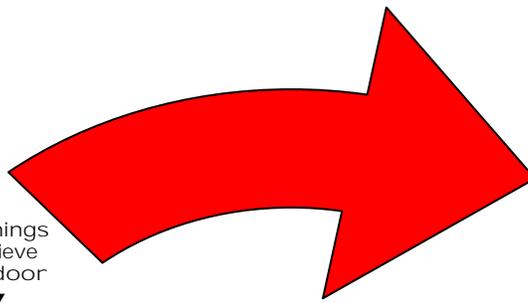


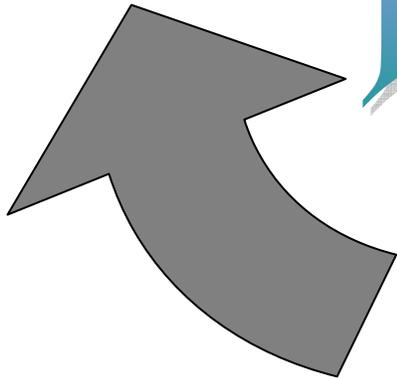
Our admirals tell us that things
will get better !! If you believe
that.....The wolf is at the door



It is 1968 and the much
waited for pay rise has
arrived.



1968

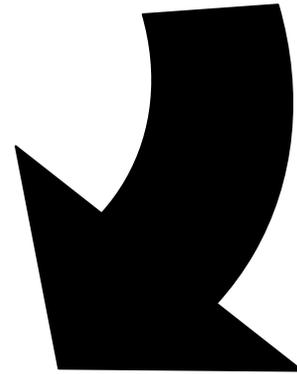


but lots of debts ..story of
your



life?

.....!



In the **BLACK** is nice, but fleeting
And all too quickly changes when meeting
The cost of our life style, married or single
With few coins left in our pockets to jingle.

Then the colour changes to **GREY** well known to mean 'uncertain' bets
That even the few coins we have are assets or debts
So we tighten our belts and look to our savings
Bemoaning our lot and our pay whilst retaining our cravings.

When the piggy-bank is empty but the needs are still there
We still go ashore with or without a care
And although now at **RED** when we should stop
We borrow a rubber, half a bar, to buy our pop.

Then it is pay day, what a relief
All debts are settled and there is a belief
That this month things will be different and debt free
How right you are matey because the ship is due for a month at sea.

{G. Dykes May 2005 – a budding Poet Laureate?}

SERVICE PAY AND PENSIONS

1. In November 1967, under a standing reference of Service emoluments to the National Board for Prices and Incomes, the Government instructed the Board to keep Service Pay and Allowances under continuous review. The Board have now made their first report under the standing reference (Report No. 70 Cmnd. 3651) and the Government have accepted their recommendations. Pensions and Gratuities have since been reviewed separately by the Ministry of Defence and the Treasury in the light of the Board's recommendations on pay and allowances.

2. The new rates of pay, allowances, retired pay, pensions and gratuities will be effective from 1st April 1968 and are detailed in the attached Appendices.

PAY

Officers

3. The annual basic pay of Officers on normal rates will be increased by the following amounts:—

	<i>Rank</i>	£
(Army ranks are used for convenience)		(to the nearest £)
Second Lieutenant		64
Lieutenant		55 to 64
Captain		82 to 101
Major		118 to 146
Lieutenant-Colonel		164 to 183
Colonel		210 to 229
Brigadier		255
Major-General		328
Lieutenant-General		365
General		439
Field Marshal		511

4. The new rates of pay for chaplains, medical and dental officers, officers of the legal services and others on special rates of pay are shown in the appropriate tables.

5. There will be increases in flying pay during a first tour of flying duty for qualified pilots and flying instructors of the Army and for qualified Royal Marine Unit Light Aircraft Helicopter Pilots. Rates of submarine pay, certain rates of diving pay, and surveying pay for surveying officers of the Royal Navy, will be increased. The conditions of issue of Parachutist Instructor Pay will be changed.

Other Ranks

6. The normal basic pay of ratings, soldiers and airmen will generally be increased by the following weekly amounts:—

	<i>Ranks</i>	
(Army ranks are used for convenience)		
Private		10s. 6d. to 19s. 3d.
Lance Corporal		12s. 3d. to 21s. 0d.
Corporal		15s. 9d. to 24s. 6d.
Sergeant		19s. 3d. to 29s. 9d.
Staff Sergeant		21s. 0d. to 33s. 3d.
Warrant Officer Class II		22s. 9d. to 35s. 0d.
Warrant Officer Class I		24s. 6d. to 36s. 9d.

7. The changes in flying pay referred to in paragraph 5 above will apply, where appropriate, to Royal Marine and Army other ranks. There will be increases in the rates of submarine pay and in certain rates of diving pay. The conditions of issue of Parachutist Instructor Pay will be changed. The system of lengths of service increments

in pay for the RAF will be extended below the rank of Corporal so as to provide an increment, after 12 years' service, for leading and senior aircraftmen and junior technicians.

Women's Services

8. Women's rates of pay will be increased to maintain the existing relativity of approximately 85 per cent of equivalent men's rates. The rates of pay for officers of the WRNS below the rank of Chief Officer will be aligned with those of corresponding ranks in the WRAC and the WRAF. A further increment will be granted to WRAC and QARANC Warrant Officers on completion of 22 years' service.

Cost

9. The cost of the increases in pay is estimated at about £5,900,000 for Officers and £17,200,000 for ratings, soldiers and airmen in 1968/69.

SEPARATION ALLOWANCE

10. The rates of Separation Allowance payable to certain married Servicemen separated from their families during service outside the United Kingdom, and to Naval personnel appointed to certain sea-going ships in home waters, will be as follows with effect from 1st April 1968:—

Lower rate	5s. 0d. per day
Higher rate	10s. 0d. per day

Cost

11. The cost of the increase in Separation Allowance is about £237,000 in 1968/69.

MARRIAGE ALLOWANCE

12. There will be no change in the standard rate of marriage allowance payable to those living in official accommodation, but the higher rate of marriage allowance will be increased by 3s. 0d. per day (about £55 per year).

Cost

13. The cost of the increase in the higher rate of marriage allowance is about £3,800,000 in 1968/69.

RETIREMENT BENEFITS

Retired Pay and Pensions

14. The new rates of retired pay and pensions set out in Appendix IV will be effective from 1st April 1968. They will apply to officers, ratings, soldiers and airmen whose first day of eligibility for retired pay or pension is on or after 1st February 1968.

15. Retired pay and pensions for members of the Women's Service will be about 85 per cent of male rates. Examples are given at Appendix IV, Tables III and IV.

Service Gratuities

16. Certain gratuities for officers and other ranks are to be increased. The new rates are set out at Appendix IV, Tables V to VII.

Widows' gratuities

17. New rates of gratuities payable to those widows of regular Servicemen who are not eligible for a Service widow's pension are given at Appendix IV, Table VIII. They will apply where deaths occur in the Service on or after 31st January 1968.

Cost

18. The cost of the improvements in retirement benefits will be about £2,100,000 in 1968/69.

September 1968.

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PARLIAMENTARY PUBLICATIONS



DEFENCE

SERVICE PAY AND PENSIONS

*Presented to Parliament by the Secretary of State for Defence
by Command of Her Majesty
September 1968*

LONDON
HER MAJESTY'S STATIONERY OFFICE

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Cmd. 3756

APPENDIX I
PAY OF REGULAR OFFICERS
TABLE I
ROYAL NAVY AND ROYAL MARINES
NORMAL RATES

Rank	New Rates of Basic Pay	
	Daily	Annual
	s. d.	£
Cadet	18 9	342
Midshipman at Britannia R.N. College, Dartmouth	23 9	433
Acting Midshipman (University Cadet), Midshipman in Ships of the Fleet and Second Lieutenant R.M.	35 6	648
Acting Sub-Lieutenant R.N. and Acting Lieutenant R.M.	42 6	776
Sub-Lieutenant	46 6	849
Lieutenant R.N.	57 0	1,040
After 1 year in the rank	64 0	1,168
After 2 years in the rank	72 0	1,314
After 4 years in the rank	75 0	1,369
After 6 years in the rank	77 6	1,414
*After 8 years in the rank	80 6	1,469
*After 10 years in the rank	83 0	1,515
*After 12 years in the rank	86 0	1,570
*After 14 years in the rank	89 6	1,633
*After 16 years in the rank	92 6	1,688
Lieutenant R.M.	46 6	849
After 1 year in the rank	57 0	1,040
After 2 years in the rank	64 0	1,168
After 3 years in the rank	72 0	1,314
After 5 years in the rank	75 0	1,369
After 7 years in the rank	77 6	1,414
After 9 years in the rank	80 6	1,469
†After 11 years in the rank	83 0	1,515
†After 13 years in the rank	86 0	1,570
Lieutenant-Commander R.N. and equivalent rank R.M.	99 0	1,807
After 2 years in the rank	104 6	1,907
After 4 years in the rank	110 0	2,008
After 6 years in the rank	112 6	2,053
After 8 years in the rank	115 0	2,099
After 10 years in the rank	118 0	2,154
After 12 years in the rank	122 6	2,236
Commander R.N. and equivalent rank R.M.	136 6	2,491
After 2 years in the rank or 19 years' service	140 6	2,564
After 4 years in the rank or 21 years' service	145 0	2,646
After 6 years in the rank or 23 years' service	149 0	2,719
After 8 years in the rank or 25 years' service	153 0	2,792
Captain R.N. and equivalent rank R.M.	177 0	3,230
After 2 years in the rank	181 6	3,312
After 4 years in the rank	185 6	3,385
After 6 years in the rank	190 0	3,468
After 8 years in the rank	217 0	3,960
Rear-Admiral	269 0	4,909
Vice-Admiral	304 0	5,548
Admiral	362 0	6,607
Admiral of the Fleet	428 0	7,811

*Supplementary List only.
†R.M. Special Entry Flying Service List only.

APPENDIX I—Continued

TABLE IA
ROYAL NAVY AND ROYAL MARINES
SPECIAL DUTIES LIST OFFICERS

Rank	New Rates of Basic Pay	
	Daily	Annual
	s. d.	£
Sub-Lieutenant... ..	82 6	1,506
After 3 years in the rank	84 6	1,542
Lieutenant R.N.	89 0	1,624
After 2 years in the rank	91 0	1,661
After 4 years in the rank	93 0	1,697
After 6 years in the rank	95 0	1,734
After 8 years in the rank	97 6	1,779
Lieutenant R.M. on promotion	82 6	1,506
After 3 years in the rank	84 6	1,542
After 5 years in the rank	89 0	1,624
After 7 years in the rank	91 0	1,661
After 9 years in the rank	93 0	1,697
After 11 years in the rank	95 0	1,734
After 13 years in the rank	97 6	1,779
Lieutenant-Commander R.N. and equivalent rank R.M. as for General List Officers		

TABLE IB
ROYAL NAVY AND ROYAL MARINES
CAREERS SERVICE

Rank	New Rates of Basic Pay	
	Daily	Annual
	s. d.	£
Lieutenant (Careers Service)	83 6	1,524
Regional Careers Staff Officer	117 6	2,144

APPENDIX I—Continued
TABLE Ic
ROYAL NAVY AND ROYAL MARINES
ADDITIONAL PAY

The undermentioned rates will apply with effect from 1st April, 1968.

1. Flying Pay during a first tour of flying duty									
R.M. Unit Light Aircraft Helicopter Pilots									
									Daily Rates
									s. d.
2nd-Lieutenant; Acting Lieutenant; Lieutenant on promotion	...	...							23 6
Lieutenant after 1 year; Captain and Major	...	...	...	...	...	...	...	...	25 6
Lieutenant Colonel	...	...	...	...	...	...	...	...	18 6
2. Submarine Pay									
Midshipman	...	...	...	...	...	...	...	...	9 0
Acting Sub-Lieutenant; Sub-Lieutenant	...	...	...	...	...	...	...	...	13 0
Lieutenant; Lieutenant Commander; Commander; Captain	...	...	...	...	...	...	...	...	15 0
3. Diving Pay									
Minerwarfare and Clearance Diving Officer	...	...	...	...	...	...	...	...	16 0
Swimmer Canoeist Officer	...	...	...	...	...	...	...	...	8 0
4. Surveying Pay									
Lieutenant Commander (H)	...	...	...	...	...	...	...	...	13 0
Assistant Surveyors (H) 1st Class	...	...	...	...	...	...	...	...	11 0
" " (H) 2nd Class	...	...	...	...	...	...	...	...	9 0
" " (H) 3rd Class	...	...	...	...	...	...	...	...	6 0
" " (H) 4th Class	...	...	...	...	...	...	...	...	4 0

APPENDIX I—Continued

TABLE IV
ALL SERVICES
CHAPLAINS

Rank	New Rates of Basic Pay	
	Daily	Annual
	s. d.	£
Chaplain on entry	64 0	1,168
After 2 years' service	69 6	1,268
After 4 years' service	76 0	1,387
After 6 years' service	84 6	1,542
After 8 years' service	93 0	1,697
After 10 years' service	101 0	1,843
After 12 years' service	105 6	1,925
After 14 years' service	110 0	2,008
After 16 years' service	114 6	2,090
After 18 years' service	121 6	2,217
After 20 years' service	130 0	2,373
After 22 years' service	138 6	2,528
After 24 years' service	144 0	2,628
After 26 years' service (a)	149 6	2,728
After 28 years' service (b)	154 6	2,820
Principal Chaplain	165 0	3,011
Deputy Chaplain-General, Army	166 0	3,030
Chaplain of the Fleet	} 201 0	3,668
Chaplain-General		
Chaplain in Chief, R.A.F.		

NOTE: The maximum rate of pay for Army Chaplains below Class I is rate (a). Army Chaplains Class I receive rate (a) on appointment, if they have less than 28 years' service. After two years in the rank, or after 28 years' service, they receive rate (b).

APPENDIX I—Continued
TABLE V
ALL SERVICES
MEDICAL AND DENTAL OFFICERS

Rank	New Rates of Basic Pay	
	Daily	Annual
	s. d.	£
Surgeon Lieutenant/Captain/Flight Lieutenant	99 6	1,816
After 2 years in the rank	101 6	1,852
After 4 years in the rank	104 6	1,907
Surgeon Lieutenant-Commander/Major/Squadron Leader ...	124 0	2,263
After 1 year in the rank	126 6	2,309
After 2 years in the rank	129 0	2,354
After 3 years in the rank	131 0	2,391
After 4 years in the rank	134 0	2,446
After 5 years in the rank	136 0	2,482
After 6 years in the rank	138 0	2,519
After 7 years in the rank	140 6	2,564
Surgeon Commander/Lieutenant-Colonel/Wing Commander ...	154 0	2,811
After 2 years in the rank	158 0	2,884
After 4 years in the rank	161 0	2,938
After 6 years in the rank	165 0	3,011
After 8 years in the rank	168 6	3,075
Surgeon Captain/Colonel/Group Captain	188 6	3,440
After 2 years in the rank	192 0	3,504
After 4 years in the rank	195 6	3,568
After 6 years in the rank	199 0	3,632
Colonel/Group Captain after 8 years in the rank	202 0	3,687
Surgeon Captain after 8 years in the rank	} 217 0	3,960
Brigadier/Air Commodore		
Surgeon Rear-Admiral/Major-General/Air Vice-Marshal... ..	269 0	4,909
Surgeon Vice-Admiral/Lieutenant-General/Air Marshal	304 0	5,548

NOTES: (1) Dental Cadets:

On appointment	s.	d.
After 1 years' service	35	6
On passing 2nd Bachelor of Dental Surgery Examination	43	6

(2) Medical Cadets:

On appointment	s.	d.
On provisional registration	43	6
	48	0

APPENDIX II
DAILY RATES OF PAY OF REGULAR RATINGS,
SOLDIERS AND AIRMEN

TABLE I
ROYAL NAVY AND ROYAL MARINES

Where several different rates of pay are indicated, Rate C is for the man with the lowest qualification and Rate A for the highest qualification.

SEAMAN BRANCH AND ROYAL MARINES (ALL BRANCHES)

Rating/Rank	New Rates of Basic Pay					
	C		B		A	
	7-year Rate	9-year Rate	7-year Rate	9-year Rate	7-year Rate	9-year Rate
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Ordinary Rating or Marine 2nd Class	—	—	—	—	22 6	28 3
Able Rating or Marine 1st Class	—	—	25 6	31 3	27 9	33 6
Leading Rating or Corporal R.M.	34 9	40 6	35 9	41 6	36 9	42 6
Petty Officer or Sergeant R.M.	43 3	49 0	44 6	50 3	46 0	51 9
Chief Petty Officer or Colour Sergeant R.M.	49 6	55 3	51 0	56 9	52 3	58 0
Quarter-Master Sergeant R.M.	—	—	—	—	—	62 3
Regimental Sergeant Major R.M.	—	—	—	—	—	65 6

TABLE IA
ROYAL NAVY
OTHER BRANCHES

Rating/Rank	New Rates of Basic Pay			
	B		A	
	7-year Rate	9-year Rate	7-year Rate	9-year Rate
	s. d.	s. d.	s. d.	s. d.
Ordinary Rating	—	—	22 6	28 3
Able Rating	25 6	31 3	27 9	33 6
Leading Rating	34 9	40 6	36 9	42 6
Petty Officer	43 3	49 0	46 0	51 9
Chief Petty Officer	49 6	55 3	52 3	58 0

APPENDIX II—Continued

**TABLE 1B
ROYAL NAVY
MECHANICIANS/MEDICAL TECHNICIANS**

Rating/Rank	New Rates of Basic Pay*
	s. d.
Mechanician/Medical Technician 5th Class (Able Rating)	33 6
Mechanician/Medical Technician Acting 4th Class (Leading Rating) ...	41 6
Mechanician/Medical Technician 4th Class (Leading Rating)	43 6
Mechanician/Medical Technician 3rd Class (Petty Officer)	51 9
Mechanician/Medical Technician 2nd Class (Petty Officer)	55 0
Mechanician/Medical Technician 1st Class (Chief Petty Officer) ...	59 0
Mechanician/Medical Technician 1st Class after 2 years	62 3
Mechanician/Medical Technician 1st Class after 4 years	64 0
Mechanician/Medical Technician 1st Class after 6 years	65 0
Chief Mechanician/Chief Medical Technician	69 9

NOTE: *Trade and Charge Pay are included where applicable.

**TABLE 1C
ARTIFICERS**

Rating/Rank	New Rates of Basic Pay*
	s. d.
Artificer 3rd Class (Leading Rating)	40 6
Artificer Acting 2nd Class (Petty Officer)	52 3
Artificer 2nd Class (Petty Officer)	55 6
Artificer 1st Class (Chief Petty Officer)	59 0
Artificer 1st Class after 2 years	62 3
Artificer 1st Class after 4 years	64 0
Artificer 1st Class after 6 years	65 0
Chief Artificer	69 9

NOTE: *Trade and Charge Pay are included where applicable.

APPENDIX II—Continued

TABLE 1D

ROYAL NAVY

ARTISANS (BLACKSMITHS, JOINERS, PAINTERS AND PLUMBERS)

Rating/Rank	New Rates of Basic Pay	
	s. d.	
Artisan 5th Class (Able Rating)	33 6	
Artisan Acting 4th Class (Leading Rating)	40 6	
Artisan 4th Class (Leading Rating)	42 6	
Artisan 3rd Class	} (Petty Officer	
Artisan 2nd Class		51 9
Artisan 1st Class		
Chief Artisan (Chief Petty Officer)	58 0	

TABLE 1E

ROYAL MARINES

TECHNICIANS

Rating/Rank	New Rates of Basic Pay*		
	C	B	A
	s. d.	s. d.	s. d.
Marine 1st Class	—	34 6	36 9
Corporal	44 3	45 3	46 3
Sergeant	52 9	54 0	55 6
Colour Sergeant	60 0	61 6	62 9
Quarter-Master Sergeant	—	—	68 9
Regimental Sergeant Major	—	—	72 0

NOTE: *Includes Technician Pay where appropriate.

APPENDIX II—Continued

**TABLE IF
ROYAL NAVY AND ROYAL MARINES
LENGTH OF SERVICE INCREMENTS**

In addition to the rates shown in Tables I to IE above increments will be payable for length of Service as follows:—

Rating/Rank	After 9 years' service	After 14 years' service a further	After 18 years' service a further
	s. d.	s. d.	s. d.
Able rating or equivalent	2 3	—	—
Leading Rating	2 9	2 9	—
Petty Officer	4 3	3 9	1 0
Chief Petty Officer	}	4 9	3 3
Quarter-Master Sergeant R.M.			
Regimental Sergeant Major R.M.			

**TABLE IG
ROYAL NAVY AND ROYAL MARINES
JUNIORS AND APPRENTICES**

<i>Juniors</i>	s. d.
Junior 2nd Class	9 9
Junior 1st Class	11 3
Junior age 17	16 6
<i>Artificer Apprentices</i>	
During 1st year of training	9 9
During 2nd year of training	17 9
During 3rd year of training	22 9
During 4th year of training	23 9
Age increment age 17 years	3 3
Age increment age 18 years	3 9
<i>Mechanician Apprentices</i>	
During 1st year of training	28 3
During 2nd year of training	30 3

APPENDIX II—Continued

ADDITIONAL PAY

The undermentioned rates will apply from 1st April, 1968.

		Daily Rates	
		s.	d.
1.	Flying Pay during a first tour of flying duty		
	R.M. Unit Light Aircraft Helicopter Pilots		
	Sergeant	11	6
	Colour Sergeant	14	6
	Quartermaster Sergeant	16	6
2.	Submarine Pay		
	Leading Rating and below	9	0
	Petty Officer	11	0
	Chief Petty Officer	13	0
3.	Diving Pay		
	Clearance Diver 1st Class... ..	16	0
	Clearance Diver 2nd Class	14	0
	Swimmer Canoeist 1st Class	8	0
	Swimmer Canoeist 2nd Class	}	6 0
	Swimmer Canoeist 3rd Class		
			Per test
4.	Chemical Defence Experimental Establishment pay	3	6

APPENDIX III
PAY OF REGULAR WOMEN'S SERVICES

TABLE I
OFFICERS OF W.R.N.S.

Rank	New Rates of Basic Pay	
	Daily	Annual
	s. d.	£
Probationary Third Officer	37 0	675
Third Officer on confirmation	38 6	703
Third Officer after 2 years	41 6	757
Third Officer after 3 years	44 0	803
Third Officer after 4 years	46 6	849
Third Officer after 5 years	48 6	885
Second Officer	57 0	1,040
Second Officer after 1 year	59 0	1,077
Second Officer after 2 years	61 0	1,113
Second Officer after 3 years	64 0	1,168
Second Officer after 4 years	66 0	1,205
Second Officer after 5 years	68 6	1,250
Second Officer after 6 years	70 6	1,287
Second Officer after 8 years	73 0	1,332
Second Officer after 10 years	76 0	1,387
Second Officer after 12 years	78 6	1,433
First Officer	86 0	1,570
First Officer after 1 year	88 6	1,615
First Officer after 2 years	90 6	1,652
First Officer after 3 years	92 6	1,688
First Officer after 4 years	95 0	1,734
First Officer after 6 years	97 6	1,779
First Officer after 8 years	99 6	1,816
First Officer after 10 years	102 0	1,862
First Officer after 12 years	104 0	1,898
Chief Officer	115 0	2,099
Chief Officer after 2 years or 19 years' service	118 6	2,163
Chief Officer after 4 years or 21 years' service	122 6	2,236
Chief Officer after 6 years or 23 years' service	126 0	2,300
Chief Officer after 8 years or 25 years' service	129 0	2,354
Superintendent	150 6	2,747
Superintendent after 2 years	154 6	2,820
Superintendent after 4 years	157 6	2,874
Superintendent after 6 years	161 6	2,947
Director	184 0	3,358

APPENDIX III—Continued

TABLE Ic

Q.A.R.N.N.S., Q.A.R.A.N.C., P.M.R.A.F.N.S.

Rank	New Rates of Basic Pay	
	Daily	Annual
	s. d.	£
Nursing Sister/Lieutenant/Flying Officer	46 6	849
After 1 year in the rank	48 0	876
After 2 years in the rank... ..	50 0	913
After 3 years in the rank... ..	51 6	940
Senior Nursing Sister/Captain/Flight Officer	57 0	1,040
After 1 year in the rank	59 0	1,077
After 2 years in the rank... ..	61 0	1,113
After 3 years in the rank... ..	64 0	1,168
After 4 years in the rank... ..	66 0	1,205
After 5 years in the rank... ..	68 6	1,250
After 6 years in the rank... ..	70 6	1,287
Superintending Sister/Matron/Major/Squadron Officer	86 0	1,570
After 1 year in the rank	88 6	1,615
After 2 years in the rank... ..	90 6	1,652
After 3 years in the rank... ..	92 6	1,688
After 4 years in the rank... ..	95 0	1,734
After 6 years in the rank... ..	97 6	1,779
After 8 years in the rank... ..	99 6	1,816
After 10 years in the rank	102 0	1,862
After 12 years in the rank	104 0	1,898
Principal Matron/Lieutenant Colonel/Wing Officer	115 0	2,099
After 2 years in the rank or with 19 years' service	118 6	2,163
After 4 years in the rank or with 21 years' service	122 6	2,236
After 6 years in the rank or with 23 years' service	126 0	2,300
After 8 years in the rank or with 25 years' service	129 0	2,354
Colonel/Group Officer... ..	150 6	2,747
After 2 years in the rank... ..	154 6	2,820
After 4 years in the rank... ..	157 6	2,874
After 6 years in the rank... ..	161 6	2,947
After 8 years in the rank... ..	165 0	3,011
Matron-in-Chief/Brigadier/Air Commandant	184 0	3,358
Naval Nursing Auxiliaries Officer	76 0	1,387

APPENDIX IV
RETIREMENT BENEFITS

- NOTES: (1) The rates quoted for officers in the following tables are for compulsory retirement. There will be a deduction in certain circumstances for voluntary retirement.
(2) Terminal grants will continue to be three times the annual rate of retired pay or pension.
(3) Army ranks are used for convenience unless otherwise stated.
(4) The new rates will be incorporated in the current regulations which set out the conditions of eligibility. Examples quoted are subject to these conditions being satisfied.

TABLE I
OFFICERS' RETIRED PAY—ALL SERVICES

1. Normal Rates*

Number of years' reckonable service over age 21	Ranks								
	Captains and below	Major	Lieutenant-Colonel	Colonel	Brigadier	Major-General	Lieutenant-General	General	Field Marshal ("Half Pay")
	£ a year	£ a year	£ a year	£ a year	£ a year	£ a year	£ a year	£ a year	£ a year
16†	655	760	915	—	—	—	—	—	—
17	685	795	965	—	—	—	—	—	—
18	710	840	1,010	1,290	—	—	—	—	—
19	740	875	1,060	1,340	—	—	—	—	—
20	765	910	1,100	1,385	—	—	—	—	—
21	785	945	1,140	1,435	—	—	—	—	—
22	810	980	1,175	1,480	1,700	—	—	—	—
23	830	1,010	1,220	1,530	1,750	—	—	—	—
24	845	1,045	1,255	1,580	1,800	2,010	—	—	—
25	855	1,070	1,290	1,625	1,845	2,085	—	—	—
26	865	1,095	1,325	1,675	1,895	2,160	—	—	—
27	875	1,125	1,360	1,715	1,945	2,240	2,430	—	—
28	895	1,155	1,395	1,760	1,995	2,315	2,525	—	—
29	905	1,180	1,430	1,805	2,045	2,390	2,615	—	—
30	920	1,210	1,460	1,845	2,090	2,465	2,710	3,200	—
31	935	1,230	1,495	1,890	2,140	2,545	2,805	3,315	—
32	945	1,250	1,525	1,925	2,190	2,620	2,900	3,435	—
33	965	1,275	1,555	1,970	2,230	2,695	2,995	3,550	—
34‡	975	1,290	1,585	2,010	2,275	2,770	3,085	3,670	4,335

Notes: * All male officers serving on permanent regular commissions other than those dealt with under paragraphs 3 and 4 below.

† Minimum rates.

‡ Maximum rates.

TABLE I—Continued

2. *R.N. Special Duties List Officers*

All Special Duties List Officers will receive retired pay at the normal rates for Officers of equivalent rank.

3. Lieutenant-Colonels (Quarter-Master) and equivalent ranks in the other Services will receive a lead of £105 a year over the Major's scale as shown in 1 above.

4. Chaplains—All Services.

Number of years' reckonable service	Ranks			
	Chaplains	Principal Chaplain, R.N., Principal Chaplain, R.A.F.	Deputy Chaplain-General Army	Chaplain of the Fleet Chaplain-General Chaplain-in-Chief R.A.F.
	£ a year	£ a year	£ a year	£ a year
16	760	835	1,215	—
17	795	870	1,265	—
18	840	915	1,315	—
19	875	950	1,365	—
20	910	985	1,410	—
21	945	1,020	1,460	—
22	980	1,055	1,505	1,780
23	1,045	1,120	1,555	1,845
24	1,120	1,195	1,605	1,905
25	1,195	1,270	1,650	1,965
26	1,265	1,340	1,700	2,030
27	1,340	1,415	1,740	2,095
28	1,410	1,485	1,785	2,155
29	1,480	1,555	1,830	2,220
30	1,550	1,625	1,870	2,280
31	1,625	1,700	1,915	2,345
32	1,700	1,775	1,950	2,405
33	1,775	1,850	1,995	2,465
34	1,850	1,925	2,035	2,525

APPENDIX IV—Continued

TABLE I—Continued

5. Regular officers invalided with less than 16 years' reckonable service but with at least ten years' qualifying service will be eligible for an award of retired pay calculated as a proportion of the appropriate 16 year rate which their reckonable service, measured in complete periods of three months, bears to 16 years.

6. OFFICERS SERVING ON SPECIAL TERMS OF SERVICE—

(i) *Officers on extended service commissions*

<i>Service Element</i>							<i>£ a year</i>
For 20 years reckonable service	...	...	...	...	...	...	535
For each additional year up to 10 years	...	...	...	...	...	...	34
<i>Rank element</i>							
For each year as a Major* (maximum 10)	...	...	...	...	...	...	22
For each year as a Lieutenant-Colonel* (maximum 4)	...	...	...	...	...	...	51

(ii) *Pre-war regular other ranks promoted to war-time emergency commissions and continuing to serve as officers*

<i>Service element</i>							
For 15 years' reckonable service	...	...	...	...	...	...	373
For each additional year (maximum 15)	...	...	...	...	...	...	37
<i>Rank element</i>							
For each year as a Major* (maximum 10)	...	...	...	...	...	...	24
For each year as a Lieutenant-Colonel* (maximum 4)	...	...	...	...	...	...	59

or

For the first year as a war substantive or substantive Lieutenant-Colonel... 305

Notes: For both (i) and (ii), retired pay may not exceed that of a regular officer of the same rank and comparable service.

* This includes service in the substantive, war substantive, temporary or paid acting rank.

APPENDIX IV—Continued

TABLE II
PENSIONS FOR RATINGS, SOLDIERS AND AIRMEN
NEW WEEKLY RATES

Rank	<i>For each of the first 22 years of reckonable service</i>		<i>For each additional year of reckonable service</i>	
	s.	d.	s.	d.
Below Corporal	3	3	6	6
Corporal	4	1	8	2
Sergeant	5	2	10	4
Staff-Sergeant	5	11	11	10
Warrant Officer, Class II	6	5	12	10
Warrant Officer, Class I (or commissioned officer)	6	9	13	6
<i>Weekly Rate</i>				
s. d.				
Addition for each year of commissioned service, up to a maximum of nine years				
3 7				

EXAMPLES OF RATES OF PENSION AND TERMINAL GRANT

	<i>Weekly Pension</i>	<i>Approximate Terminal Grant</i>
	s. d.	£
Private with 22 years' service	71 6	558
Private with 37 years' service	169 0	1,318
Sergeant with 22 years' service	113 8	887
Sergeant with 37 years' service	268 8	2,096
Warrant Officer, Class I with 22 years' service ...	148 6	1,158
Warrant Officer, Class I with 37 years' service ...	351 0	2,738

TABLE III
OFFICERS' RETIRED PAY—WOMEN'S SERVICES

1. Rates will continue to be 85 per cent. of male officer rates.
2. Examples of Normal Rates—

	<i>Maximum after 34 years' reckonable service</i>			<i>Minimum after 16 years' reckonable service</i>		
	£	s.	d.	£	s.	d.
Captain and below	828	15	0	556	15	0
Major... ..	1,096	10	0	646	0	0
Lieutenant-Colonel	1,347	5	0	777	15	0

APPENDIX IV—Continued

TABLE IV

PENSIONS FOR OTHER RANKS OF THE WOMEN'S SERVICES

NEW WEEKLY RATES

Rank						<i>For each of the first 22 years of reckonable service</i>	<i>For each additional year of reckonable service</i>
						s. d.	s. d.
Below Corporal	...	...	...	...	...	2 9	5 6
Corporal	...	...	...	...	...	3 6	7 0
Sergeant	...	...	...	...	...	4 5	8 10
Staff Sergeant	...	...	...	...	...	5 0	10 0
Warrant Officer, Class II	...	...	...	...	...	5 5	10 10
Warrant Officer, Class I	...	...	...	...	...	5 9	11 6

TABLE V

OFFICERS' GRATUITIES—ALL SERVICES

1. The gratuities payable to officers serving on permanent regular commissions who retire compulsorily for age or non-employment, or voluntarily, before becoming eligible for retired pay and who have at least 10 years' qualifying service will be as follows:—

	£	£
For the first 10 years' qualifying service ...	1,470	(1,375)
For each further year's qualifying service an addition of	295	(275)

NOTE: Existing rates are shown in brackets.

2. The standard rate of Short Service gratuity, at present £200 for each year of service will be increased to £215. There will be appropriate increases in certain other special rates.

APPENDIX IV—Continued

TABLE VI

OTHER RANK GRATUITIES—ALL SERVICES

The gratuities payable to other ranks who leave the service with at least 12 years' qualifying service will be as follows:—

Years of Service							Rate	
							£	£
12	...	...	...	...	...	...	195	(180)
13	...	...	...	...	...	...	245	(225)
14	...	...	...	...	...	...	300	(280)
15	...	...	...	...	...	...	360	(335)
16	...	...	...	...	...	...	430	(400)
17	...	...	...	...	...	...	500	(465)
18	...	...	...	...	...	...	570	(535)
19	...	...	...	...	...	...	645	(605)
20	...	...	...	...	...	...	730	(680)
21	...	...	...	...	...	...	815	(760)

NOTE: Existing rates are shown in brackets.

TABLE VII

GRATUITIES—WOMEN'S SERVICES

Rates will continue to be 85 per cent. of male rates

1. Officers' Gratuities

	£	s.	d.	£	s.	d.
For the first 10 years' qualifying service ...	1,249	10	0	(1,168)	15	0
For each further year's qualifying service an addition of	250	15	0	(233)	15	0

NOTE: Existing rates are shown in brackets.

2. Other Ranks Gratuities:

Years of Service							Rate		£	s.	d.	
							£	s.				d.
12	...	...	...	...	...	...	165	15	0	(153)	0	0
13	...	...	...	...	...	...	208	5	0	(191)	5	0
14	...	...	...	...	...	...	255	0	0	(238)	0	0
15	...	...	...	...	...	...	306	0	0	(284)	15	0
16	...	...	...	...	...	...	365	10	0	(340)	0	0
17	...	...	...	...	...	...	425	0	0	(395)	5	0
18	...	...	...	...	...	...	484	10	0	(454)	15	0
19	...	...	...	...	...	...	548	5	0	(514)	5	0
20	...	...	...	...	...	...	620	10	0	(578)	0	0
21	...	...	...	...	...	...	692	15	0	(646)	0	0

NOTE: Existing rates are shown in brackets.

APPENDIX IV—Continued

TABLE VIII

WIDOWS' GRATUITIES

1. **Officers.** The following rates of gratuity will be payable to those widows of U.K. based officers who die while serving on full pay on the Active List and who are not eligible for a widow's pension:—

	£	£
Less than 4 years' service	350	(325)
4 years' service	455	(425)
5 years' service	560	(525)
6 years' service	670	(625)
7 years' service	780	(730)
8 years' service	900	(840)
9 years' service	1,020	(950)

Thence by increments of £120 (£110) for each additional year of service which would have reckoned for service gratuity.

NOTE: Existing rates are shown in brackets.

2. **Other Ranks.** The following rates of gratuity will be payable to those widows of U.K. based other ranks who die while serving on full pay on a regular engagement and who are not eligible for a widow's pension:—

	£	£
Less than 4 years' service	130	(120)
4 years' service	150	(140)
5 years' service	175	(165)
6 years' service	205	(190)
7 years' service	230	(215)
8 years' service	255	(235)
9 years' service	280	(260)
10 years' service	305	(285)
11 years' service	330	(310)

Thence by increments of £25 (£25) for each additional year of service which would have reckoned for service gratuity.

NOTE: Existing rates are shown in brackets.

APPENDIX V
MARRIAGE ALLOWANCE
TABLE 1
MARRIAGE ALLOWANCE FOR OFFICERS
ALL SERVICES

Rank	In Married Quarters		Not in Married Quarters	
	Daily	Annual	Daily	Annual
	s. d.	£	s. d.	£
Lieutenant R.N., Captain, Flight Lieutenant and lower commissioned ranks	23 0	420	29 0	529
Lieutenant-Commander, Major and Squadron Leader	25 6	465	31 6	575
Captain R.N. with less than 6 years' service, Colonel, Group Captain, Commander, Lieutenant-Colonel and Wing Commander	29 0	529	35 0	639
Captain R.N. with 6 years' service, Brigadier and Air Commodore	32 6	593	38 6	703
Rear Admiral, Major-General, Air Vice-Marshal and officers of higher rank ...	38 0	693	44 0	803

Notes:

- (i) Married Officers under 25 years of age will receive Marriage Allowance at the "In Married Quarters" rate applicable to a Warrant Officer Class 1, i.e. 113s. 9d. per week.
- (ii) Married Officers receiving Local Overseas Allowance at the married accompanied rates will be paid the "In Married Quarters" rate of Marriage Allowance.

APPENDIX V—Continued

TABLE II

MARRIAGE ALLOWANCE FOR RATINGS, SOLDIERS AND AIRMEN
ALL SERVICES

Rank	In Married Quarters		Not in Married Quarters	
	Daily	Weekly	Daily	Weekly
	s. d.	s. d.	s. d.	s. d.
Leading Seaman, Corporal, Corporal R.A.F. and below	11 0	77 0	17 0	119 0
Petty Officer, Sergeant and Sergeant R.A.F.	13 0	91 0	19 0	133 0
Chief Petty Officer, Staff Sergeant and Flight Sergeant	13 9	96 3	19 9	138 3
Warrant Officer Class II	14 3	99 9	20 3	141 9
Warrant Officer Class I, Warrant Officer R.A.F., Regimental Sergeant Major R.M. and Quarter Master Sergeant R.M.	16 3	113 9	22 3	155 9

Notes:

- (i) Married Ratings, Other Ranks and Airmen under 21 years of age will receive Marriage Allowance at the "In Married Quarters" rate appropriate to their rank.
- (ii) Married Ratings, Other Ranks, and Airmen receiving Local Overseas Allowance at the married, accompanied, rates will be paid the "In Married Quarters" rate of Marriage Allowance.

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**As a matter of interest only, 1968
was my mid point of Service [1953 – 1983].
In that year I received the PRINCELY sum of
£1806-15-0 and believe me, I was well off.**

**You see in that year I was in Submarine Auriga
serving in Singapore. I was accompanied, but being
a submariner, we spent more than our fair share at
sea. That income was split into the following tracts
of money:-**

- a. Basic pay as a Petty Officer [Scale ‘A’ Radio Supervisor]**
- b. Submarine Pay**
- c. Married accompanied LOA but when at sea, Separation Pay at the Upper
level [10 shillings per day]**
- d. Marriage Allowance at the lower level because we received the Accompanied
Rate of LOA**
- e. Long Service Pay [served 9 years mans time rate]**
- f. KUA**

**This equated to 99 shillings per day and as you will see, EXACTLY the basic salary
of a Lieutenant Commander in his first two years in that rank. Now perhaps you
can see why I
called my income for 1968 a princely sum.**