



A NUMBER OF WARRANT OFFICERS' swords are needed to meet the requirements of newly-promoted Masters-at-Arms. If any of our readers have such articles that they wish to get rid of, will they write direct to C. H. Barnard & Sons, Ordnance Buildings, Harwich, Essex ?



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THE D.B.A. IS OPEN TO ALL BRANCHES OF AND FROM THE WARRANT RANK.

PAY, PROMOTION & RETIRED PAY

AT last, after months of waiting, the new rates of pay, revised system of promotion and rates of retired pay for our rank have been published.

Mr. John Dugdale, Financial Secretary to the Admiralty, in a written reply to Mr. Mallalieu (Lab., Huddersfield), gave details of the revised rates of pay, which will come into force on July 1 for R.N. and R.M. warrant officers, and officers promoted therefrom.

The rates represent in all cases an improvement on those previously prevailing. They will apply to warrant officers and officers promoted therefrom of all categories, whether mechanical or non-mechanical.

On the principle of the new code for commissioned officers, *all forms of extra pay*, except sea-going command money and flying and submarine pay, will be abolished.

The starting rate for warrant officers will be 19s. a day, with biennial increments of 1s. up to 23s. a day. Ratings, who on promotion to warrant rank have had considerable service as ratings, will enter the scale at a rate in excess of 19s., and will continue to receive the excess during service in the rank of warrant officer until the maximum of 23s. is reached.

Substantive promotion in commissioned officer from warrant officer will be by selection from a *scale of five to nine years' seniority*. Pay on promotion to this rank will be 24s. a day, with biennial increments of 1s. up to 29s.

Promotion to Lieutenant will be by selection, with a starting rate of 30s. a day, and biennial increments of 1s. 6d. to 34. 6d.

Promotion to Lieutenant-Commander will be made at eight years' seniority as Lieutenant, with a starting rate of 36s. and biennial increments of 2s. up to 40s.

Marriage allowance will be payable under the conditions applicable to commissioned officers.

The standard rate of marriage allowance for warrant officers and officers promoted therefrom will accordingly be 12s. 6d. a day. They will also be eligible for the supplementary marriage allowance under conditions applicable to commissioned officers of rank of Lieut.-Comdr. and below.

These arrangements do not apply to schoolmasters, who in future will not belong to the warrant officer category.

While it may be said, however, that the new rates of pay may be considered as satisfactory, the same cannot be said, without qualification, of either the system of promotion or the rates and conditions of payment of retired pay. Of course it is an all round advance compared with the iniquitous old days when a Warrant Officer started on less than two pounds a week and went from 20 to 25 years before obtaining his commissioned rank ; but the whole world has travelled far since then.

Improvement is shown in promotion from Warrant to substantive Commissioned rank, the zones of promotion by selection being between five and nine years, but this of course automatically does away with the war time measure of four years, or of three years if specially recommended. It is not clear whether those given the war time Acting Commissioned Rank will in all cases be allowed to retain it, because the Admiralty Communication bearing on the subject says that they will for the present continue to hold that rank, but the words " for the present " suggest a possible change ; we hope not, for if an officer is considered capable of holding commissioned rank under war conditions, he certainly is at least equally efficient for peace routine.

Promotion to rank of Lieutenant will, in future, be by selection only, thus abolishing that introduced in 1903 for long and zealous service,

A word must be said relative to Lieut.-Commander which is automatic after service for 8 years as Lieutenant. It is suggested that the length of time required to qualify for Lieutenant-Commander ought to be partly dependent upon the number of years service already to the Officer's credit from the time he obtained his Warrant rank, or at any rate from the date of his being commissioned. In the case of direct entry officers the years served prior to their receiving Lieutenant rank were spent in learning their job, whereas the service of Lieutenants ex-W.O.'s was seasoned service.

Turning now to retired pay we find a really startling innovation by the introduction of a qualifying period in substantive rank in order to obtain the retired pay of that rank. For the full standard rate the following reckonable Officer service is required: W.O. 20 years; Commissioned Officer 20 years; Lieutenant 20 years; Lieutenant-Commander 22 years; Commander 24 years. Service as a rating counts in half, other service in full.

It is difficult to see how the introduction of this principle of a qualifying period is justified. Surely the rate of income being received at the time of retirement is the guiding factor in all schemes of superannuation payments, and the rank held at the time of retirement ought to carry with it the retired pay of that rank. The two years service as Lieutenant required to qualify for Lieutenant's retired pay will debar many of these officers

from obtaining the fruits of their Lieutenantancy when they retire. It is suggested that an examination of the position of the services of these officers would reveal the fact that more officers will fail to be able to satisfy this requirement of 22 years service than those who can obtain it.

It is difficult to see where any advantage to the State will result from the introduction of this qualifying period ; it will press hard upon those who just miss it, and will not result in any great gain for the Treasury.

One tremendous injustice in the whole business is that the new rates of retired pay will not apply to officers retired before December, 1945. It is only necessary to point out that practically all officers of and from our rank, from Lieutenant-Commander downwards, who retired before that date will have less retired pay than Warrant Officers are entitled to who retired after December, 1945. By an arbitrary decision without rhyme or reason, Lieutenant-Commanders and Lieutenants who have served in that rank will get less retired pay than a retired Warrant Officer.

The injustice of it needs only to be stated to be appreciated.

There is much more to be said, but lack of space forbids till next month.

F.G.

[TO BE CONTINUED].

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PAY, PROMOTION & RETIRED PAY

THE recent revision of the pay and prospects of our rank as coming into effect on 1st July has been received with mixed feelings throughout the rank; and those who have given us the benefit of their opinions seem to think that, while there is something to be grateful for, there is certainly much to be desired.

Our Journal is not representative of the entire body of Officers of and from the Warrant Rank, and although our main function is to deal with the things relating to our Death Benefit Association, of which we are the official organ, it is natural that we have a lively interest in all that touches the well being of our rank.

We trust that this "lively interest" will go on, for it forms a very useful link between Officers ashore and afloat, active service and retired, and affords an opportunity through its columns for members of the D.B.A. and other readers to express their thoughts, make their suggestions and offer constructive criticisms.

As regards the revision of prospects generally, as already referred to, one officer makes the following suggestions; we should be glad to have other readers' observations on the proposals he makes.

1. On promotion to lieutenant consideration be given to an Officer's former service as an Officer and that his seniority as a lieutenant be adjusted accordingly, more seniority being awarded for time served in commissioned rank than for that in warrant rank. This would reduce the time required to reach the rank of lieutenant-commander.

2. The retention of a proportion of promotions to rank of lieutenant for long and meritorious service.

3. The removal of the newly imposed qualifying service in substantive rank for entitlement to retired pay of that rank.

4. The abolition of differences in rates of retired pay for lieutenant-commanders and commanders (ex-warrant rank).

5. Additions to retired pay for each year of service held in the rank.

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One correspondent, writing to the "Hampshire Telegraph" dated July 12th, stated "Now that the new conditions of service for Naval Warrant Officers have been published we can once more say 'as you were.'"

"It is true that pay and pensions have been adjusted and that younger men's prospects have been improved, but what of the hundreds who bore the brunt of the war?"

"Their prospects of promotion are about the same as they were about a quarter of a century ago, and in some classes not so good."

Do our readers agree with this summing up of the new scheme? We shall be glad to hear from you on this important matter.

F.G.

