

OTHER PAY ISSUES

Just in case you are wondering about all the other ‘goodies’ you could claim for, some of which are mentioned below, please remember that there is a clear difference between REAL PAY [1], “RAINY DAY” PAY [2], and COMPENSATORY PAY [3]. No, I am not talking about Gross and Net pay which is what you earn and what you take home after all mandatory deductions e.g. tax, national insurance, monthly allotments, LSAP/HPSP [housing purchase loan pay back and its associated premium charge respectively] etc, but what is yours to spend as you like [1], what is paid to you in advance to put aside [2], and what is paid to you to compensate you for out-of-pocket expenses already incurred [3].

Real Pay [1] is covered in great detail in the clickable matrix and whilst it mentions some aspects of Pay Type [3] what appears below is a better guide.

“Rainy Day” Pay [2] is KUA – Kit Upkeep Allowance [and other uniform allowances] was paid to you monthly which you were supposed to save towards the replacement of worn out kit. KUA rates of pay were issued in AFO’s/DCI’s concerning Naval Stores and Clothing Issue Prices. I have included a KUA PDF File with a DCI from 1970 which is self explanatory. KUA for a FCPO/WO in 1983 was £10.02 per month. KUA therefore was not part of Pay Type [1] and should not have been used to clear ones ‘slate’ at the Yorkshire Grey [Pompey sailors only].

Compensatory Pay [3] was nearly always claimed after the event, although one could draw an ADVANCE OF CASH to pay costly travel/accommodation/subsistence bills when out and about on duty. For obvious reasons, none of it was true pay, Pay Type 1, even though it was generally known that one could add a few pounds onto the claim and that one was NEVER OUT OF POCKET at the end of the day. The first types of Type [3] Pay were TE’s = Travelling Expenses; CONV’s = Convertible Travel Refunds and HTD’s = Home to Duty Travel Expense claims. Each type of claim had its own associated rate expressed as pennies per mile, and each fluctuated depending upon the cost of prices at the petrol pumps. Because of these fluctuations, rates per mile were issued by signal from MOD[N] and communicated by the Supply Officer in Daily Orders. **TE’s** were paid for using ones own car to travel on a duty trip to another ship or establishment, with the cost of necessary subsistence added on – they were also used for subsistence only when travelling on a free Duty Warrant by rail. If the navy could prove that a Duty Warrant [a train ride] was the cheapest way of travelling, then the comfort and ease of the car was not always a good choice. However, carrying an official pussers briefcase loaded with sensitive documents allowed one to claim the top rate for using ones own car. All personnel were entitled to so many free leave travel warrants per year, designed originally to allow sailors to go home on leave without having to pay their own train travel costs {later on, subsidised train travel [in addition to free warrants] was given and all sailors had an Armed Forces Travel Card showing their photograph and details}.

One could either take the warrant on face value and “let the train take the strain”, or

travel by private car, record the mileage [which was checked] and then use the **CONV's** to change the mileage into cash – to pay for the petrol. It was accepted that the warrant and the CONV system were part of the Conditions of Service, and it was not unknown for a CONV's claim to be made, especially by married men living locally ashore with their families, even though the journey was never made. If your roots were in the Grampians, then clearly, by not travelling home to see dear old mum, a nice little pay day could be made LEGALLY from this perk. **HTD's**, much frowned upon later by the Inland Revenue, paid for servicemen living locally ashore to travel to and from their place of duty. Whilst it didn't [nor was it intended to do] cover the full cost of petrol or fair-wear-and-tear of vehicle, it went a good way towards compensating for the out of pocket cost. Once again, and legally, how one got to work was not an issue, so if you rode your bicycle you were well 'in-pocket', if you rode your Lambretta @ 60 MPG you were 'in-pocket', but if you preferred your Roller then you were most certainly 'out-of-pocket'.

CEA/BSA Child Education Allowance/Boarding School Allowance {same thing} was also of the Type 3 Compensatory Pay, although, in many instances the so called compensation was inadequate, by choice. The amounts on offer over which, more recently, the AFPRB had full control to recommend and are therefore mentioned in the clickable matrix PDF files in Type [1] Pay, varied according to the number of children you had away at school. The eldest [or first] child got the largest amount, and subsequent children a lesser amount on a sliding scale. Generally speaking [though not set in stone] the Service Schools, HOLBROOK and GORDON BOYS' set the basis for cost, and if one were to have used these schools, the personal additional cost factor would have been close to zero [except for travel and extras]. The system would have achieved its aims of ensuring the continuity of education for the children of servicemen at no discernable cost to the parent. However, HOLBROOK [sometimes associated with being navy] and GORDON BOYS' [sometimes associated with being army] were considered to be good Secondary Modern Schools at best, and therefore academically not suitable for all children or service parents. Those who opted for a "good" school [at least good academically] rather than for a cost-free education, had to add money of their own, sometimes considerable amounts, to send their children to schools other than the recognised Service Schools. Many parents wanted the best for their children but didn't want them to be too far from home where an evening visit and certainly a weekend visit was quick and easy and took minutes rather than hours, effectively reducing full boarding to weekly boarding. They therefore chose boarding schools close to their place of duty, and of course, paid the price for that choice. CEA/BSA was claimed and paid three times per year, the first term in advance, and subsequent terms on the production of the previous terms receipt from the school. The amount received was grossed-up [if the net amount was £269.00 {1976 figure, first child, one term} the figure on ones pay sheet showed an earning of £413.86 {£269.00 + £144.86 tax} – yes that is correct and straight from my 31/3/76 C3 HMS Centurion Pay Balance Statement – a tax of 35%] and the drawing of CEA/BSA elevated ones on-paper gross earnings. Although CEA/BSA became a part of the AFPRB Reports and Recommendation, it was issued by signal from

MOD[N] as well as being published in AFO's/DCI's.

LONDON ALLOWANCE & LODGINGS/RATION ALLOWANCE {L &

RA] These were allowance which did result in extra pay. London Allowance is obvious, to compensate one for the excessive “tourist” prices and costs charged in the Capital, but living in say Kilburn, was no more expensive than living in many other cities and large towns throughout the land and the ‘hurt’ factor applied to the City of Westminster and its many ‘hot spots’. Avoid these places or learn to ‘duck-and-dive’ like indigenous central Londoners and you could be “quids in”. L & RA was paid to single men or men unaccompanied who were working in an area where there was no suitable Service accommodation, to pay for their civilian lodgings and food {my experiences were from the submarine world and from working in Whitehall Wireless}. From experience, many men survived on little {and poor quality food} and where possible bunked together in rented sub-standard accommodation to maximise the value of the allowance, the amount saved to be spent on a better social existence. Others lived at home with relatives but drew the full value of the allowance, whilst others moved in with available ladies and shared the costs of the “love patch”. None, I would think, spent the allowance as intended !