64,911
	Level 12	63,327	63,960
	Level 11	62,381	63,005
	Level 10	61,435	62,050
	Level 9	60,498	61,103
	Level 8	59,548	60,143
	Level 7	58,602	59,188
	Level 6	57,861	58,440
	Level 5	57,155	57,726
	Level 4	56,440	57,005
	Level 3	55,722	56,279
	Level 2	55,007	55,557
	Level 1	54,292	54,835

Appendix 2

1 April 2017 recommended rates of Recruitment and Retention Payments and compensatory allowances

Changes to the Reserve Band system for Recruitment and Retention Payment (RRP) came into effect from 1 April 2012. For the first three years away from an RRP or RRP related post, a Reserve Band will be paid: for the first two years at 100% of the full rate and 50% of the full rate during the third year. Payment will then cease. Personnel who submit an application to Premature Voluntary Release (PVR) will lose their entitlement to RRP with immediate effect.

RECRUITMENT AND RETENTION PAYMENT	<i>Reserve Band</i>	
	<i>Rate</i>	<i>Rate 50%</i>
RRP (Flying)^a	<i>£ per day</i>	<i>£ per day</i>
Officer aircrew (trained)		
Trained Army NCO Pilots and Officer Aircrew in the rank of Squadron Leader ^b and below ^c		
Tier 1	10.96	5.48
Tier 2		
Rate 1	36.30	18.15
Rate 2	39.04	19.52
Rate 3	45.21	22.61
Rate 4	47.95	23.98
Rate 5	49.32	24.66
Rate 6	50.68	25.34
Rate 7	52.60	26.30
Wing Commander ^b		
On appointment	40.78	20.39
After 6 years	38.21	19.11
After 8 years	35.67	17.84
Group Captain ^b		
On appointment	31.22	15.61
After 2 years	29.29	14.65
After 4 years	27.38	13.69
After 6 years	24.19	12.10
After 8 years	21.00	10.50
Air Commodore ^b	12.73	6.37

^a 'Flying Pay' is not payable to personnel on the Professional Aviator Pay Spine.

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

^c Except RAF Specialist Aircrew Flight Lieutenant and Ground Branch aircrew.

	Rate £ per day	Reserve Band Rate 50% £ per day
RAF specialist aircrew		
<i>(a) Flight Lieutenants (not Branch Officers)</i>		
On designation as specialist aircrew	48.40	24.20
After 1 year as specialist aircrew	49.07	24.54
After 2 years as specialist aircrew	50.32	25.16
After 3 years as specialist aircrew	50.93	25.47
After 4 years as specialist aircrew	51.60	25.80
After 5 years as specialist aircrew	52.86	26.43
After 6 years as specialist aircrew	53.50	26.75
After 7 years as specialist aircrew	54.15	27.08
After 8 years as specialist aircrew	55.41	27.71
After 9 years as specialist aircrew	56.04	28.02
After 10 years as specialist aircrew	56.68	28.34
After 11 years as specialist aircrew	57.95	28.98
After 12 years as specialist aircrew	58.60	29.30
After 13 years as specialist aircrew	59.88	29.94
After 14 years as specialist aircrew	60.51	30.26
After 15 years as specialist aircrew	61.14	30.57
After 16 years as specialist aircrew	63.06	31.53
<i>(b) Branch Officers</i>		
On designation as specialist aircrew	39.50	19.75
After 5 years as specialist aircrew	43.96	21.98
Ground Branch Officer aircrew (trained) and aircrew under transitional arrangements in the rank of Squadron Leader and below		
RM and Army pilots qualified as aircraft commanders		
Initial rate	14.63	7.32
Middle rate ^d	24.84	12.42
Top rate ^d	39.50	19.75
Enhanced rate ^e	46.50	23.25
Enhanced rate ^f	43.96	21.98
Non-commissioned aircrew (trained) RN/RM, Army and RAF aircrewmen		
Initial rate	7.64	3.82
Middle rate ^g	15.93	7.97
Top rate ^h	21.00	10.50

^d After 4 years on the preceding rate.

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

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

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

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

	Rate £ per day	Reserve Band Rate 50% £ per day
RRP (Diving)		
<i>Category</i>		
1 RN Diver (Able rate) prior to Category 3 qualification Ship's Diver – all ranks and ratings	4.44	2.22
2 RN Search and Rescue Diver – all ratings Ship Divers' Supervisors Army Compressed Air Diver – all ranks	8.95	4.48
3 RN Diver (Able rate) when qualified to Category 3 standards Army Diver Class 1 – all ranks	12.12	6.06
3a Supplement for Explosive Ordnance Disposal (EOD) Operators. In receipt of RRP (Diving) Level 3 and completed EOD course 0804	7.95	3.98
4 RN Diver (Leading rate) when qualified to Category 4 standards Army Diving Supervisor and Instructor – all ranks RN Mine Countermeasures and Diving Officer ⁱ	21.00	10.50
4a Supplement for Explosive Ordnance Disposal (EOD) Operators. In receipt of RRP (Diving) Level 4 and completed EOD course 0804	7.95	3.98
5 RN Diver (Petty Officer and above) when qualified to Category 5 standards		
on appointment	29.94	14.97
after 3 years	32.50	16.25
after 5 years	34.39	17.20
5a Supplement for Explosive Ordnance Disposal (EOD) Operators. In receipt of RRP (Diving) Level 5 and qualified beyond CMD level	11.66	5.83
5b Qualified only in CMD skills	5.18	2.59
RRP (Submarine)		
Level 1 – payable on qualification	12.73	6.37
Level 2 – payable after 5 years on Level 1	16.55	8.28
Level 3 – payable after 5 years on Level 2	19.74	9.87
Level 4 – payable after 5 years on Level 3	22.30	11.15
Level 5 – payable to Officers qualifying Advanced Warfare Course or in Charge Qualified positions	28.02	14.01
RRP (Submarine Supplement)		
Harbour rate	5.10	–
Sea rate	15.30	–
RRP (Submarine) Engineer Officers' Supplement		
Level 1: pre-charge assignments in submarines ^j	10.20	–
Level 2: charge assignments in submarines	20.40	–

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

^j MESM Officers were ineligible for Level 1 before 1 April 2016.

	<i>Rate £ per day</i>	<i>Reserve Band Rate 50% £ per day</i>
RRP (Nuclear Propulsion)		
ORs Category C	3.06	1.53
ORs Category B	6.12	3.06
ORs Category B2	12.24	6.12
ORs Category A2	40.80	20.40
Category A1 Watchkeeper – MESM Officer – Pre Charge ^k	12.12	6.06
Category A1 Watchkeeper – MESM Officer – Charge and post Charge	20.20	10.10
RRP (Hydrographic)		
On attaining Charge qualification (H Ch)	14.02	7.01
Surveyor 1st Class (H1)	12.73	6.37
On promotion to Chief Petty Officer or attainment of NVQ4 whichever is sooner	10.51	5.26
Surveyor 2nd Class (H2), on promotion to Petty Officer or attainment of NVQ3 whichever is sooner	5.75	2.88
On promotion to Leading Hand	3.84	1.92
On completion of Initial Hydrographic Training	1.92	0.96
RRP (SF) Officers		
Level 1	41.39	20.70
Level 2	48.40	24.20
Level 3	52.86	26.43
Level 4	57.61	28.81
RRP (SF) Other Ranks		
Level 1	20.39	10.20
Level 2	28.65	14.33
Level 3	33.13	16.57
Level 4	39.50	19.75
Level 5	43.31	21.66
Level 6	48.40	24.20
Level 7	52.86	26.43
Level 8	57.61	28.81
Level 9	61.64	30.82
Level 10	64.72	32.36
RRP (SF-SDV)	12.12	–
RRP (SR) Officers		
Level 1	39.50	19.75
Level 2	46.50	23.25
Level 3	50.32	25.16
Level 4	54.85	27.43

^k This is a new category from 1 April 2016: Category A1 Watchkeeper – MESM Officer – Pre Charge.

	<i>Rate £ per day</i>	<i>Reserve Band Rate 50% £ per day</i>
RRP (SR) Other Ranks		
Level 1	19.37	9.69
Level 2	27.38	13.69
Level 3	31.22	15.61
Level 4	38.21	19.11
Level 5	41.39	20.70
Level 6	46.50	23.25
Level 7	50.32	25.16
Level 8	54.85	27.43
Level 9	58.70	29.35
Level 10	61.63	30.82
RRP (SFC)		
Level 1	18.47	9.24
Level 2	21.65	10.83
RRP (SC)		
Level 1	12.12	–
RRP (SI)		
Level 0	12.73	–
Level 1	21.65	–
Level 2	32.50	–
RRP (Mountain Leader)		
Initial	15.31	7.66
Enhanced	20.81	10.41
RRP (Parachute Jumping Instructor)		
Less than 8 years' experience	7.95	3.98
8 or more years' experience	11.64	5.82
Joint Air Delivery Test & Evaluation Unit Supplement	3.68	–
RRP (Parachute)	5.75	2.88
RRP (High Altitude Parachute)^l	10.84	–
RRP (Flying Crew)^m		
Lower rate	5.10	–
Higher rate ^d	8.27	–

^l Rate applies to members of the Pathfinder Platoon.

^mAlso incorporates those previously covered by RRP (Air Despatch) and RRP (Joint Helicopter Support Unit Helicopter Crew).

	<i>Rate</i> <i>£ per day</i>	<i>Reserve Band</i> <i>Rate 50%</i> <i>£ per day</i>
RRP (Explosive Ordnance Disposal Operators)ⁿ		
Level 2 (Defence EOD Operators)	17.22	–
Level 2A (Advanced EOD Operators)	22.93	–
Level 3 (Advanced Manual Techniques Operators)	29.29	–
RRP (WESM)		
Strategic Weapon System (SWS) and Tactical Weapon System (TWS) ^o		
OR7-9	20.00	10.00
OR6	12.00	6.00
OR4	3.00	1.50
RRP (Nursing)		
Specialist nurses who acquire the specified academic qualification of specialist practice (Defence Nursing Operational Competency Framework (DNOCF) Level 3)	10.84	5.42

ⁿ Payable on a Non-continuous Basis (NCB) to RLC Officer and SNCO EOD Operators filling an EOD appointment and qualified to low-threat environment level. Payable on a NCB to RLC, RE and RAF Officer and SNCO EOD Operators filling an EOD appointment and qualified to high-threat environment level. RE TA Officers and SNCOs will receive RRP for each day they are in receipt of basic pay. RAF Officers and SNCOs occupying a Secondary War Role EOD Post will be paid on a Completion of Task Basis. Payable on a NCB to qualified officers and SNCOs when filling an Advanced Manual Techniques annotated appointment.

^o Payable on achievement of Role Performance Statement.

COMPENSATORY ALLOWANCES	<i>Rate £ per day</i>
LONGER SEPARATION ALLOWANCE	
Level 1 (up to 280 days qualifying separation)	7.04
Level 2 (281-460 days qualifying separation)	11.00
Level 3 (461-640)	14.97
Level 4 (641-820)	16.43
Level 5 (821-1000)	17.69
Level 6 (1001-1180)	18.95
Level 7 (1181-1360)	20.20
Level 8 (1361-1540)	22.10
Level 9 (1541-1720)	23.37
Level 10 (1721-1900)	24.64
Level 11 (1901-2080)	25.90
Level 12 (2081-2260)	27.17
Level 13 (2261-2440)	28.42
Level 14 (2441-2800)	29.68
Level 15 (2801-3160)	30.93
Level 16 (3161+)	32.18
UNPLEASANT WORK ALLOWANCE	
Level 1	2.65
Level 2	6.45
Level 3	19.09
UNPLEASANT LIVING ALLOWANCE	3.49
NORTHERN IRELAND RESIDENTS' SUPPLEMENT	7.66
RECRUITMENT AND RETENTION ALLOWANCE (LONDON)	4.04
EXPERIMENTAL TEST ALLOWANCE (per test)	2.84
EXPERIMENTAL DIVING ALLOWANCE	
Lump sum per dive	
Grade 5	315.40
Grade 4	157.72
Grade 3	118.30
Grade 2	78.84
Grade 1	15.76
Additional hourly rates	
Grade 5	63.08
Grade 4	15.76
Grade 3	11.81
Grade 2	7.90
Grade 1	-
MINE COUNTERMEASURES VESSELS ENVIRONMENTAL ALLOWANCE	3.49