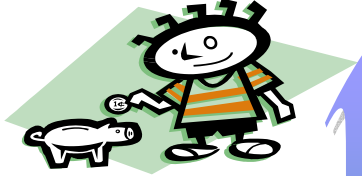


The admirals may have been right after all! Although a much smaller piggy-bank who knows, perhaps I could save a little!



It is 1969 and we are blessed by another consecutive pay award. Yipee.



1969

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?}

✓1

355-135



DEFENCE

SERVICE PAY AND PENSIONS

*Presented to Parliament by the Secretary of State for Defence
by Command of Her Majesty
September 1969*

LONDON
HER MAJESTY'S STATIONERY OFFICE

7s. 0d. net

Cmnd. 4157

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. In 1968 the Government accepted the recommendations made by the Board in their first report under the standing reference (Report No. 70, Cmnd 3651) and revised rates of pay from 1st April 1968 were published in Cmnd 3756. The Government have now accepted the recommendations in the Board's second report (No. 116; Cmnd 4079) for an increase in basic pay from 1st April 1969 together with certain other immediate changes in emoluments; they have also accepted in broad principle the Board's longer-term proposals for a reconstruction of Service Pay codes, on which it is intended to complete further work by April 1970.

2. Retired pay, pensions and gratuities have been reviewed separately by the Ministry of Defence and the Civil Service Department in the light of the Board's short-term recommendations on pay and allowances.

3. The short-term changes in rates of pay, allowances, retired pay, pensions and gratuities, detailed in the attached Appendices, were made effective from 1st April 1969 unless otherwise stated.

PAY

Officers

4. The annual basic pay of Officers on normal rates has been increased by the following amounts:—

	<i>Rank</i>	<i>£</i>
	(Army ranks are used as examples)	(to the nearest £)
Second Lieutenant	27
Lieutenant	37 to 46
Captain	45 to 73
Major	73 to 91
Lieutenant Colonel	100 to 110
Colonel	128 to 146
Brigadier	165
Major-General	201
Lieutenant-General	219
General	255
Field Marshal	310

5. 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.

6. A change has been made in the basis of payment of Flying Pay to Royal Marine Unit Light Aircraft Helicopter Pilots and to certain Officers of the RN and RAF Supplementary Lists. The rules for the payment of Submarine Pay in the Royal Navy have been amended to allow continuous payment so long as an Officer remains qualified and liable for service in submarines. The conditions of issue of Air Despatch Pay to certain Officers of the Royal Corps of Transport have been changed and Diving Pay in the Army brought into line with the Royal Navy system. These last two measures took effect from 1st July 1969.

Other Ranks

7. The normal basic pay of ratings, soldiers and airmen has generally been increased by the following weekly amounts:—

<i>Rank</i>	
	(Army ranks are used as examples)
Private	5s. 3d. to 10s. 6d.
Lance-Corporal	5s. 3d. to 12s. 3d.
Corporal	7s. 0d. to 14s. 0d.
Sergeant	10s. 6d. to 19s. 3d.
Staff-Sergeant	12s. 3d. to 21s. 0d.
Warrant Officer Class II	12s. 3d. to 21s. 0d.
Warrant Officer Class I	14s. 0d. to 22s. 9d.

8. The change in the basis of payment of Flying Pay to Royal Marine Unit Light Aircraft Helicopter Pilots, referred to in paragraph 6 above applies, where appropriate, to Royal Marine other ranks and the amendments to the rules for payment of Submarine Pay also apply, where appropriate, to naval ratings. Additional Pay for Army Divers and for qualified Air Despatch Instructors and Master Air Despatchers has been improved from 1st July 1969. The rate of pay of direct entry young airmen entering into productive adult service has been brought into line with existing Army rules from 1st April 1969. The pay of certain Servicemen under sentence has been increased from 1st July 1969.

Women's Services

9. Women's rates of pay have been increased to maintain the existing relativity of approximately 85 per cent of equivalent men's rates. Certain rates of specialist pay for Nursing Officers have been increased and the range of duties for which these rates may be paid has been extended.

Cost

10. The cost of these increases in pay is estimated at about £3,900,000 for Officers and £9,700,000 for ratings, soldiers and airmen in 1969/70.

MARRIAGE ALLOWANCE

11. No change has been made in the existing rates of Marriage Allowance. However, from 1st July 1969 the age-bar to the receipt of the full rates of marriage allowance has been removed. Officers under the age of 25 and Other Ranks under the age of 21 may now receive the appropriate "In Quarters" or "Out of Quarters" rates of marriage allowance. From the same date they are also able to qualify, where appropriate, for the other benefits which have previously been associated with entitlement to full rates of marriage allowance, such as Separation Allowance, Disturbance Allowance and Removal Expenses, married rates of Local Overseas Allowance, family travel between duty stations, etc.

Cost

12. The cost of the removal of this age-bar on marriage allowance and the other associated benefits is estimated at about £1,100,000 in 1969/70.

EDUCATION ALLOWANCE

13. Boarding School Allowance and Guardian Allowance have in the past been free of tax when the serving parent was serving overseas, but subject to tax when he was serving in the United Kingdom. In future they will remain free of tax when the parent is serving overseas but from 31st August 1969 (that is, in time to take effect in the new school year) the allowance paid when the parent is serving in the United Kingdom has been increased to provide for the deduction of income tax at the standard rate.

14. In the past the boarding school allowances paid in respect of two or more children of the same family have been separately assessed within the appropriate maximum rate for each individual child. From 31st August 1969 the total admissible costs incurred by a Serviceman will be allowed within the aggregated total of the appropriate maximum rates of allowances.

Cost

15. The cost of these changes in the rules for payment of Education Allowance is estimated at about £1,500,000 in the first full year.

RATION ALLOWANCE

16. Administrative arrangements have been implemented from 1st July 1969 to give effect to the National Board's recommendation that ration allowance should not be withdrawn from married men when serving away from home.

Cost

17. The cost of this measure is estimated at about £4,500,000 in 1969/70.

RETIREMENT BENEFITS

Retired Pay and Pensions

18. The new rates of retired pay and pensions are effective from 1st April 1969. They apply to officers, ratings, soldiers and airmen whose first day of eligibility for retired pay or pension was on or after 1st April 1969.

19. Retired pay and pensions for members of the Women's Services are about 85 per cent of male rates. (See Tables III and IV of Appendix IV).

Service Gratuities

20. Certain gratuities for officers and other ranks have been increased. The new rates are set out in Tables V to VII of Appendix IV.

Widows' Gratuities

21. New rates of gratuities payable to those widows of regular Servicemen who are not eligible for a Service widow's pension are set out in Table VIII of Appendix IV. They apply to deaths occurring in the Service on or after 31st March 1969.

Cost

22. The cost of the improvements in retirement benefits is estimated at about £980,000 in 1969/70.

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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	19 6	356
Midshipman at Britannia R.N. College, Dartmouth	24 9	452
Acting Midshipman (University Cadet), Midshipman in Ships of the Fleet and Second Lieutenant R.M.	37 0	675
Acting Sub-Lieutenant R.N. and Acting Lieutenant R.M.	44 0	803
Sub-Lieutenant	48 6	885
Lieutenant R.N.	59 6	1,086
After 1 year in the rank	66 6	1,214
After 2 years in the rank... ..	75 0	1,369
After 4 years in the rank... ..	78 0	1,424
After 6 years in the rank... ..	80 6	1,469
*After 8 years in the rank... ..	83 6	1,524
*After 10 years in the rank	86 6	1,579
*After 12 years in the rank	89 6	1,633
*After 14 years in the rank	93 0	1,697
*After 16 years in the rank	96 0	1,752
Lieutenant R.M.	48 6	885
After 1 year in the rank	59 6	1,086
After 2 years in the rank... ..	66 6	1,214
After 3 years in the rank... ..	75 0	1,369
After 5 years in the rank... ..	78 0	1,424
After 7 years in the rank... ..	80 6	1,469
After 9 years in the rank... ..	83 6	1,524
†After 11 years in the rank	86 6	1,579
†After 13 years in the rank	89 6	1,633
Lieutenant-Commander R.N. and equivalent rank R.M.	103 0	1,880
After 2 years in the rank... ..	108 6	1,980
After 4 years in the rank... ..	114 6	2,090
After 6 years in the rank... ..	117 0	2,135
After 8 years in the rank... ..	119 6	2,181
After 10 years in the rank	122 6	2,236
After 12 years in the rank	127 6	2,327
Commander R.N. and equivalent rank R.M.	142 0	2,592
After 2 years in the rank or 19 years' service	146 0	2,665
After 4 years in the rank or 21 years' service	151 0	2,756
After 6 years in the rank or 23 years' service	155 0	2,829
After 8 years in the rank or 25 years' service	159 0	2,902
Captain R.N. and equivalent rank R.M.	184 0	3,358
After 2 years in the rank... ..	189 0	3,449
After 4 years in the rank... ..	193 0	3,522
After 6 years in the rank... ..	197 6	3,604
After 8 years in the rank... ..	226 0	4,125
Rear-Admiral	280 0	5,110
Vice-Admiral	316 0	5,767
Admiral	376 0	6,862
Admiral of the Fleet	445 0	8,121

*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	86 0	1,570
After 3 years in the rank... ..	88 0	1,606
Lieutenant R.N.	92 6	1,688
After 2 years in the rank... ..	94 6	1,725
After 4 years in the rank... ..	96 6	1,761
After 6 years in the rank... ..	99 0	1,807
After 8 years in the rank... ..	101 6	1,852
Lieutenant R.M. on promotion	86 0	1,570
After 3 years in the rank... ..	88 0	1,606
After 5 years in the rank... ..	92 6	1,688
After 7 years in the rank... ..	94 6	1,725
After 9 years in the rank... ..	96 6	1,761
After 11 years in the rank	99 0	1,807
After 13 years in the rank	101 6	1,852

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)	87 0	1,588
Regional Careers Staff Officer	122 0	2,227

APPENDIX I—Continued

TABLE IV
ALL SERVICES
CHAPLAINS

Rank	New Rates of Basic Pay	
	Daily	Annual
	s. d.	£
Chaplain on entry	66 6	1,214
After 2 years' service	72 6	1,323
After 4 years' service	79 0	1,442
After 6 years' service	88 0	1,606
After 8 years' service	96 6	1,761
After 10 years' service	105 0	1,916
After 12 years' service	109 6	1,998
After 14 years' service	114 6	2,090
After 16 years' service	119 0	2,172
After 18 years' service	126 6	2,309
After 20 years' service	135 0	2,464
After 22 years' service	144 0	2,628
After 24 years' service	150 0	2,738
After 26 years' service (a)	155 6	2,838
After 28 years' service (b)	160 6	2,929
Principal Chaplain	171 6	3,130
Deputy Chaplain-General, Army	172 6	3,148
Chaplain of the Fleet	} 209 0	3,814
Chaplain-General		
Chaplain in Chief, R.A.F.		

NOTE: The maximum rate of pay for Army Chaplains below Class 1 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	107 6	1,962
After 2 years in the rank	109 6	1,998
After 4 years in the rank	113 0	2,062
Surgeon Lieutenant-Commander/Major/Squadron Leader ...	136 0	2,482
After 1 year in the rank	138 6	2,528
After 2 years in the rank	141 0	2,573
After 3 years in the rank	143 6	2,619
After 4 years in the rank	146 6	2,674
After 5 years in the rank	149 6	2,728
After 6 years in the rank	152 6	2,783
After 7 years in the rank	155 6	2,838
Surgeon Commander/Lieutenant-Colonel/Wing Commander ...	177 0	3,230
After 2 years in the rank	182 0	3,322
After 4 years in the rank	187 0	3,413
After 6 years in the rank	192 0	3,504
After 8 years in the rank	197 0	3,595
Surgeon Captain/Colonel/Group Captain	215 6	3,933
After 2 years in the rank	219 0	3,997
After 4 years in the rank	222 6	4,061
After 6 years in the rank	226 0	4,125
Colonel/Group Captain after 8 years in the rank	229 6	4,188
Surgeon Captain after 8 years in the rank	} 245 0	4,471
Brigadier/Air Commodore		
Surgeon Rear-Admiral/Major-General/Air Vice-Marshal ...	280 0	5,110
Surgeon Vice-Admiral/Lieutenant-General/Air Marshal ...	316 0	5,767

NOTES: (1) Dental Cadets:

On appointment	37 0	675
After 1 year's service	39 0	712

On passing 2nd Bachelor of Dental Surgery Examination	45 0	821
--	------	-----

(2) Medical Cadets:

On appointment	45 0	821
On provisional registration	50 0	913

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	—	—	—	—	23 6	29 6
Able Rating or Marine 1st Class	—	—	26 6	32 6	28 9	34 9
Leading Rating or Corporal R.M.	36 0	42 0	37 3	43 3	38 3	44 3
Petty Officer or Sergeant R.M.	45 0	51 0	46 3	52 3	47 9	53 9
Chief Petty Officer or Colour Sergeant R.M. ...	51 6	57 6	53 0	59 0	54 3	60 3
Quarter-Master Sergeant R.M.	—	—	—	—	—	64 9
Regimental Sergeant Major R.M.	—	—	—	—	—	68 3

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	—	—	23 6	29 6
Able Rating	26 6	32 6	28 9	34 9
Leading Rating	36 0	42 0	38 3	44 3
Petty Officer	45 0	51 0	47 9	53 9
Chief Petty Officer	51 6	57 6	54 3	60 3

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)	34 9
Mechanician/Medical Technician Acting 4th Class (Leading Rating) ...	43 0
Mechanician/Medical Technician 4th Class (Leading Rating)	45 3
Mechanician/Medical Technician 3rd Class (Petty Officer)	53 9
Mechanician/Medical Technician 2nd Class (Petty Officer)	57 3
Mechanician/Medical Technician 1st Class (Chief Petty Officer) ...	61 6
Mechanician/Medical Technician 1st Class after 2 years... ..	64 9
Mechanician/Medical Technician 1st Class after 4 years	66 6
Mechanician/Medical Technician 1st Class after 6 years	67 6
Chief Mechanician/Chief Medical Technician	72 6

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)	42 0
Artificer Acting 2nd Class (Petty Officer)	54 6
Artificer 2nd Class (Petty Officer)	57 9
Artificer 1st Class (Chief Petty Officer)	61 6
Artificer 1st Class after 2 years	64 9
Artificer 1st Class after 4 years	66 6
Artificer 1st Class after 6 years	67 6
Chief Artificer	72 6

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

APPENDIX II—Continued

**TABLE ID
ROYAL NAVY**

ARTISANS (BLACKSMITHS, JOINERS, PAINTERS AND PLUMBERS)

Rating/Rank	New Rates of Basic Pay	
	s.	d.
Artisan 5th Class (Able Rating)	34	9
Artisan Acting 4th Class (Leading Rating)	42	0
Artisan 4th Class (Leading Rating)	44	3
Artisan 3rd Class	} (Petty Officer)	
Artisan 2nd Class		
Artisan 1st Class		
Chief Artisan (Chief Petty Officer)	60	3

**TABLE IE
ROYAL MARINES**

TECHNICIANS

Rating/Rank	New Rates of Basic Pay*		
	C	B	A
	s.	d.	s.
Marine 1st Class	—	36 0	38 3
Corporal	46 0	47 3	48 3
Sergeant	—	56 3	57 9
Colour Sergeant	—	64 0	65 3
Quarter-Master Sergeant	—	—	71 6
Regimental Sergeant Major	—	—	75 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	Total after 9 years' service	Total after 14 years' service	Total after 18 years' service
	s. d.	s. d.	s. d.
Able rating or equivalent	2 3	—	—
Leading Rating	2 9	5 9	—
Petty Officer	4 6	8 6	9 6
Chief Petty Officer			
Quarter-Master Sergeant R.M.			
Regimental Sergeant Major R.M. }	4 6	9 6	12 9

TABLE IG
ROYAL NAVY AND ROYAL MARINES
JUNIORS AND APPRENTICES

<i>Juniors</i>	s. d.
Junior 2nd Class	10 3
Junior 1st Class	11 9
Junior age 17	17 3
<i>Artificer Apprentices</i>	
During 1st year of training	10 3
During 2nd year of training	18 6
During 3rd year of training	23 9
During 4th year of training	24 9
Age increment age 17 years	3 6
Age increment age 18 years	4 0
<i>Mechanician Apprentices</i>	
During 1st year of training	29 6
During 2nd year of training	31 6
<i>Electrical Mechanician Apprentices</i>	
21 months' increment	3 3

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	38 6	703
Third Officer on confirmation	40 0	730
Third Officer after 2 years	43 6	794
Third Officer after 3 years	46 0	840
Third Officer after 4 years	48 6	885
Third Officer after 5 years	50 6	922
Second Officer	59 0	1,077
Second Officer after 1 year	61 6	1,122
Second Officer after 2 years	64 0	1,168
Second Officer after 3 years	66 6	1,214
Second Officer after 4 years	68 6	1,250
Second Officer after 5 years	71 0	1,296
Second Officer after 6 years	73 6	1,341
Second Officer after 8 years	76 0	1,387
Second Officer after 10 years	79 0	1,442
Second Officer after 12 years	81 6	1,487
First Officer	89 6	1,633
First Officer after 1 year	92 0	1,679
First Officer after 2 years	94 6	1,725
First Officer after 3 years	96 6	1,761
First Officer after 4 years	99 0	1,807
First Officer after 6 years	101 0	1,843
First Officer after 8 years	103 6	1,889
First Officer after 10 years	106 6	1,944
First Officer after 12 years	108 6	1,980
Chief Officer	120 0	2,190
Chief Officer after 2 years or 19 years' service	123 6	2,254
Chief Officer after 4 years or 21 years' service	127 6	2,327
Chief Officer after 6 years or 23 years' service	131 0	2,391
Chief Officer after 8 years or 25 years' service	134 6	2,455
Superintendent	156 6	2,856
Superintendent after 2 years	160 6	2,929
Superintendent after 4 years	164 0	2,993
Superintendent after 6 years	168 0	3,066
Director	192 0	3,504

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	48 6	885
After 1 year in the rank	50 0	913
After 2 years in the rank	52 0	949
After 3 years in the rank... ..	53 6	976
Senior Nursing Sister/Captain/Flight Officer	59 0	1,077
After 1 year in the rank	61 6	1,122
After 2 years in the rank	64 0	1,168
After 3 years in the rank	66 6	1,214
After 4 years in the rank	68 6	1,250
After 5 years in the rank	71 0	1,296
After 6 years in the rank	73 6	1,341
Superintending Sister/Matron/Major/Squadron Officer	89 6	1,633
After 1 year in the rank	92 0	1,679
After 2 years in the rank	94 6	1,725
After 3 years in the rank	96 6	1,761
After 4 years in the rank	99 0	1,807
After 6 years in the rank	101 0	1,843
After 8 years in the rank	103 6	1,889
After 10 years in the rank	106 6	1,944
After 12 years in the rank	108 6	1,980
Principal Matron/Lieutenant Colonel/Wing Officer	120 0	2,190
After 2 years in the rank or with 19 years' service	123 6	2,254
After 4 years in the rank or with 21 years' service	127 6	2,327
After 6 years in the rank or with 23 years' service	131 0	2,391
After 8 years in the rank or with 25 years' service	134 6	2,455
Colonel/Group Officer	156 6	2,856
After 2 years in the rank	160 6	2,929
After 4 years in the rank... ..	164 0	2,993
After 6 years in the rank	168 0	3,066
After 8 years in the rank	171 6	3,130
Matron-in-Chief/Brigadier/Air Commandant	192 0	3,504
Naval Nursing Auxiliaries Officer	79 0	1,442

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

ADDITIONAL PAY

The undermentioned rates will apply with effect from 1st April 1969

	Daily Rates
	s. d.
<i>Specialist Pay</i>	
Nurse Tutors	9 0
Midwifery Sisters	} 4 6
Health Visitors (Overseas)	
Sisters-in-Charge, Operating Theatre	
Psychiatric Nurses (Higher Qualifications)	
Assistant Nurse Tutors	} when deputising for Nurse Tutors
Clinical Instructors	
Clinical Instructors	3 0
Psychiatric Nurses (Lower Qualifications)	} 2 3
"On call" Sisters-in-Charge, Operating Theatre	
Assistant Nurse Tutors	

APPENDIX III—Continued

**DAILY RATES OF PAY FOR RATINGS, OTHER
RANKS AND AIRWOMEN**

TABLE II

W.R.N.S. RATINGS

Where different rates of pay are indicated, Rate A is for the rating with higher qualifications.

Rank	New Rates of Basic Pay	
	B	A
	s. d.	s. d.
Wren (Ordinary Rating)	—	16 9
Wren (Able Rating)	19 3	22 3
Leading Wren	27 0	29 9
Petty Officer Wren	34 9	37 0
Chief Wren	41 9	43 3

TABLE IIa
Q.A.R.N.N.S.

Rank	New Rates of Basic Pay	
	B	A
	s. d.	s. d.
Probationary Naval Nurse	—	16 9
Naval Nurse	19 3	22 3
Senior Naval Nurse	27 0	29 9
Asst. Head Naval Nurse	34 9	37 0
Head Naval Nurse	41 9	43 3

TABLE IIb
LENGTH OF SERVICE PAY FOR W.R.N.S. RATINGS AND NAVAL NURSES

Rank	Total after 3 years' service	Total after 6 years' service	Total after 9 years' service	Total after 12 years' service	Total after 15 years' service	Total after 18 Years' service
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Ordinary Rating	3 6	7 0	7 0	7 0	7 0	7 0
Able Rating	3 6	7 0	10 6	14 0	14 0	14 0
Leading Rating	3 6	7 0	10 6	14 0	17 6	17 6
Petty Officer Rating	3 6	7 0	10 6	14 0	17 6	21 0
Chief Petty Officer Rating						

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†	680	790	950	—	—	—	—	—	—
17	710	825	1,005	—	—	—	—	—	—
18	740	875	1,050	1,340	—	—	—	—	—
19	770	910	1,100	1,395	—	—	—	—	—
20	795	945	1,145	1,440	—	—	—	—	—
21	815	985	1,185	1,490	—	—	—	—	—
22	840	1,020	1,220	1,540	1,770	—	—	—	—
23	865	1,050	1,270	1,590	1,820	—	—	—	—
24	880	1,085	1,305	1,645	1,870	2,090	—	—	—
25	890	1,115	1,340	1,690	1,920	2,170	—	—	—
26	900	1,140	1,380	1,740	1,970	2,245	—	—	—
27	910	1,170	1,415	1,785	2,025	2,330	2,525	—	—
28	930	1,200	1,450	1,830	2,075	2,410	2,625	—	—
29	940	1,225	1,485	1,875	2,125	2,485	2,720	—	—
30	955	1,260	1,520	1,920	2,175	2,565	2,820	3,330	—
31	970	1,280	1,555	1,965	2,225	2,645	2,915	3,450	—
32	985	1,300	1,585	2,000	2,280	2,725	3,015	3,570	—
33	1,005	1,325	1,615	2,050	2,320	2,805	3,115	3,690	—
34‡	1,015	1,340	1,650	2,090	2,365	2,880	3,210	3,815	4,510

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

†Minimum rates.

‡Maximum rates.

APPENDIX IV—Continued

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 £110 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. Principal Chaplain Re Army	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	790	870	1,255	—
17	825	905	1,310	—
18	875	955	1,365	—
19	910	990	1,420	—
20	945	1,025	1,465	—
21	985	1,065	1,515	—
22	1,020	1,100	1,565	1,850
23	1,085	1,165	1,615	1,920
24	1,165	1,245	1,670	1,980
25	1,245	1,325	1,715	2,045
26	1,315	1,395	1,765	2,110
27	1,395	1,475	1,810	2,180
28	1,465	1,545	1,855	2,240
29	1,540	1,620	1,900	2,310
30	1,610	1,690	1,945	2,370
31	1,690	1,770	1,990	2,440
32	1,770	1,850	2,025	2,500
33	1,845	1,925	2,075	2,565
34	1,925	2,005	2,115	2,625

APPENDIX IV—Continued

TABLE I—Continued

5. Regular officers invalidated 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>							£ a year
For 20 years' reckonable service	...	...	...	...	...	...	556
For each additional year up to 10 years	...	...	...	...	...	...	36
<i>Rank element</i>							
For each year as a Major* (maximum 10)	...	...	...	...	...	...	23
For each year as a Lieutenant-Colonel* (maximum 4)	...	...	...	...	...	...	53

(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	...	...	...	...	...	...	388
For each additional year (maximum 15)	...	...	...	...	...	...	39
<i>Rank element</i>							
For each year as a Major* (maximum 10)	...	...	...	...	...	...	25
For each year as a Lieutenant-Colonel* (maximum 4)	...	...	...	...	...	...	61

or

For the first year as a war substantive or substantive Lieutenant-Colonel ... 317

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

<i>Rank</i>	<i>For each of the first 22 years of reckonable service</i>		<i>For each additional year of reckonable service</i>	
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
Below Corporal	3	5	6	10
Corporal	4	3	8	6
Sergeant	5	4	10	8
Staff-Sergeant	6	2	12	4
Warrant Officer, Class II	6	8	13	4
Warrant Officer, Class I (or commissioned officer)	7	0	14	0

Weekly Rate

	<i>s.</i>	<i>d.</i>
Addition for each year of commissioned service, up to a maximum of nine years	3	9

EXAMPLES OF RATES OF PENSION AND TERMINAL GRANT

	<i>Weekly Pension</i>	<i>Approximate Terminal Grant</i>
	<i>s.</i>	<i>£</i>
Private with 22 years' service	75 2	586
Private with 37 years' service	177 8	1,386
Sergeant with 22 years' service	117 4	915
Sergeant with 37 years' service	277 4	2,163
Warrant Officer, Class I with 22 years' service	154 0	1,201
Warrant Officer, Class I with 37 years' service	364 0	2,839

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>		
	<i>£</i>	<i>s.</i>	<i>d.</i>	<i>£</i>	<i>s.</i>	<i>d.</i>
Captain and below	862	15	0	578	0	0
Major	1,139	0	0	671	10	0
Lieutenant-Colonel	1,402	10	0	807	10	0

APPENDIX IV—Continued

TABLE IV
PENSIONS FOR OTHER RANKS OF THE WOMEN'S SERVICES

Rank	NEW WEEKLY RATES					For each of the first 22 years of reckonable service	For each additional year of reckonable service
						s. d.	s. d.
Below Corporal	2 10	5 8
Corporal	3 8	7 4
Sergeant	4 7	9 2
Staff Sergeant	5 2	10 4
Warrant Officer, Class II	5 8	11 4
Warrant Officer, Class I	6 0	12 0

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 ...	1,530	(1,470)
For each further years' qualifying service an addition of	305	(295)

NOTE: Existing rates are shown in brackets.

2. The standard rate of Short Service gratuity, at present £215 for each year of service will be increased to £225. 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:—

<i>Years of Service</i>							<i>Rate</i>	
							£	£
12	...	...	...	...	...	...	205	(195)
13	...	...	...	...	...	...	255	(245)
14	...	...	...	...	...	...	310	(300)
15	...	...	...	...	...	...	375	(360)
16	...	...	...	...	...	...	445	(430)
17	...	...	...	...	...	...	520	(500)
18	...	...	...	...	...	...	595	(570)
19	...	...	...	...	...	...	670	(645)
20	...	...	...	...	...	...	760	(730)
21	...	...	...	...	...	...	850	(815)

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 ...	1,300	10	0	(1,249	10	0)
For each further year's qualifying service an addition of	259	5	0	(250	15	0)

NOTE: Existing rates are shown in brackets.

2. Other Ranks' Gratuities:

<i>Years of Service</i>							<i>Rate</i>					
							£	s.	d.			
12	174	5	0	(165	15	0)
13	216	15	0	(208	5	0)
14	263	10	0	(255	0	0)
15	318	15	0	(306	0	0)
16	378	5	0	(365	10	0)
17	442	0	0	(425	0	0)
18	505	15	0	(484	10	0)
19	569	10	0	(548	5	0)
20	646	0	0	(620	10	0)
21	722	10	0	(692	15	0)

NOTE: Existing rates are shown in brackets.

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	...	...	...	...	...	...	...	365	(350)
4 years' service	...	...	...	...	...	...	...	475	(455)
5 years' service	...	...	...	...	...	...	...	585	(560)
6 years' service	...	...	...	...	...	...	...	695	(670)
7 years' service	...	...	...	...	...	...	...	810	(780)
8 years' service	...	...	...	...	...	...	...	935	(900)
9 years' service	...	...	...	...	...	...	...	1,060	(1,020)

Thence by increments of £125 (£120) 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	...	...	...	...	...	...	...	135	(130)
4 years' service	...	...	...	...	...	...	...	155	(150)
5 years' service	...	...	...	...	...	...	...	185	(175)
6 years' service	...	...	...	...	...	...	...	215	(205)
7 years' service	...	...	...	...	...	...	...	240	(230)
8 years' service	...	...	...	...	...	...	...	265	(255)
9 years' service	...	...	...	...	...	...	...	290	(280)
10 years' service	...	...	...	...	...	...	...	315	(305)
11 years' service	...	...	...	...	...	...	...	345	(330)

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 I

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

Note:

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

Note:

Married Ratings, Soldiers and Airmen receiving Local Overseas Allowance at the married accompanied, rates will be paid the "In Married Quarters" rate of Marriage Allowance.