

## RATES OF PAY FOR OFFICERS

RATES OF PAY EFFECTIVE FROM 1 April 2010 to 31 March 2011 (£)

RANK		1 April 2010
OF6 Range		<b>JPA ANNUAL</b>
	Level 5	£100,963.56
	Level 4	£99,973.08
<b>Air Commodore</b>	Level 3	£98,994.84
	Level 2	£98,012.52
	Level 1	£97,030.20
OF5 Range		
	Level 9	£89,408.28
	Level 8	£88,393.56
	Level 7	£87,378.84
	Level 6	£86,368.08
<b>Group Captain</b>	Level 5	£85,357.44
	Level 4	£84,346.68
	Level 3	£83,335.92
	Level 2	£82,321.20
	Level 1	£81,310.44
OF4 Range		
	Level 9	£77,617.20
	Level 8	£76,613.04
	Level 7	£75,609.12
	Level 6	£74,614.20
<b>Wing Commander</b>	Level 5	£70,561.56
	Level 4	£69,681.24
	Level 3	£68,800.56
	Level 2	£67,920.24
	Level 1	£67,031.64
OF3 Range		
	Level 9	£57,199.56
	Level 8	£56,015.88
	Level 7	£54,840.60
	Level 6	£53,661.36
<b>Squadron Leader</b>	Level 5	£52,473.84
	Level 4	£51,298.44
	Level 3	£50,110.80
	Level 2	£48,939.84
	Level 1	£47,760.48

OF2 Range		
<b>Flight Lieutenant</b>	Level 9	£45,090.48
	Level 8	£44,578.56
	Level 7	£44,058.48
	Level 6	£43,038.84
	Level 5	£42,011.04
	Level 4	£40,991.28
	Level 3	£39,959.40
	Level 2	£38,931.60
	Level 1	£37,915.92
OF1 Range		
<b>See Table Below</b>	Level 10	£32,702.88
	Level 9	£31,920.72
	Level 8	£31,146.72
	Level 7	£30,368.88
	Level 6	£29,586.60
	Level 5	£24,615.36
	Level 4	£21,810.12
	Level 3	£18,570.84
	Level 2	£17,019.00
	Level 1 #	£15,573.48

**University  
Cadet  
Entrant**

UCE + 3	Level 4	£17,899.32
UCE +2	Level 3	£16,396.80
UCE +1	Level 2	£14,603.04
UCE OA	Level 1	£12,719.16

**JPA for OF1**

RANK		Pay Spine
<b>OF1 Range</b>		
Non-graduate direct entrants (for pay purposes will be classed as Officer Cadets, but may hold different 'addressable' ranks).		Level 1
Army: 2 <sup>nd</sup> Lieutenant	Gap Year Commission	Levels 2-3
		Level 4
Graduates direct entrants during initial Officers Training and non-graduate direct entrants on completion of training <sup>a</sup>	Acting Pilot Officer/Pilot Officer	Level 5
	Flying Officer	Level 6 - 10

**DE - Direct Entrant, UCE - University Cadet Entrant, DNS - Defence Nursing Services, GYC - Gap Year Commission**  
**# Army:** Officer Cadets will remain on Level 1 rates of pay until commissioned.

<sup>a</sup> On completion of training non-graduate direct entrants will move to level 5, however progression to level 6 will be dependent on promotion to Fg Off. Graduate direct entrants, including for RN/RM officers those with a Foundation Degree or equivalent, will enter Service on at least level 5 dependent on seniority awarded for civilian qualifications.

## CHAPLAINS OF ALL DENOMINATIONS

RATES OF PAY EFFECTIVE FROM 1 April 2010 to 31 March 2011 (£)

1 April 2010 JPA ANNUAL	
<b>DG Naval Chaplaincy Services, Chaplain General &amp; Chaplain in Chief</b>	
Level 5	£97,077.00
Level 4	£96,077.76
Level 3	£95,090.76
Level 2	£94,099.92
Level 1	£93,108.84
<b>Deputy Chaplain General #</b>	
Level 5	£85,794.48
Level 4	£84,771.24
Level 3	£83,747.64
Level 2	£82,727.88
Level 1	£81,708.36
<b>Principal Chaplain</b>	
Level 4	£80,688.72
Level 3	£79,668.96
Level 2	£78,645.12
Level 1	£77,625.36
<b>Chaplain (Class 1) ##</b>	
Level 2**	£73,293.12
Level 1*	£70,565.64

1 April 2010 JPA ANNUAL	
<b>Chaplain Class 2, 3 &amp; 4 or equivalent</b>	
Level 27	£73,293.12
Level 26	£71,929.32
Level 25	£70,565.64
Level 24	£69,210.12
Level 23	£67,875.24
Level 22	£66,511.56
Level 21	£65,143.80
Level 20	£63,784.32
Level 19	£62,420.64
Level 18	£61,060.92
Level 17	£59,697.48
Level 16	£58,337.76
Level 15	£56,974.20
Level 14	£55,614.48
Level 13	£54,255.12
Level 12	£52,887.48
Level 11	£51,531.96
Level 10	£50,168.28
Level 9	£48,808.92
Level 8	£47,441.04
Level 7	£46,085.64
Level 6	£44,713.68
Level 5	£43,358.16
Level 4	£41,998.68
Level 3	£40,639.20
Level 2	£39,271.44
Level 1	£37,915.92

# Army Only

## Army & RAF only

\* OA rate with less than 24 years' service

\*\* OA rate with more than 24 years' service

**REGULAR RAF BRANCH OFFICERS**  
**REGULAR RAF OFFICERS IN THE MEDICAL TECHNICIAN BRANCH<sup>b</sup>,**  
**COMMISSIONED WARRANT OFFICERS (RAF) &**  
**DIRECTOR OF MUSIC<sup>c</sup>**

**RATES OF PAY EFFECTIVE FROM 1 April 2010 to 31 March 2011 (£)**

	<b>1 April 2010</b>
<b>RANK</b>	<b>JPA ANNUAL</b>
Level 15	£50,680.20
Level 14	£50,348.52
Level 13	£50,000.40
Level 12	£49,324.80
Level 11 <sup>d</sup>	£48,653.16
Level 10	£47,973.24
Level 9	£47,297.64
Level 8	£46,622.04
Level 7 (Note 1)	£45,778.44
Level 6	£45,258.36
Level 5	£44,730.00
Level 4 (Note 2)	£43,685.88
Level 3	£43,165.68
Level 2	£42,633.48
Level 1 (Note 3)	£41,593.20

Note 1: Officers Commissioned from the Ranks with more than 15 years' service in the Ranks enter on Level 7.

Note 2: Officers Commissioned from the Ranks with between 12 and 15 years' service in the Ranks enter on Level 4.

Note 3: Officers Commissioned from the Ranks with less than 12 years' service in the Ranks enter on Level 1.

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<sup>b</sup> Officers in the Medical Technician Branch appointed to commissions before 1 June 1998.

<sup>c</sup> Directors of Music on pre Pay 2000 rates of pay.

<sup>d</sup> An incremental bar exists at Level 11 for Naval Careers Service Officers which prohibits progression through Levels 12 to 15.

## PROFESSIONAL AVIATOR PAY SPINE

**RATES OF PAY EFFECTIVE FROM 1 April 2010 to 31 March 2011**

<b>RANK</b>	<b>1 April 2010 JPA ANNUAL</b>
Level 35	£77,625.36
Level 34	£76,560.84
Level 33 <sup>e</sup>	£75,492.00
Level 32	£74,427.24
Level 31	£73,366.68
Level 30	£72,293.76
Level 29	£71,237.28
Level 28	£70,168.56
Level 27	£69,095.52
Level 26	£68,039.04
Level 25	£66,966.12
Level 24	£65,905.56
Level 23	£64,918.68
Level 22	£63,681.96
Level 21	£62,498.40
Level 20 <sup>f</sup>	£61,306.68
Level 19	£60,127.44
Level 18	£58,943.88
Level 17	£57,760.56
Level 16 <sup>g</sup>	£56,577.12
Level 15	£55,393.56
Level 14	£54,210.12
Level 13	£53,018.52
Level 12 <sup>h</sup>	£51,839.04
Level 11	£50,655.48
Level 10	£49,975.80
Level 9	£49,197.84
Level 8	£48,411.60
Level 7	£47,633.40
Level 6	£46,851.24
Level 5	£46,065.12
Level 4	£45,282.96
Level 3	£44,500.68
Level 2	£43,714.56
Level 1	£42,928.20

<sup>e</sup> RAF OF3 Non-pilots cannot progress beyond Increment Level 33.

<sup>f</sup> RAF OR9 NCA cannot progress beyond Increment Level 20.

<sup>g</sup> RAF OR7 NCA cannot progress beyond Increment Level 16.

<sup>h</sup> RAF OR6 NCA cannot progress beyond Increment Level 12.

# RATES OF PAY FOR NURSING<sup>1</sup> OFFICERS

RATES OF PAY EFFECTIVE FROM 1 April 2010 to 31 March 2011 (£)

RANK		1 April 2010
OF5 Range		<b>JPA ANNUAL</b>
<b>Group Captain</b>	Level 9	£91,324.80
	Level 8	£90,286.80
	Level 7	£89,248.68
	Level 6	£88,209.72
	Level 5	£87,166.68
	Level 4	£86,124.12
	Level 3	£85,082.16
	Level 2	£84,037.80
	Level 1	£82,993.80
OF4 Range		
<b>Wing Commander</b>	Level 9	£79,780.08
	Level 8	£78,745.20
	Level 7	£77,710.56
	Level 6	£76,686.84
	Level 5	£72,589.32
	Level 4	£71,663.52
	Level 3	£70,737.72
	Level 2	£69,812.88
	Level 1	£68,879.04
OF3 Range		
<b>Squadron Leader</b>	Level 9	£60,816.48
	Level 8	£58,615.80
	Level 7	£57,388.92
	Level 6	£56,162.28
	Level 5	£54,928.44
	Level 4	£53,706.12
	Level 3	£52,488.24
	Level 2	£51,258.12
	Level 1	£50,020.92
OF2 Range		
<b>Flight Lieutenant</b>	Level 9	£47,482.92
	Level 8	£46,434.24
	Level 7	£45,385.68
	Level 6	£44,338.20
	Level 5	£43,283.16
	Level 4	£42,233.88
	Level 3	£41,173.92
	Level 2	£40,089.48
	Level 1	£39,019.56

<sup>1</sup> Individuals who are registered with the Nursing and Midwifery Council.

OF1 Range		
<b>Navy:</b> See Table Below	Level 10	£33,860.16
	Level 9	£33,025.20
	Level 8	£32,202.72
<b>R.M.</b> See Table Below	Level 7	£31,378.32
	Level 6	£30,549.24
<b>Army:</b> See Table Below	Level 5	£25,485.84
	Level 4	£22,620.00
<b>RAF:</b> See Table Below	Level 3	£19,304.64
	Level 2	£17,699.76
	Level 1	£16,196.16

### JPA for OF1

RANK		Pay Spine
<b>OF1 Range</b>		
Non-registered nurse direct entrants (for pay purposes will be classed as Officer Cadets, but may hold different 'addressable' ranks).		Level 1
Army: 2 <sup>nd</sup> Lieutenant	Gap Year Commission	Levels 2-3
		Level 4
Registered nurse direct entrants, cadets/bursary entrants during initial Officers Training and non-registered nurse direct entrants on becoming registered <sup>j</sup>	RN: Midshipman, Sub Lieutenant Army 2 <sup>nd</sup> Lieutenant, Lieutenant RAF: Acting Pilot Officer/Pilot Officer, Flying Officer	Level 5 - 10

<sup>j</sup> On becoming registered nurses, direct entrants will move to level 5, however progression to level 6 will be dependent on promotion to Sub Lt/Lt/Fg Off. Registered nurse direct entrants will enter Service on at least level 5 dependent on antedated seniority..

**TRI-SERVICE RATES OF PAY FOR OTHER RANKS**

**RATES OF PAY EFFECTIVE FROM 1 April 2010 to 31 March 2011(£)**

RANK	HIGHER SPINE		LOWER SPINE	
		1 April 2010 JPA ANNUAL		1 April 2010 JPA ANNUAL
Range 5 - OR9				
<b>Warrant Officer</b>	Level 7	£46,753.08	Level 7	£44,119.92
	Level 6	£46,048.68	Level 6	£42,907.92
	Level 5	£45,242.04	Level 5	£41,736.48
	Level 4	£44,447.52	Level 4	£40,938.12
	Level 3	£43,644.96	Level 3	£40,143.60
	Level 2	£42,907.92	Level 2	£39,349.20
	Level 1	£42,080.52	Level 1	£38,599.80
Range 4 - OR 7 & 8				
<b>Levels 1-7 Chief Technician Levels 5-9 Flight Sergeant (List 1) Levels 1-9 Flight Sergeant (List 2)</b>	Level 9	£43,251.84	Level 9	£39,627.72
	Level 8	£42,641.64	Level 8	£38,751.24
	Level 7	£42,043.68	Level 7	£38,255.76
	Level 6	£41,445.84	Level 6	£37,678.44
	Level 5	£40,549.08	Level 5	£36,048.60
	Level 4	£39,648.12	Level 4	£35,565.36
	Level 3	£38,751.24	Level 3	£34,750.44
	Level 1	£37,846.44	Level 1	£33,657.00
Level 1	£36,953.64	Level 1	£33,223.08	
Range 3 - OR6				
<b>Sergeant</b>	Level 7	£36,929.04	Level 7	£34,111.68
	Level 6	£36,249.24	Level 6	£33,853.68
	Level 5	£35,569.68	Level 5	£32,723.52
	Level 4	£34,889.76	Level 4	£31,892.16
	Level 3	£34,455.72	Level 3	£31,572.60
	Level 2	£33,603.84	Level 2	£30,798.72
	Level 1	£32,756.16	Level 1	£30,012.60
Range 2 - OR4				
<b>Corporal</b>	Level 7	£33,182.16	Level 7	£29,840.40
	Level 6	£32,473.56	Level 6	£29,623.68
	Level 5	£31,814.40	Level 5	£29,389.92
	Level 4	£31,064.76	Level 4	£29,160.72
	Level 3	£30,356.64	Level 3	£28,939.44
	Level 2	£28,939.44	Level 2	£27,592.44
	Level 1	£27,592.44	Level 1	£26,404.68
Range 1 - OR 1,2 & 3				
<b>Level 1 Aircraftmen &amp; Leading Aircraftmen Levels 2-9 Senior Aircraftmen Levels 5-9 Junior Tech/Senior Aircraftmen(T) Levels 5-9 Lance Corporal</b>	Level 9	£28,939.44	Level 9	£24,230.28
	Level 8	£27,592.44	Level 8	£23,382.72
	Level 7	£26,404.68	Level 7	£22,358.88
	Level 6	£25,245.84	Level 6	£21,441.60
	Level 5	£24,074.64	Level 5	£20,581.56
	Level 4	£21,773.40	Level 4	£19,529.16
	Level 3	£20,250.12	Level 3	£17,956.68
	Level 2	£18,341.64	Level 2	£17,485.80
Level 1	£17,014.80	Level 1	£17,014.80	

**NEW ENTRANT RATE OF PAY**

<b>New Entrant Rate of Pay</b>	<b>£13,644.72</b>
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## TRI-SERVICE RATES OF PAY FOR NURSING<sup>a</sup> OTHER RANKS

RATES OF PAY EFFECTIVE FROM 1 April 2010 to 31 March 2011(£)

RANK	1 April 2010	
Range 5 - OR9	<b>JPA ANNUAL</b>	
<b>Warrant Officer</b>	Level 7	£48,623.28
	Level 6	£47,890.56
	Level 5	£47,052.00
	Level 4	£46,225.44
	Level 3	£45,391.08
	Level 2	£44,624.40
	Level 1	£43,764.12
Range 4 - OR 7 & 8		
<b>Levels 5-9 Flight Sergeant (List 1) Levels 1-9 Flight Sergeant (List 2)</b>	Level 9	£45,414.72
	Level 8	£44,773.92
	Level 7	£44,146.32
	Level 6	£43,517.64
	Level 5	£42,576.36
	Level 4	£41,630.52
	Level 3	£40,689.36
	Level 2	£39,739.08
Level 1	£38,801.04	
Range 3 - OR6		
<b>Sergeant</b>	Level 7	£39,477.48
	Level 6	£38,749.80
	Level 5	£38,023.56
	Level 4	£37,297.20
	Level 3	£36,833.28
	Level 2	£35,922.96
	Level 1	£35,016.12
Range 2 - OR4		
<b>Corporal</b>	Level 7	£34,509.00
	Level 6	£33,772.92
	Level 5	£33,086.88
	Level 4	£32,307.24
	Level 3	£31,571.16
	Level 2	£30,096.84
	Level 1	£28,696.56
Range 1 - OR 1,2 & 3		
<b>Level 1 Aircraftmen &amp; Leading Aircraftmen Levels 2-9 Senior Aircraftmen Level 5-9 Junior Tech/Senior Aircraftmen(T)</b>	Level 9	£28,939.44
	Level 8	£27,592.44
	Level 7	£26,404.56
	Level 6	£25,246.08
	Level 5	£24,074.76
	Level 4	£21,773.40
	Level 3	£20,250.00
	Level 2	£18,341.64
Level 1	£17,014.80	

<sup>a</sup> Individuals who are registered with the Nursing and Midwifery Council.

## SPECIALIST PAY (FLYING) (SP(F))<sup>a</sup>

**RATES EFFECTIVE FROM 1 April 2010 to 31 March 2011(£)**

<b>Officer aircrew (trained)</b>		<b>Full Rates</b>	<b>Reserve Band <sup>b</sup></b>		
			<b>75%</b>	<b>50%</b>	<b>25%</b>
		<b>DAILY</b>	<b>DAILY</b>	<b>DAILY</b>	<b>DAILY</b>
Sqn Ldr & below <sup>c</sup>	Initial Rate	13.93	10.45	6.97	3.48
	Middle Rate <sup>d</sup>	23.63	17.72	11.82	5.91
	Top Rate <sup>d</sup>	37.58	28.19	18.79	9.40
<b>Pilots</b> Sqn Ldr & below	Enhanced Rate <sup>d</sup>	44.24	33.18	22.12	11.06
<b>WSO &amp; Observers</b> Sqn Ldr & below	Enhanced Rate <sup>d</sup>	41.82	31.37	20.91	10.46
Wg Cdr <sup>c</sup>	On appointment	38.80	29.10	19.40	9.70
	After 6 years in rank	36.36	27.27	18.18	9.09
	After 8 years in rank	33.94	25.46	16.97	8.49
Gp Capt <sup>c</sup>	On appointment	29.70	22.28	14.85	7.43
	After 2 years in rank	27.87	20.90	13.94	6.97
	After 4 years in rank	26.05	19.54	13.03	6.51
	After 6 years in rank	23.02	17.27	11.51	5.76
	After 8 years in rank	19.98	14.99	9.99	5.00
Air Cdre <sup>c</sup>		12.12	9.09	6.06	3.03
<b>RAF Specialist Aircrew (SA)</b> Flight Lieutenant ( <i>not Branch Officers</i> )	On designation as SA	46.05	34.54	23.03	11.51
	After 1 year as SA	46.68	35.01	23.34	11.67
	After 2 years as SA	47.88	35.91	23.94	11.97
	After 3 years as SA	48.47	36.35	24.24	12.12
	After 4 years as SA	49.09	36.82	24.55	12.27
	After 5 years as SA	50.30	37.73	25.15	12.58
	After 6 years as SA	50.91	38.18	25.46	12.73
	After 7 years as SA	51.51	38.63	25.76	12.88
	After 8 years as SA	52.72	39.54	26.36	13.18
	After 9 years as SA	53.33	40.00	26.67	13.33
	After 10 years as SA	53.93	40.45	26.97	13.48
	After 11 years as SA	55.14	41.36	27.57	13.79
	After 12 years as SA	55.76	41.82	27.88	13.94
	After 13 years as SA	56.97	42.73	28.49	14.24
	After 14 years as SA	57.57	43.18	28.79	14.39
	After 15 years as SA	58.17	43.63	29.09	14.54
After 16 years as SA	60.00	45.00	30.00	15.00	

<sup>a</sup> Flying Pay is not payable to personnel on the Professional Aviator Pay Spine.

<sup>b</sup> For the first 6 years away from an SP or SP-Related posts, a Reserve Band will be paid. For the first 3 years, at 100% full rate (in exceptional circumstances cases may be submitted to extend entitlement to retain full rates beyond the first 3 years). 75% of the full rate in the 4<sup>th</sup> year, 50% of the full rate in the 5<sup>th</sup> year and 25% of the full rate in the 6<sup>th</sup> year. Payment will then cease (at this point the individual would have been away from an SP or SP-related post for 6 years). Personnel who submit PVR will be placed on the 50% rate or remain on the 25% rate if already in payment.

<sup>d</sup> After 4 years on the preceding rate (excluding time spent on Reserve Band).

		Full Rates	Reserve Band <sup>e</sup>		
			75%	50%	25%
		DAILY	DAILY	DAILY	DAILY
<b>RAF Specialist Aircrew (SA)</b> Flight Lieutenant <b>(Branch Officers)</b>	On designation as SA	37.58	28.19	18.79	9.40
	After 5 years as SA	41.82	31.37	20.91	10.46
<b>Non-commissioned aircrew (trained)</b>					
RN/RM, Army and RAF NCA	Initial Rate	7.28	5.46	3.64	1.82
	Middle Rate <sup>Error!</sup> Bookmark not defined.	15.16	11.37	7.58	3.79
	Top Rate <sup>Error!</sup> Bookmark not defined.	19.98	14.99	9.99	5.00
Specialist Pay (Aeromedical and Escort Duty) (SP(AED))		7.87			3.94
Flying Crew Pay (incorporates those previously covered by Specialist Pay (Air Dispatch) (SP(AD)); Specialist Pay (Joint Helicopter Support Unit Helicopter crew) (SP(JHSU HC)) <sup>k</sup> )	Lower Rate	4.85			2.43
	Higher Rate <sup>Error!</sup> Bookmark not defined.	7.87			3.94

<sup>e</sup> For the first 6 years away from an SP or SP-Related posts, a Reserve Band will be paid. For the first 3 years, at 100% full rate. (In exceptional circumstances cases may be submitted to extend entitlement to retain full rates beyond the first 3 years). 75% of the full rate in the 4<sup>th</sup> year, 50% of the full rate in the 5<sup>th</sup> year and 25% of the full rate in the 6<sup>th</sup> year. Payment will then cease (at this point the individual would have been away from an SP or SP-related post for 6 years). Personnel who submit PVR will be placed on the 50% rate or remain on the 25% rate if already in payment.

<sup>k</sup> Also payable while under training.

## SPECIALIST PAY (MOUNTAIN LEADERS) (SP(ML))

RATES EFFECTIVE FROM 1 April 2010 to 31 March 2011(£)

	Full Rate	Reserve Band		
		75%	50%	25%
	DAILY	DAILY	DAILY	DAILY
Specialist Pay (Mountain Leaders) (SP(ML))	10.31	7.73	5.16	2.58

## SPECIALIST PAY (PARACHUTE JUMP INSTRUCTOR) (SP(PJI))

RATES EFFECTIVE FROM 1 April 2010 to 31 March 2011(£)

	Full Rate	Reserve Band		
		75% Rate	50% Rate	25% Rate
	DAILY	DAILY	DAILY	DAILY
Less than 8 years' experience	7.87	5.90	3.94	1.97
8 or more years' experience	11.52	8.64	5.76	2.88
Joint Air Delivery Test & Evaluation Unit Supplement	3.64		1.82	

## SPECIALIST PAY (PARACHUTE) (SP(PARA))

RATES EFFECTIVE FROM 1 April 2010 to 31 March 2011(£)

	Full Rate	Reserve Band		
		75% Rate	50% Rate	25% Rate
	DAILY	DAILY	DAILY	DAILY
SP (Para)	5.46	4.10	2.73	1.37
High Altitude Parachute Pay <sup>n</sup>	10.31		5.16	

## SPECIALIST PAY (EXPLOSIVE ORDNANCE DISPOSAL OPERATORS) (SP(EOD))

RATES EFFECTIVE FROM 1 April 2010 to 31 March 2011(£)

	Full Rate	50%
	Daily	Daily
Level 1 - Low threat environment qualifications <sup>o</sup>	7.28	3.64
Level 2 - High Threat environment qualifications <sup>p q r</sup>	15.16	7.58
Level 3 - AMT annotated appointments <sup>s</sup>	19.98	9.99

<sup>n</sup> Rates apply to members of the Pathfinder Platoon.

<sup>o</sup> Payable on a Non-continuous Basis (NCB) to RLC Officer and SNCO EOD Operators filling an EOD appointment and qualified to low-threat environment level

<sup>p</sup> Payable on a Non-continuous Basis (NCB) to RLC, RE and RAF Officer and SNCO EOD Operators filling an EOD appointment and qualified to high-threat environment level.

<sup>q</sup> RE TA Officers and SNCOs will receive SP for each day they are in receipt of basic pay.

<sup>r</sup> RAF Officers and SNCOs occupying a Secondary War Role EOD Post will be paid on a Completion of Task Basis (CTB).

## SPECIALIST PAY (NURSING) SP(NURSING) <sup>†</sup>

RATES EFFECTIVE FROM 1 April 2010 to 31 March 2011(£)

	Full Rate	50% Rate
	DAILY	DAILY
General nurses on achievement of Defence Nursing Operational Competency Framework (DNOCF) Level 2 and working in a qualifying post requiring Specialist DNOCF Level 2 Competence <sup>‡</sup>	4.85	2.43

	Full Rate	75% Rate	50% Rate	25% Rate
	DAILY	DAILY	DAILY	DAILY
OF4 and below specialist qualified nurses <sup>§</sup> who are in a specialist post <sup>‡</sup> or specialist-related post <sup>x</sup>	10.31	7.73	5.16	2.58

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<sup>§</sup> Payable on a Non-continuous Basis (NCB) to Qualified officers and SNCOs when filling an AMT-annotated appointment.

<sup>†</sup> Introduced with effect from 1 August 2009.

<sup>‡</sup> The specialty competence must be a MoD endorsed specialty

<sup>§</sup> An individual will be deemed specialist nurse qualified providing they hold an ENB "long" course qualification or have evidence of successful completion of a recognised programme of study and practice in a specialist care pathway in a MoD endorsed specialty that leads to the acquisition of 60 or more credits at Level 3 (this relates to taxonomy level 3 of the DNOCF).

<sup>‡</sup> The specialty competence must be a MoD endorsed specialty

<sup>x</sup> Such as a Command and Staff post or Regimental Duty for which a specialist nurse qualification is essential.

## **Introduced Financial Retention Incentives (FRIs)**

The AFPRB recommended the introduction of the following FRIs;

- A High Threat Improvised Explosive Device Disposal (HT IEDD) Operators FRI of £50,000 from 1 April 2010 to be paid to all eligible HT IEDD Operators regardless of Arm or Service. This FRI is subject to four years Return of Service (RoS) and should run until 2014 or until manning levels reach 98% of requirement;

### **Extended FRIs**

The AFPRB recommended the continuation of the Aircrew FRI, which should run until 2013 as follows;

- The continuation of Aircrew FRI for RN and RAF Career Stream SO Pilots of £100,000 payable at IRP. This FRI is subject to five years RoS;
- This FRI no longer includes RN and RAF SO Weapon System Operators and Observers;
- Eligibility is extended to RN and RAF OF2 pilots offering £80,000 payable at IRP. This FRI is subject to five years RoS;
- Eligibility is extended to RN OF2 Observers offering £40,000 at IRP. This FRI is subject to five years RoS.

## FOOD CHARGES AND ENTITLED CASUAL MEAL CHARGES (£ DAILY)

### FOOD CHARGES

RATES EFFECTIVE FROM 1 April 2010 to 31 March 2011 (£)

	DAILY
Daily Food Charge (DFC)	4.13

### ENTITLED CASUAL MEAL CHARGES

RATES EFFECTIVE FROM 1 April 2010 to 31 March 2011 (£)

	DAILY		
Core Meal/Entitled Casual Meal Charge	Charge	VAT @ 17.5%	Total
Breakfast	£0.95	£0.17	£1.12
Third Meal	£1.12	£0.20	£1.32
Main Meal	£1.44	£0.25	£1.69
<b>All Meals</b>	<b>£3.51</b>	<b>£0.62</b>	<b>£4.13</b>

*Overseas rates are as above, except that VAT is not applicable*

Note: Entitled Casual Meal Charges - Regulations contained in JSP 456 (Defence Catering Manual).

## SERVICE FAMILY ACCOMMODATION (SFA) CHARGES (£ DAILY) - ENGLAND, SCOTLAND, WALES, NORTHERN IRELAND AND OVERSEAS - EFFECTIVE FROM 1 April 2010 to 31 March 2011

(Contribution in Lieu of Council Tax (CLOCT) charges issued separately)

	GRADE 1			GRADE 2			GRADE 3			GRADE 4		
	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished
Type I	22.95	24.05	25.15	16.63	17.59	18.55	9.04	9.71	10.39	4.64	5.05	5.45
Type II	20.68	21.65	22.63	14.98	15.84	16.70	8.21	8.81	9.41	4.26	4.61	4.97
Type III	18.24	19.07	19.91	13.22	13.95	14.67	7.28	7.79	8.31	3.86	4.17	4.47
Type IV	13.78	14.54	15.31	10.22	10.90	11.58	5.99	6.47	6.95	3.27	3.56	3.85
Type V	10.84	11.53	12.21	8.41	9.01	9.61	5.09	5.52	5.95	2.98	3.24	3.50
Add'l Bedroom	0.82	0.85	0.87	0.58	0.63	0.67	0.37	0.41	0.44	0.15	0.16	0.17

	GRADE 1			GRADE 2			GRADE 3			GRADE 4		
	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished	Unfurnished	Part Furnished	Furnished
Type D	10.39	10.85	11.31	7.63	8.04	8.45	4.47	4.77	5.06	2.52	2.68	2.85
Type C	8.80	9.22	9.63	6.67	7.02	7.38	4.10	4.37	4.63	2.41	2.55	2.70
Type B	7.53	7.88	8.22	5.91	6.21	6.52	3.74	3.96	4.18	2.28	2.40	2.53
Type A	5.67	5.96	6.25	4.49	4.74	4.99	2.93	3.10	3.28	1.92	2.04	2.15
Add'l Bedroom	0.28	0.31	0.36	0.23	0.27	0.30	0.13	0.14	0.16	0.05	0.05	0.07

**SINGLE LIVING ACCOMMODATION (SLA) CHARGES (£ DAILY) - ENGLAND, SCOTLAND, WALES, NORTHERN IRELAND AND OVERSEAS EFFECTIVE FROM 1 April 2010 to 31 March 2011**

(Contribution in Lieu of Council Tax (CILOCT) charges issued separately)

SLA Type	Rank of Occupant	GRADE 1	GRADE 2	GRADE 3	GRADE 4
SO	Sqn Ldr & Above	6.05	4.93	3.24	1.92
JO	Flt Lt & Below	4.93	4.01	2.63	1.57
S	WO & SNCO	3.71	3.03	1.98	1.18
Z & OC	Other Ranks & Officer Cadet	2.12	1.76	1.16	0.73
X or Y	Other Ranks & Personnel in receipt of New Entrant Rate of Pay (NERP)	1.71	1.39	0.93	0.62

Notes:

1. Personnel in receipt of NERP are to be charges the X or Y SLA charge, regardless of the SLA occupied.

**SFA GRADE 4 CHARGES LESS RENT ELEMENT (£ DAILY) - ENGLAND, SCOTLAND, WALES, NORTHERN IRELAND AND OVERSEAS EFFECTIVE FROM 1 April 2010 to 31 March 2011**

(Contribution in Lieu of Council Tax (CILOCT) charges issued separately)

	Unfurnished	Part Furnished	Furnished
Type I	1.25	1.66	2.06
Type II	1.22	1.57	1.93
Type III	1.18	1.49	1.79
Type IV	1.15	1.44	1.73
Type V	1.12	1.38	1.64
Type D	1.10	1.26	1.43
Type C	1.07	1.21	1.36
Type B	1.05	1.17	1.30
Type A	1.03	1.15	1.26

**SINGLE LIVING ACCOMMODATION (SLA) UTILITIES CHARGE (£ DAILY) - ENGLAND, SCOTLAND, WALES, NORTHERN IRELAND AND OVERSEAS EFFECTIVE FROM 1 April 2010 to 31 March 2011**

SLA Type	Rank of Occupant	Heat & Light	Water	Total
SO	Sqn Ldr & Above	0.65	0.33	0.98
JO	Flt Lt & Below	0.41	0.33	0.74
S	WO & SNCO	0.30	0.33	0.63
Z & OC	Other Ranks & Officer Cadet	0.26	0.33	0.59
X or Y	Other Ranks & Personnel in receipt of New Entrant Rate of Pay (NERP)	0.20	0.33	0.53

Notes:

1. Personnel in receipt of NERP are to be charged the X or Y SLA charge, regardless of the SLA occupied.
2. See JSP 754 paragraphs 09.0109 & 09.0110 for regulations where SLA is allocated, for Service reasons, either above or below entitlement.

**GARAGE AND CARPORT CHARGES (£ DAILY) - ENGLAND, SCOTLAND, WALES, NORTHERN IRELAND AND OVERSEAS**

**EFFECTIVE FROM 1 April 2010 to 31 March 2011**

<b>Standard Purpose Built Garage</b>	0.86
<b>Substandard and Below Standard Garage</b>	0.56
<b>Standard Purpose Built Car Port</b>	0.43
<b>Substandard Purpose Built Car Port</b>	0.28