

355  
✓135  
✓E

PORTSMOUTH CENTRAL LIBRARY  
RESERVE  
STACK



**REVIEW BODY  
ON  
ARMED FORCES PAY  
PAY OF SERVICE MEDICAL AND  
DENTAL OFFICERS**

**Supplement to Second Report  
1973**

**Chairman :  
H. W. ATCHERLEY**

*Presented to Parliament by the Prime Minister  
by Command of Her Majesty  
October 1973*

**LONDON  
HER MAJESTY'S STATIONERY OFFICE**

8p net

Cmnd. 5450

## REVIEW BODY ON ARMED FORCES PAY

The Review Body on Armed Forces Pay was appointed in September 1971 to advise the Prime Minister on the pay and allowances of members of Naval, Military and Air Forces of the Crown and of any women's service administered by the Defence Council.

The members of the Review Body are:

H. W. Atcherley (*Chairman*)<sup>1</sup>

Admiral Sir Desmond Dreyer, G.C.B., C.B.E., D.S.C., J.P.

Ewen M'Ewen

J. E. Mortimer

Miss A. R. Murray, J.P.

C. A. Roberts, C.B.E.

Professor J. R. Sargent<sup>2</sup>

Gerard Young, C.B.E., J.P.<sup>1</sup>

The Secretariat is provided by the Office of Manpower Economics.

---

<sup>1</sup> Also a member of the Top Salaries Review Body.

<sup>2</sup> Also a member of the Review Body on Doctors' and Dentists' Remuneration.

## PAY OF SERVICE MEDICAL AND DENTAL OFFICERS

1. In our Second Report<sup>1</sup> we explained our approach to our work during Stage 2 of the Government's counter-inflation programme. We considered various possible methods of distributing pay increases in the Services within the limits of the Pay Code<sup>2</sup> and decided that, with the exception of medical and dental officers, it was right to treat all ranks from recruit to Brigadier (and equivalent) in the three Services as a single group for this purpose. We explained the position of Service medical and dental officers as follows:

“Service medical and dental officers comprised a second, smaller category. Their pay is not directly related to the pay of combatant officers but is designed to provide, over a career from Captain to Colonel, before the addition of the X factor, average earnings equal to the average net earnings of civilian general practitioners in the National Health Service. The pay of the medical and dental Brigadier provides a reasonable differential over the maximum pay of the medical Colonel and a logical progression to the pay of the medical Major-General. The pay of Service medical and dental officers is, in consequence, governed principally by the recommendations of the Review Body on Doctors' and Dentists' Remuneration. We consider that this principle remains right and that Service medical and dental officers should continue to be treated as a discrete group for pay purposes. For this reason we make no recommendations on their pay in this report, but we shall consider their position further in the light of the decisions which follow recommendations of the Doctors' and Dentists' Review Body.”<sup>3</sup>

2. The recommendations in the Third Report of the Review Body on Doctors' and Dentists' Remuneration have been accepted by the Government, and the report has been published.<sup>4</sup> We now recommend rates of pay for Service medical and dental officers to take effect from 1 April 1973, which are based on those recommendations and likewise take account of the requirements of Stage 2 of the counter-inflation programme. Our recommendations are confined to the military salary; we do not, on this occasion, make any recommendations concerning rates of additional pay.

3. In formulating our recommendations, we are concerned with the average net remuneration which the increased fees and allowances recommended by the Review Body on Doctors' and Dentists' Remuneration are intended to produce for general medical practitioners in the National Health Service (NHS) and not with the detail of the proposed increases themselves. The principle of providing average earnings comparable over a career to those of a general medical practitioner in the NHS was adopted in 1969, and we have continued to use it.

<sup>1</sup> Review Body on Armed Forces Pay: Second Report 1973—Cmnd. 5336, Chapter 1.

<sup>2</sup> Statutory Instrument 1973 No. 658: The Counter-Inflation (Price and Pay Code) Order 1973.

<sup>3</sup> Review Body on Armed Forces Pay: Second Report 1973—Cmnd. 5336, paragraph 10.

<sup>4</sup> Review Body on Doctors' and Dentists' Remuneration: Third Report 1973—Cmnd. 5353, July 1973.

4. The recommendations in the Third Report of the Review Body on Doctors' and Dentists' Remuneration have been designed to produce an increase in the average net remuneration of general medical practitioners from the NHS, and at the same time to allow for a small increase in their earnings from other official sources. This has been achieved by allocating proportions of the individual pay limit of £250, permitted during Stage 2 of the counter-inflation programme, to earnings from the NHS and from other official sources.<sup>1</sup> However, Services medical and dental officers are not in a position to earn additional fees in this way and we consider that the increase in their pay which is justified by comparison with earnings from the NHS should not be restricted on this account. Making allowance for this the appropriate figure for comparison is £5,760 for the year 1973-74.<sup>1</sup>

5. The directly comparable figure for the year 1972-73 was £5,575<sup>2</sup> and the salary scales introduced in the armed forces with effect from 1 April 1972 were based on it. To preserve the principle of parity with the average earnings of NHS general medical practitioners, an average increase in the pay of Service medical and dental officers of £185 is therefore now justified, that is, £5,760 less £5,575. Consequently we recommend the introduction of scales of military salaries for Service medical and dental officers from Captain to Colonel which reflect an average increase of £185 a year over a full career extending to 32 years (before the addition of the X factor).

6. Service medical and dental officers are part of a military rank structure which, as a whole, from Captain to Colonel, embraces the work of the NHS general medical practitioner. We have considered carefully ways in which the average increase recommended might be distributed within this rank structure and have concluded that the following pay scales are appropriate. (Current pay scales are shown for the purpose of comparison).

---

<sup>1</sup> *ibid*, paragraphs 29 and 34.

<sup>2</sup> Report of the Review Body on Doctors' and Dentists' Remuneration 1972: Cmnd. 5010, paragraph 88.

**Table 1**

**Proposed military salaries, inclusive of X factor, for Service medical and dental officers: annual rates.**

Rank	Proposed scale of military salary (from 1 April 1973)	Current scale (1 April 1972)
	£	£
<b>Captain:</b>		
On appointment ... ..	4,099	3,942
After 2 years ... ..	4,165	4,008
After 4 years ... ..	4,249	4,088
<b>Major:</b>		
On appointment ... ..	4,938	4,767
After 1 year ... ..	5,001	4,829
After 2 years ... ..	5,070	4,895
After 3 years ... ..	5,161	4,986
After 4 years ... ..	5,413	5,238
After 5 years ... ..	5,504	5,329
After 6 years ... ..	5,566	5,391
After 7 years ... ..	5,658	5,482
<b>Lieutenant-Colonel:</b>		
On appointment ... ..	6,085	5,898
After 2 years ... ..	6,212	6,023
After 4 years ... ..	6,340	6,150
After 6 years ... ..	6,471	6,278
After 8 years ... ..	6,596	6,402
<b>Colonel:</b>		
On appointment ... ..	7,008	6,804
After 2 years ... ..	7,092	6,888
After 4 years ... ..	7,198	6,990
After 6 years ... ..	7,282	7,074
After 8 years ... ..	7,366	7,158

7. The application of the principle of parity with the average net earnings of NHS general medical practitioners is limited to the ranks of Captain to Colonel. We recommend the following salaries for other medical and dental officers within our terms of reference.

### **Medical and dental Brigadiers**

8. It is recognised that the pay of the medical and dental Brigadier must provide both a reasonable differential over the maximum pay of the medical and dental Colonel and a logical progression to the pay of the medical and dental Major-General. We recommend that the military salary of the medical and dental Brigadier should be increased from £7,599 to £7,818 with effect from 1 April 1973.

### **Provisionally registered medical practitioners**

9. Provisionally registered medical practitioners (PRMPs) in the Services are qualified doctors who are undergoing one year's service as House Officers in National Health Service hospitals, as is compulsory before

registration with the General Medical Council; they carry out identical duties to NHS House Officers and work alongside them, but they receive Service pay and allowances, from which the appropriate charge for single Service accommodation is deducted.

10. We recommend that, on this occasion, the military salary of the Provisionally Registered Medical Practitioner should be increased from £2,200 to £2,416 with effect from 1 April 1973.

### **Medical and dental cadets**

11. Medical and dental cadets, like university cadets who intend to take up commissions in other arms of the Services, enter the Services as Second Lieutenants (or equivalent) but after a minimum of two years' medical or dental training. They receive Service pay but a proportion—at present one-half—of this is regarded as an education grant and is recoverable if defined periods of commissioned service are not subsequently completed.

12. Our attention has been drawn to the importance to the Services of medical and dental cadets as a source of recruitment to the medical and dental services. Whilst we recognise this, we do not consider that it would be right to disregard the position of university cadets elsewhere in the Services or, indeed, of the medical student in civil life. By either of these standards, the existing pay arrangements for medical and dental cadets are favourable, and we do not consider an increase to be justified at the present time.

### **General**

13. We have expressed the recommended salaries as the annual amounts which approximate most closely to daily rates of pay. The detailed scales, prepared by the Ministry of Defence, are in the Appendix.

14. The rates of additional pay and separation allowance current on 1 April 1972 and the rates of pay introduced retrospectively with effect from that date (following the Second Report of the Review Body on Doctors' and Dentists' Remuneration) constitute the total earnings of Service medical and dental officers, PRMPs and cadets, and form the basis for calculating the pay limit for this group in accordance with the provisions of the Pay Code. The maximum sum available within these provisions is £538,000 and the cost of our proposals is estimated to be within this limit.<sup>1</sup> We have taken the necessary steps to assure ourselves that our recommendations are in conformity with the Pay Code operative during Stage 2 of the counter-inflation programme. We propose that they should take effect from 1 April 1973.

OFFICE OF MANPOWER ECONOMICS

15 October 1973

---

<sup>1</sup> Excluding additional costs arising from personal increments etc., which are outside the limit imposed by the Pay Code (Statutory Instrument 1973 No. 658: The Counter-Inflation (Price and Pay Code) Order 1973—paragraphs 129 and 131).

APPENDIX

ALL SERVICES

PAY OF MEDICAL OFFICERS AND DENTAL OFFICERS

Rank	New rates of pay	
	Daily	Annual
	£	£
*† Cadet, Medical ... ..	} 2.60	949
*† Cadet, Dental ... ..		
Provisionally registered medical practitioners: Acting Surgeon Lieutenant/Lieutenant/Flying Officer	6.62	2,416
Surgeon Lieutenant/Captain/Flight Lieutenant: On appointment ... ..	11.23	4,099
After 2 years in the rank ... ..	11.41	4,165
After 4 years in the rank ... ..	11.64	4,249
Surgeon Lieutenant-Commander/Major/Squadron Leader:		
On appointment ... ..	13.53	4,938
After 1 year in the rank ... ..	13.70	5,001
After 2 years in the rank ... ..	13.89	5,070
After 3 years in the rank ... ..	14.14	5,161
After 4 years in the rank ... ..	14.83	5,413
After 5 years in the rank ... ..	15.08	5,504
After 6 years in the rank ... ..	15.25	5,566
After 7 years in the rank ... ..	15.50	5,658
Surgeon Commander/Lieutenant-Colonel/ Wing Commander:		
On appointment ... ..	16.67	6,085
After 2 years in the rank ... ..	17.02	6,212
After 4 years in the rank ... ..	17.37	6,340
After 6 years in the rank ... ..	17.73	6,471
After 8 years in the rank ... ..	18.07	6,596
Surgeon Captain/Colonel/Group Captain :		
On appointment ... ..	19.20	7,008
After 2 years in the rank ... ..	19.43	7,092
After 4 years in the rank ... ..	19.72	7,198
After 6 years in the rank ... ..	19.95	7,282
Colonel/Group Captain after 8 years in the rank ...	20.18	7,366
Surgeon Captain with 8 years' seniority ... ..	} 21.42	7,818
Brigadier/Air Commodore ... ..		

\* Education Grant of £949 per annum (£2.60 daily) is paid in addition.

† Rates not changed.