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**REGULAR AND FULL TIME RESERVE SERVICE (FTRS) FULL COMMITMENT (FC)**  
**OFFICERS AND NURSING OFFICERS RATES 2023-24**

**SSRB COHORT**

**CDS**

<b>Level</b>	<b>Annual Rate</b>
<b>4</b>	£323,140.44
<b>3</b>	£316,804.32
<b>2</b>	£310,592.04
<b>1</b>	£304,502.40

**OF7 – OF9**

<b>Level</b>	<b>2-Star Annual Rate (OF7)</b>	<b>3-Star Annual Rate (OF8)</b>	<b>4-Star Annual Rate (OF9)</b>
<b>6</b>			£236,806.20
<b>5</b>	£152,606.16	£195,352.80	£232,163.04
<b>4</b>	£149,677.80	£189,755.28	£227,610.60
<b>3</b>	£146,805.60	£184,321.92	£222,059.64
<b>2</b>	£143,989.92	£177,356.64	£216,642.48
<b>1</b>	£141,228.84	£169,063.56	£211,359.00

## AFPRB COHORT

### OF1 – OF6

RANK	REGULAR / FTRS(FC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF6	OF6-06	£132,462.12	
	OF6-05	£131,184.72	
	OF6-04	£129,907.08	
	OF6-03	£128,629.44	
	OF6-02	£127,351.92	
	OF6-01	£127,351.92	
OF5	OF5-08	£117,559.20	£120,058.56
	OF5-07	£115,805.76	£118,254.36
	OF5-06	£114,051.96	£116,450.52
	OF5-05	£112,298.64	£114,646.44
	OF5-04	£110,544.84	£112,842.12
	OF5-03	£108,791.28	£111,038.16
	OF5-02	£107,037.72	£109,234.32
	OF5-01	£107,037.72	£109,234.32
OF4	OF4-08	£102,349.56	£105,172.20
	OF4-07	£100,047.72	£102,801.60
	OF4-06	£97,744.80	£100,430.28
	OF4-05	£95,442.72	£98,059.32
	OF4-04	£93,140.52	£95,688.48
	OF4-03	£90,844.92	£93,324.36
	OF4-02	£88,535.64	£90,946.44
	OF4-01	£88,535.64	£90,946.44
OF3 ADDITIONAL INCREMENTS RAF's Enhanced Officer Pay Spine – selected Engineering Specialists only	OF3-13	£83,473.92	
	OF3-12	£81,858.00	
	OF3-11	£80,273.76	
	OF3-10	£78,720.60	
	OF3-09	£77,197.68	
OF3	OF3-08	£75,705.12	£80,424.84
	OF3-07	£73,652.40	£78,077.16
	OF3-06	£71,599.44	£75,729.00
	OF3-05	£69,546.48	£73,381.20
	OF3-04	£67,493.40	£71,032.80
	OF3-03	£65,440.08	£68,685.00
	OF3-02	£63,387.24	£66,337.08
	OF3-01	£63,387.24	£66,337.08
OF2	OF2-08	£59,902.68	£63,024.72
	OF2-07	£58,342.32	£61,184.28
	OF2-06	£56,782.20	£59,343.24
	OF2-05	£55,221.36	£57,502.56
	OF2-04	£53,661.24	£55,661.88
	OF2-03	£52,100.76	£53,821.32
	OF2-02	£50,540.40	£51,980.40
	OF2-01	£50,540.40	£51,980.40
OF1	OF1-05	£43,737.36	£45,247.32
	OF1-04	£42,381.12	£43,844.88
	OF1-03	£41,025.84	£42,441.12
	OF1-02	£39,670.56	£41,037.48
	OF1-01	£33,182.88	£34,318.80

**REGULAR AND FTRS(FC) VETERINARY OFFICERS RATES 2024-25**

RANK	REGULAR / FTRS(FC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£97,759.92
	VETS-OF4-4	£96,295.44
	VETS-OF4-3	£94,836.00
	VETS-OF4-2	£93,366.72
	VETS-OF4-1	£91,913.16
OF2 / OF3	VETS-OF2 / 3-22	£89,257.32
	VETS-OF2 / 3-21	£87,435.00
	VETS-OF2 / 3-20	£85,607.16
	VETS-OF2 / 3-19	£83,784.48
	VETS-OF2 / 3-18	£81,967.56
	VETS-OF2 / 3-17	£80,140.20
	VETS-OF2 / 3-16	£78,323.04
	VETS-OF2 / 3-15	£76,490.64
	VETS-OF2 / 3-14	£74,684.04
	VETS-OF2 / 3-13	£73,102.20
	VETS-OF2 / 3-12	£71,541.60
	VETS-OF2 / 3-11	£69,789.12
	VETS-OF2 / 3-10	£68,030.64
	VETS-OF2 / 3-9	£66,278.16
	VETS-OF2 / 3-8	£64,536.00
	VETS-OF2 / 3-7	£62,783.04
	VETS-OF2 / 3-6	£61,030.56
	VETS-OF2 / 3-5	£59,282.52
	VETS-OF2 / 3-4	£57,530.16
	VETS-OF2 / 3-3	£55,782.48
VETS-OF2 / 3-2	£54,029.76	
VETS-OF2 / 3-1	£50,540.40	

**REGULAR AND FTRS(FC) CHAPLAIN OFFICERS RATES 2024-25**

RANK	REGULAR OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
Chaplain-General COTF CinC	Level 5	£127,744.68
	Level 4	£126,440.40
	Level 3	£125,152.56
	Level 2	£123,859.56
	Level 1	£122,565.96
Deputy Chaplain General	Level 5	£113,021.28
	Level 4	£111,685.68
	Level 3	£110,349.96
	Level 2	£109,019.16
	Level 1	£107,688.84
Principal Chaplain	Level 6	£106,358.04
	Level 5	£105,027.24
	Level 4	£103,691.16
	Level 3	£102,360.12
	Level 2	£100,490.40
	Level 1	£98,620.08
Chaplain	Level 20	£91,378.44
	Level 19	£89,636.52
	Level 18	£87,856.80
	Level 17	£86,071.92
	Level 16	£84,298.32
	Level 15	£82,518.48
	Level 14	£80,744.04
	Level 13	£78,964.92
	Level 12	£77,190.24
	Level 11	£75,410.76
	Level 10	£73,636.68
	Level 9	£71,862.48
	Level 8	£70,077.60
	Level 7	£68,308.68
	Level 6	£66,529.32
	Level 5	£64,755.12
	Level 4	£62,970.24
	Level 3	£61,201.56
	Level 2	£59,410.80
	Level 1	£57,641.88

**REGULAR AND FTRS(FC) OFFICERS COMMISSIONED FROM THE RANKS (OCFRs) AND  
SPECIAL FORCES OFFICERS COMMISSIONED FROM THE RANKS (SF OCFRs)  
RATES 2024-25<sup>4</sup>**

RANK	REGULAR / FRS(FC) OFFICERS PAY RATES	
	INCREMENT	OCFR
OF1 / OF2	OF1 / 2-OCFR-19	£66,764.28
	OF1 / 2-OCFR-18	£66,309.96
	OF1 / 2-OCFR-17	£65,428.56
	OF1 / 2-OCFR-16	£64,551.84
	OF1 / 2-OCFR-15	£63,665.16
	OF1 / 2-OCFR-14	£62,783.04
	OF1 / 2-OCFR-13	£61,901.28
	OF1 / 2-OCFR-12	£60,800.76
	OF1 / 2-OCFR-11	£60,121.68
	OF1 / 2-OCFR-10	£59,431.92
	OF1 / 2-OCFR-9	£58,069.92
	OF1 / 2-OCFR-8	£57,390.96
	OF1 / 2-OCFR-7	£56,696.64
	OF1 / 2-OCFR-6	£55,338.72
	OF1 / 2-OCFR-5	£53,980.92
	OF1 / 2-OCFR-4	£52,623.12
	OF1 / 2-OCFR-3	£51,265.32
	OF1 / 2-OCFR-2	£49,907.52
	OF1 / 2-OCFR-1	£48,549.84

<sup>4</sup> A new 19-level incremental pay structure was introduced wef 1 Apr 24.

RANK	REGULAR / FTRS(FC) OFFICERS PAY RATES	
	INCREMENT	SF OCFR
OF3	OF3-SF-OCFR-9	£88,418.04
	OF3-SF-OCFR-8	£87,541.68
	OF3-SF-OCFR-7	£86,665.20
	OF3-SF-OCFR-6	£85,794.24
	OF3-SF-OCFR-5	£84,923.28
	OF3-SF-OCFR-4	£84,287.40
	OF3-SF-OCFR-3	£83,170.44
	OF3-SF-OCFR-2	£82,298.88
	OF3-SF-OCFR-1	£81,427.92
OF1 / OF2	OF1 / 2-SF-OCFR-15	£82,240.80
	OF1 / 2-SF-OCFR-14	£81,770.16
	OF1 / 2-SF-OCFR-13	£81,305.52
	OF1 / 2-SF-OCFR-12	£80,130.00
	OF1 / 2-SF-OCFR-11	£78,948.84
	OF1 / 2-SF-OCFR-10	£77,767.68
	OF1 / 2-SF-OCFR-9	£76,597.32
	OF1 / 2-SF-OCFR-8	£75,411.00
	OF1 / 2-SF-OCFR-7	£74,229.96
	OF1 / 2-SF-OCFR-6	£73,305.24
	OF1 / 2-SF-OCFR-5	£72,423.12
	OF1 / 2-SF-OCFR-4	£71,531.28
	OF1 / 2-SF-OCFR-3	£70,634.16
	OF1 / 2-SF-OCFR-2	£69,741.60
	OF1 / 2-SF-OCFR-1	£68,848.68

**REGULAR PROFESSIONAL AVIATORS' SPINE (PAS) RATES 2024-25**

RANK	REGULAR PAY RATES	
	INCREMENT	PAS
VARIOUS	PAS-35	£102,360.24
	PAS-34	£100,971.36
	PAS-33	£99,576.24
	PAS-32	£98,187.12
	PAS-31	£96,802.68
	PAS-30	£95,402.88
	PAS-29	£94,023.84
	PAS-28	£92,629.32
	PAS-27	£91,229.04
	PAS-26	£89,850.36
	PAS-25	£88,450.44
	PAS-24	£87,066.12
	PAS-23	£85,778.04
	PAS-22	£84,164.76
	PAS-21	£82,619.76
	PAS-20	£81,064.68
	PAS-19	£79,525.44
	PAS-18	£77,981.28
	PAS-17	£76,437.00
	PAS-16	£74,893.08
	PAS-15	£73,348.32
	PAS-14	£71,804.16
	PAS-13	£70,248.96
	PAS-12	£68,709.72
	PAS-11	£67,165.08
	PAS-10	£66,278.16
	PAS-9	£65,262.84
	PAS-8	£64,236.96
	PAS-7	£63,220.80
	PAS-6	£62,200.80
	PAS-5	£61,174.32
	PAS-4	£60,153.84
	PAS-3	£59,133.12
	PAS-2	£58,107.00
	PAS-1	£57,080.76

**REGULAR AND FTRS(FC) OTHER RANKS RATES 2024-25**

RANK	REGULAR / FTRS(FC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-06	£62,072.52	£62,072.52	£62,072.52	£63,717.96
	OR9-05	£61,454.52	£61,454.52	£61,454.52	£63,161.04
	OR9-04	£60,780.12	£60,780.12	£60,780.12	£62,569.68
	OR9-03	£60,105.24	£60,105.24	£60,105.24	£61,985.40
	OR9-02	£59,766.12	£59,766.12	£59,791.44	£61,480.68
	OR9-01	£59,766.12	£59,766.12	£59,791.44	£61,480.68
OR7 / OR8	OR7-12 / OR8-06	£55,671.24	£57,402.60	£58,613.16	£60,269.28
	OR7-11 / OR8-05	£54,755.52	£56,678.76	£58,271.76	£59,928.00
	OR7-10 / OR8-04	£53,860.44	£55,933.32	£57,908.76	£59,564.16
	OR7-09 / OR8-03	£52,833.72	£55,182.96	£57,503.52	£59,130.72
	OR7-08 / OR8-02	£51,748.08	£54,097.44	£56,707.92	£58,522.68
	OR7-07 / OR8-01	£51,748.08	£54,097.44	£56,707.92	£58,522.68
	OR7-06	£50,659.80	£52,733.04	£55,178.04	£56,957.88
	OR7-05	£49,891.68	£51,966.24	£54,112.68	£56,093.64
	OR7-04	£49,157.76	£51,232.32	£53,187.00	£55,167.84
	OR7-03	£48,397.68	£50,470.92	£52,285.32	£54,267.96
	OR7-02	£47,676.12	£49,637.52	£51,385.08	£53,416.44
OR7-01	£47,676.12	£49,637.52	£51,385.08	£53,416.44	
OR6	OR6-06	£46,736.76	£48,659.52	£50,328.36	£52,290.36
	OR6-05	£45,643.56	£47,480.76	£49,098.24	£50,976.12
	OR6-04	£44,561.04	£46,176.60	£47,928.12	£49,711.08
	OR6-03	£43,492.68	£44,990.04	£46,804.32	£48,460.68
	OR6-02	£42,509.64	£43,899.96	£45,706.44	£47,130.12
	OR6-01	£42,509.64	£43,899.96	£45,706.44	£47,130.12
OR4	OR4-06	£40,481.28	£41,805.60	£43,525.80	£44,795.88
	OR4-05	£39,927.84	£41,253.24	£42,769.08	£43,938.36
	OR4-04	£39,404.64	£40,711.08	£41,909.16	£42,934.20
	OR4-03	£38,844.96	£39,938.16	£41,010.60	£41,975.04
	OR4-02	£37,861.44	£38,931.84	£39,973.68	£40,939.32
	OR4-01	£37,861.44	£38,931.84	£39,973.68	£40,939.32
OR2 / OR3	OR2-10 / OR3-03	£35,611.32	£36,566.28	£37,315.08	£38,022.72
	OR2-09 / OR3-02	£34,077.00	£34,943.16	£35,604.72	£36,216.48
	OR2-08 / OR3-01	£32,615.04	£33,347.76	£33,978.36	£34,551.84
	OR2-07	£31,241.88	£31,840.80	£32,471.28	£32,872.44
	OR2-06	£29,906.04	£30,320.88	£30,840.84	£31,226.76
	OR2-05	£28,860.84	£28,879.68	£29,294.40	£29,680.44
	OR2-04	£27,492.96	£27,801.36	£28,122.12	£28,122.12
	OR2-03	£25,864.44	£25,864.44	£25,864.44	£25,864.32
	OR2-02	£25,864.44	£25,864.44	£25,864.44	£25,864.32
OR2-01	£25,200.00	£25,200.00	£25,200.00	£25,200.00	
New Entrants	INITIAL PAY	£25,200.00			

**REGULAR AND FTRS(FC) NURSES AND CLEARANCE DIVERS OTHER RANKS  
RATES 2024-25**

RANK	REGULAR / FTRS(FC) OTHER RANKS PAY RATES		
	INCREMENT	NURSES	CLEARANCE DIVERS
OR9	OR9-06	£64,512.84	£82,932.72
	OR9-05	£63,844.44	£82,177.32
	OR9-04	£63,175.56	£81,421.20
	OR9-03	£62,506.68	£80,665.80
	OR9-02	£61,864.92	£79,938.96
	OR9-01	£61,864.92	£79,938.96
OR7 / OR8	OR7-12 / OR8-06	£60,645.84	£78,363.72
	OR7-11 / OR8-05	£59,786.64	£77,689.20
	OR7-10 / OR8-04	£58,926.72	£77,014.80
	OR7-09 / OR8-03	£58,066.80	£76,339.80
	OR7-08 / OR8-02	£57,234.12	£75,693.84
	OR7-07 / OR8-01	£57,234.12	£75,693.84
	OR7-06	£56,106.48	£74,202.36
	OR7-05	£55,237.92	£73,542.72
	OR7-04	£54,370.32	£72,882.00
	OR7-03	£53,502.24	£72,222.24
	OR7-02	£52,633.92	£71,561.64
	OR7-01	£52,633.92	£71,561.64
	OR6	OR6-06	£51,573.36
OR6-05		£50,608.44	£68,246.04
OR6-04		£49,643.64	£66,380.52
OR6-03		£48,678.84	£64,515.24
OR6-02		£47,727.00	£62,649.72
OR6-01		£47,727.00	£62,649.72
OR4	OR4-06	£45,450.00	
	OR4-05	£44,266.44	
	OR4-04	£43,082.16	
	OR4-03	£41,897.64	
	OR4-02	£40,714.08	
	OR4-01	£40,714.08	
OR2 / OR3	OR2-10 / OR3-03	£38,826.00	
	OR2-09 / OR3-02	£36,942.60	
	OR2-08 / OR3-01	£35,059.20	
	OR2-07	£33,176.52	
	OR2-06	£31,293.12	
	OR2-05	£29,409.96	
	OR2-04	£27,815.64	
	OR2-03	£25,932.48	
	OR2-02	£25,932.48	
OR2-01	£25,200.00		
New Entrants	INITIAL PAY	£25,200.00	

**REGULAR & FTRS(FC) SPECIAL FORCES (SF) OTHER RANKS RATES 2024-25**

RANK	REGULAR / FTRS(FC) OTHER RANKS PAY RATES	
	INCREMENT	SF
OR9	OR9-06	£77,484.36
	OR9-05	£76,734.72
	OR9-04	£75,984.72
	OR9-03	£75,234.96
	OR9-02	£74,484.96
	OR9-01	£73,763.64
OR8	OR8-06	£72,310.20
	OR8-05	£71,490.48
	OR8-04	£70,670.88
	OR8-03	£69,851.04
	OR8-02	£69,031.32
	OR8-01	£68,239.56
OR7	OR7-06	£66,894.96
	OR7-05	£66,075.24
	OR7-04	£65,255.76
	OR7-03	£64,436.16
	OR7-02	£63,616.32
	OR7-01	£62,824.08
OR6	OR6-06	£61,586.16
	OR6-05	£60,961.44
	OR6-04	£60,336.84
	OR6-03	£59,712.24
	OR6-02	£59,087.52
	OR6-01	£58,521.00
OR4	OR4-06	£55,729.08
	OR4-05	£54,909.84
	OR4-04	£54,089.40
	OR4-03	£53,270.04
	OR4-02	£52,450.68
	OR4-01	£51,630.24
OR2 / OR3	OR3-03	£50,448.84
	OR2-09 / OR3-02	£49,710.96
	OR2-08 / OR3-01	£48,973.20
	OR2-07	£48,235.20
	OR2-06	£47,496.84
	OR2-05	£46,758.84
	OR2-04	£46,021.20
	OR2-03	£45,282.96
	OR2-02	£44,544.72
OR2-01	£43,806.84	

**MILITARY PROVOST GUARD SERVICE (MPGS) OTHER RANKS RATES 2024-25**

RANK	REGULAR OTHER RANKS PAY RATES		
	INCREMENT	MPGS	
OR9	OR9-06	£53,859.00	
	OR9-05	£52,978.56	
	OR9-04	£52,096.56	
	OR9-03	£51,215.40	
	OR9-02	£50,358.24	
	OR9-01	£50,358.24	
OR8	OR8-06	£49,365.96	
	OR8-05	£48,562.32	
	OR8-04	£47,770.08	
	OR8-03	£46,861.44	
	OR8-02	£45,900.12	
	OR8-01	£45,900.12	
OR7	OR7-06	£44,948.52	
	OR7-05	£44,270.40	
	OR7-04	£43,621.20	
	OR7-03	£42,947.52	
	OR7-02	£42,311.16	
	OR7-01	£42,311.16	
OR6	OR6-06	£41,477.52	
	OR6-05	£40,509.36	
	OR6-04	£39,552.96	
	OR6-03	£38,607.84	
	OR6-02	£37,739.28	
	OR6-01	£37,739.28	
OR4	OR4-06	£35,938.68	
	OR4-05	£35,441.76	
	OR4-04	£34,979.52	
	OR4-03	£34,491.00	
	OR4-02	£33,616.44	
	OR4-01	£33,616.44	
OR2	OR3	OR3-03	£32,032.44
	OR2	OR2-09 / OR3-02	£30,606.24
		OR2-08 / OR3-01	£29,066.28
		OR2-07	£28,009.08
		OR2-06	£26,800.32
		OR2-05	£25,693.20
		OR2-04	£24,477.12
		OR2-03	£23,105.28
		OR2-02	£23,105.28
		OR2-01	£22,572.48
		New Entrants	INITIAL PAY

**FTRS LIMITED COMMITMENT (LC) OFFICERS & NURSING OFFICERS RATES 2024-25**

RANK	FTRS(LC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF7	OF7-5	£150,721.56	
	OF7-4	£147,793.20	
	OF7-3	£144,921.00	
	OF7-2	£142,105.32	
	OF7-1	£139,344.24	
OF6	OF6-06	£127,337.16	
	OF6-05	£126,059.76	
	OF6-04	£124,782.12	
	OF6-03	£123,504.48	
	OF6-02	£122,226.96	
	OF6-01	£122,226.96	
OF5	OF5-08	£110,549.76	£112,855.08
	OF5-07	£108,796.32	£111,050.88
	OF5-06	£107,042.52	£109,247.04
	OF5-05	£105,289.20	£107,442.96
	OF5-04	£103,535.40	£105,638.64
	OF5-03	£101,781.84	£103,834.68
	OF5-02	£100,028.28	£102,030.84
	OF5-01	£100,028.28	£102,030.84
OF4	OF4-08	£92,099.76	£94,639.08
	OF4-07	£90,089.40	£92,568.72
	OF4-06	£88,078.20	£90,497.76
	OF4-05	£86,067.60	£88,427.04
	OF4-04	£85,412.76	£87,749.28
	OF4-03	£83,307.60	£85,581.36
	OF4-02	£81,189.84	£83,400.72
	OF4-01	£81,189.84	£83,400.72
OF3	OF3-08	£69,423.84	£73,752.12
	OF3-07	£67,541.52	£71,599.08
	OF3-06	£65,658.84	£69,445.80
	OF3-05	£63,776.28	£67,292.88
	OF3-04	£61,893.48	£65,139.24
	OF3-03	£60,010.56	£62,986.32
	OF3-02	£58,128.12	£60,833.16
	OF3-01	£58,128.12	£60,833.16
OF2	OF2-08	£54,932.64	£57,795.60
	OF2-07	£53,501.76	£56,107.80
	OF2-06	£52,071.00	£54,419.52
	OF2-05	£50,639.64	£52,731.60
	OF2-04	£49,209.00	£51,043.56
	OF2-03	£47,778.00	£49,355.88
	OF2-02	£46,347.12	£47,667.60
	OF2-01	£46,347.12	£47,667.60
OF1	OF1-05	£40,108.44	£41,493.24
	OF1-04	£38,864.88	£40,207.08
	OF1-03	£37,621.92	£38,919.72
	OF1-02	£36,379.08	£37,632.72
	OF1-01	£30,429.72	£31,471.44

**FTRS(LC) VETERINARY OFFICERS RATES 2024-25**

RANK	FTRS(LC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£89,648.88
	VETS-OF4-4	£88,305.84
	VETS-OF4-3	£86,967.48
	VETS-OF4-2	£85,620.12
	VETS-OF4-1	£84,287.16
OF2 / OF3	VETS-OF2 / 3-22	£81,851.76
	VETS-OF2 / 3-21	£80,180.64
	VETS-OF2 / 3-20	£78,504.48
	VETS-OF2 / 3-19	£76,832.88
	VETS-OF2 / 3-18	£75,166.80
	VETS-OF2 / 3-17	£73,491.00
	VETS-OF2 / 3-16	£71,824.68
	VETS-OF2 / 3-15	£70,144.20
	VETS-OF2 / 3-14	£68,487.60
	VETS-OF2 / 3-13	£67,036.92
	VETS-OF2 / 3-12	£65,605.80
	VETS-OF2 / 3-11	£63,998.76
	VETS-OF2 / 3-10	£62,386.08
	VETS-OF 2 / 3-9	£60,779.16
	VETS-OF2 / 3-8	£59,181.48
	VETS-OF2 / 3-7	£57,573.96
	VETS-OF2 / 3-6	£55,966.92
	VETS-OF2 / 3-5	£54,363.84
	VETS-OF2 / 3-4	£52,756.92
	VETS-OF2 / 3-3	£51,154.20
VETS-OF2 / 3-2	£49,547.04	
VETS-OF2 / 3-1	£46,347.12	

**FTRS(LC) CHAPLAIN OFFICERS RATES 2024-25**

RANK	FTRS(LC) OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
Chaplain-General COTF CinC	Level 5	£126,181.80
	Level 4	£124,877.52
	Level 3	£123,589.68
	Level 2	£122,296.68
	Level 1	£121,003.08
Deputy Chaplain General	Level 5	£108,565.32
	Level 4	£107,229.72
	Level 3	£105,894.00
	Level 2	£104,563.20
	Level 1	£103,232.88
Principal Chaplain	Level 6	£100,339.32
	Level 5	£99,008.52
	Level 4	£97,672.44
	Level 3	£96,341.40
	Level 2	£94,471.68
	Level 1	£92,601.36
Chaplain	Level 20	£83,796.84
	Level 19	£82,199.40
	Level 18	£80,567.40
	Level 17	£78,930.60
	Level 16	£77,304.12
	Level 15	£75,672.00
	Level 14	£74,044.80
	Level 13	£72,413.16
	Level 12	£70,785.84
	Level 11	£69,153.96
	Level 10	£67,527.00
	Level 9	£65,900.16
	Level 8	£64,263.24
	Level 7	£62,641.20
	Level 6	£61,009.44
	Level 5	£59,382.36
	Level 4	£57,745.68
	Level 3	£56,123.64
	Level 2	£54,481.56
	Level 1	£52,859.40

**FTRS(LC) OCFR AND SF OCFR RATES 2024-25**

RANK	FTRS(LC) OFFICERS PAY RATES	
	INCREMENT	OCFR <sup>5</sup>
OF1 / OF2		
	OF1 / 2-OCFR-19	£61,224.96
	OF1 / 2-OCFR-18	£60,808.20
	OF1 / 2-OCFR-17	£60,000.00
	OF1 / 2-OCFR-16	£59,196.12
	OF1 / 2-OCFR-15	£58,382.88
	OF1 / 2-OCFR-14	£57,573.96
	OF1 / 2-OCFR-13	£56,765.40
	OF1 / 2-OCFR-12	£55,756.08
	OF1 / 2-OCFR-11	£55,133.40
	OF1 / 2-OCFR-10	£54,500.88
	OF1 / 2-OCFR-9	£53,251.92
	OF1 / 2-OCFR-8	£52,629.36
	OF1 / 2-OCFR-7	£51,992.52
	OF1 / 2-OCFR-6	£50,747.28
	OF1 / 2-OCFR-5	£49,502.16
	OF1 / 2-OCFR-4	£48,257.04
	OF1 / 2-OCFR-3	£47,011.92
	OF1 / 2-OCFR-2	£45,766.68
OF1 / 2-OCFR-1	£44,521.68	

<sup>5</sup> A new 19-level incremental pay structure was introduced wef 1 Apr 24.

RANK	FTRS(LC) OFFICERS PAY RATES	
	INCREMENT	SF OCFR
OF3	OF3-SF-OCFR-9	£81,081.96
	OF3-SF-OCFR-8	£80,278.44
	OF3-SF-OCFR-7	£79,474.68
	OF3-SF-OCFR-6	£78,675.96
	OF3-SF-OCFR-5	£77,877.24
	OF3-SF-OCFR-4	£77,294.04
	OF3-SF-OCFR-3	£76,269.84
	OF3-SF-OCFR-2	£75,470.64
	OF3-SF-OCFR-1	£74,671.92
OF1 / OF2	OF1 / 2-SF-OCFR-15	£75,417.36
	OF1 / 2-SF-OCFR-14	£74,985.72
	OF1 / 2-SF-OCFR-13	£74,559.60
	OF1 / 2-SF-OCFR-12	£73,481.64
	OF1 / 2-SF-OCFR-11	£72,398.52
	OF1 / 2-SF-OCFR-10	£71,315.40
	OF1 / 2-SF-OCFR-9	£70,242.12
	OF1 / 2-SF-OCFR-8	£69,154.20
	OF1 / 2-SF-OCFR-7	£68,071.08
	OF1 / 2-SF-OCFR-6	£67,223.16
	OF1 / 2-SF-OCFR-5	£66,414.24
	OF1 / 2-SF-OCFR-4	£65,596.32
	OF1 / 2-SF-OCFR-3	£64,773.72
	OF1 / 2-SF-OCFR-2	£63,955.20
OF1 / 2-SF-OCFR-1	£63,136.32	

**OTHER RANKS - FTRS(LC) SUPPLEMENTS 1 - 4 RATES 2024-25**

RANK	FTRS(LC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-06	£56,922.36	£56,922.36	£56,922.36	£58,431.36
	OR9-05	£56,355.60	£56,355.60	£56,355.60	£57,920.52
	OR9-04	£55,737.24	£55,737.24	£55,737.24	£57,378.24
	OR9-03	£55,118.28	£55,118.28	£55,118.28	£56,842.56
	OR9-02	£54,807.36	£54,807.36	£54,830.52	£56,379.72
	OR9-01	£54,807.36	£54,807.36	£54,830.52	£56,379.72
OR7 / OR8	OR7-12 / OR8-06	£51,052.20	£52,639.92	£53,750.04	£55,268.76
	OR7-11 / OR8-05	£50,212.56	£51,976.08	£53,436.96	£54,955.80
	OR7-10 / OR8-04	£49,391.64	£51,292.56	£53,104.08	£54,622.08
	OR7-09 / OR8-03	£48,450.12	£50,604.48	£52,732.56	£54,224.76
	OR7-08 / OR8-02	£47,454.60	£49,608.96	£52,002.84	£53,667.00
	OR7-07 / OR8-01	£47,454.60	£49,608.96	£52,002.84	£53,667.00
	OR7-06	£46,456.56	£48,357.84	£50,599.92	£52,232.16
	OR7-05	£45,752.28	£47,654.64	£49,623.00	£51,439.68
	OR7-04	£45,079.20	£46,981.68	£48,774.12	£50,590.68
	OR7-03	£44,382.12	£46,283.28	£47,947.32	£49,765.32
	OR7-02	£43,720.44	£45,519.12	£47,121.72	£48,984.48
	OR7-01	£43,720.44	£45,519.12	£47,121.72	£48,984.48
OR6	OR6-06	£42,859.08	£44,622.24	£46,152.72	£47,951.88
	OR6-05	£41,856.60	£43,541.28	£45,024.60	£46,746.60
	OR6-04	£40,863.84	£42,345.36	£43,951.56	£45,586.56
	OR6-03	£39,884.16	£41,257.20	£42,921.00	£44,439.96
	OR6-02	£38,982.60	£40,257.60	£41,914.20	£43,219.80
	OR6-01	£38,982.60	£40,257.60	£41,914.20	£43,219.80
OR4	OR4-06	£37,122.60	£38,337.00	£39,914.52	£41,079.12
	OR4-05	£36,615.12	£37,830.48	£39,220.56	£40,292.76
	OR4-04	£36,135.24	£37,333.32	£38,432.04	£39,372.00
	OR4-03	£35,622.00	£36,624.60	£37,608.00	£38,492.40
	OR4-02	£34,720.08	£35,701.68	£36,657.00	£37,542.60
	OR4-01	£34,720.08	£35,701.68	£36,657.00	£37,542.60
OR2 / OR3	OR2-10 / OR3-03	£32,656.68	£33,532.44	£34,219.08	£34,868.04
	OR2-09 / OR3-02	£31,249.68	£32,043.96	£32,650.68	£33,211.56
	OR2-08 / OR3-01	£29,909.04	£30,580.92	£31,159.20	£31,685.04
	OR2-07	£28,649.76	£29,199.00	£29,777.16	£30,144.96
	OR2-06	£27,424.80	£27,805.20	£28,281.96	£28,635.84
	OR2-05	£26,466.36	£26,483.52	£26,863.80	£27,217.92
	OR2-04	£25,211.88	£25,494.72	£25,788.84	£25,788.84
	OR2-03	£23,718.48	£23,718.48	£23,718.48	£23,718.36
	OR2-02	£23,718.48	£23,718.48	£23,718.48	£23,718.36
OR2-01	£23,109.12	£23,109.12	£23,109.12	£23,109.12	
New Entrants	INITIAL PAY	£23,109.12			

**FTRS(LC) NURSES OTHER RANKS RATES 2024-25**

RANK	FTRS(LC) OTHER RANKS PAY RATES	
	INCREMENT	NURSES
OR9	OR9-06	£59,160.24
	OR9-05	£58,547.28
	OR9-04	£57,933.96
	OR9-03	£57,320.52
	OR9-02	£56,732.04
	OR9-01	£56,732.04
OR7 / OR8	OR7-12 / OR8-06	£55,614.12
	OR7-11 / OR8-05	£54,826.08
	OR7-10 / OR8-04	£54,037.68
	OR7-09 / OR8-03	£53,249.04
	OR7-08 / OR8-02	£52,485.48
	OR7-07 / OR8-01	£52,485.48
	OR7-06	£51,451.32
	OR7-05	£50,654.88
	OR7-04	£49,859.16
	OR7-03	£49,063.20
	OR7-02	£48,267.00
	OR7-01	£48,267.00
OR6	OR6-06	£47,294.40
	OR6-05	£46,409.40
	OR6-04	£45,524.64
	OR6-03	£44,640.00
	OR6-02	£43,767.12
	OR6-01	£43,767.12
OR4	OR4-06	£41,679.00
	OR4-05	£40,593.72
	OR4-04	£39,507.72
	OR4-03	£38,421.48
	OR4-02	£37,336.08
	OR4-01	£37,336.08
OR2 / OR3	OR2-10 / OR3-03	£35,604.60
	OR2-09 / OR3-02	£33,877.44
	OR2-08 / OR3-01	£32,150.40
	OR2-07	£30,423.84
	OR2-06	£28,696.80
	OR2-05	£26,969.76
	OR2-04	£25,507.80
	OR2-03	£23,780.88
	OR2-02	£23,780.88
	OR2-01	£23,109.12
New Entrants	INITIAL PAY	£23,109.12

**SF OTHER RANKS - FTRS(LC) RATES 2024-25**

RANK	FTRS (LC) OTHER RANKS PAY RATES	
	INCREMENT	SF
OR9	OR9-06	£71,055.60
	OR9-05	£70,368.12
	OR9-04	£69,680.28
	OR9-03	£68,992.80
	OR9-02	£68,304.96
	OR9-01	£67,643.52
OR7 / OR8	OR8-06	£66,310.68
	OR8-05	£65,558.88
	OR8-04	£64,807.32
	OR8-03	£64,055.52
	OR8-02	£63,303.84
	OR8-01	£62,577.72
	OR7-06	£61,344.72
	OR7-05	£60,593.04
	OR7-04	£59,841.60
	OR7-03	£59,089.92
	OR7-02	£58,338.12
	OR7-01	£57,611.64
OR6	OR6-06	£56,476.32
	OR6-05	£55,903.56
	OR6-04	£55,330.80
	OR6-03	£54,757.92
	OR6-02	£54,185.04
	OR6-01	£53,665.56
OR4	OR4-06	£51,105.24
	OR4-05	£50,354.04
	OR4-04	£49,601.64
	OR4-03	£48,850.20
	OR4-02	£48,098.88
	OR4-01	£47,346.48
OR2 / OR3	OR3-03	£46,263.12
	OR2-09 / OR3-02	£45,586.44
	OR2-08 / OR3-01	£44,909.88
	OR2-07	£44,233.20
	OR2-06	£43,556.04
	OR2-05	£42,879.36
	OR2-04	£42,202.80
	OR2-03	£41,525.88
	OR2-02	£40,848.84
	OR2-01	£40,172.16

**OFFICERS & NURSING OFFICERS - FTRS HOME COMMITMENT (HC) RATES 2024-25**

RANK	FTRS(HC) OFFICERS PAY RATES		
	INCREMENT	OFFICERS	NURSING OFFICERS
OF7	OF7-5	£149,365.80	
	OF7-4	£146,437.44	
	OF7-3	£143,565.24	
	OF7-2	£140,749.56	
	OF7-1	£137,988.48	
OF6	OF6-06	£125,981.40	
	OF6-05	£124,704.00	
	OF6-04	£123,426.36	
	OF6-03	£122,148.72	
	OF6-02	£120,871.20	
	OF6-01	£120,871.20	
OF5	OF5-08	£107,838.24	£110,069.40
	OF5-07	£106,084.80	£108,265.20
	OF5-06	£104,331.00	£106,461.36
	OF5-05	£102,577.68	£104,657.28
	OF5-04	£100,823.88	£102,852.96
	OF5-03	£99,070.32	£101,049.00
	OF5-02	£97,316.76	£99,245.16
	OF5-01	£97,316.76	£99,245.16
OF4	OF4-08	£89,388.24	£91,853.40
	OF4-07	£87,377.88	£89,783.04
	OF4-06	£85,366.68	£87,712.08
	OF4-05	£83,356.08	£85,641.36
	OF4-04	£81,345.48	£83,570.76
	OF4-03	£79,340.52	£81,506.04
	OF4-02	£77,323.68	£79,429.20
	OF4-01	£77,323.68	£79,429.20
OF3	OF3-08	£66,117.96	£70,240.08
	OF3-07	£64,325.28	£68,189.64
	OF3-06	£62,532.24	£66,138.84
	OF3-05	£60,739.32	£64,088.40
	OF3-04	£58,946.16	£62,037.36
	OF3-03	£57,152.88	£59,986.92
	OF3-02	£55,360.08	£57,936.36
	OF3-01	£55,360.08	£57,936.36
OF2	OF2-08	£52,316.76	£55,043.40
	OF2-07	£50,954.04	£53,436.00
	OF2-06	£49,591.44	£51,828.12
	OF2-05	£48,228.24	£50,220.60
	OF2-04	£46,865.76	£48,612.96
	OF2-03	£45,502.80	£47,005.56
	OF2-02	£44,140.08	£45,397.68
	OF2-01	£44,140.08	£45,397.68
OF1	OF1-05	£38,198.52	£39,517.32
	OF1-04	£37,014.12	£38,292.48
	OF1-03	£35,830.44	£37,066.44
	OF1-02	£34,646.76	£35,840.64
	OF1-01	£28,980.72	£29,972.76

**VETERINARY OFFICERS - FTRS(HC) RATES 2024-25**

RANK	FTRS(HC) OFFICERS PAY RATES	
	INCREMENT	VETS
OF4	VETS-OF4-5	£85,379.88
	VETS-OF4-4	£84,100.80
	VETS-OF4-3	£82,826.16
	VETS-OF4-2	£81,543.00
	VETS-OF4-1	£80,273.52
OF2 / OF3	VETS-OF2 / 3-22	£77,954.04
	VETS-OF2 / 3-21	£76,362.48
	VETS-OF2 / 3-20	£74,766.12
	VETS-OF2 / 3-19	£73,174.20
	VETS-OF2 / 3-18	£71,587.44
	VETS-OF2 / 3-17	£69,991.44
	VETS-OF2 / 3-16	£68,404.44
	VETS-OF2 / 3-15	£66,804.00
	VETS-OF2 / 3-14	£65,226.24
	VETS-OF2 / 3-13	£63,844.68
	VETS-OF2 / 3-12	£62,481.72
	VETS-OF2 / 3-11	£60,951.24
	VETS-OF2 / 3-10	£59,415.36
	VETS-OF2 / 3-9	£57,884.88
	VETS-OF2 / 3-8	£56,363.28
	VETS-OF2 / 3-7	£54,832.32
	VETS-OF2 / 3-6	£53,301.84
	VETS-OF2 / 3-5	£51,775.08
	VETS-OF 2 / 3-4	£50,244.72
	VETS-OF2 / 3-3	£48,718.32
VETS-OF2 / 3-2	£47,187.60	
VETS-OF2 / 3-1	£44,140.08	

**CHAPLAIN OFFICERS - FTRS(HC) RATES 2024-25**

RANK	FTRS(HC) OFFICERS PAY RATES	
	INCREMENT	CHAPLAINS
Chaplain- General COTF CinC	Level 5	£124,851.72
	Level 4	£123,547.44
	Level 3	£122,259.60
	Level 2	£120,966.60
	Level 1	£119,673.00
Deputy Chaplian General	Level 5	£107,235.24
	Level 4	£105,899.64
	Level 3	£104,563.92
	Level 2	£103,233.12
	Level 1	£101,902.80
Principal Chaplain	Level 6	£97,679.04
	Level 5	£96,348.24
	Level 4	£95,012.16
	Level 3	£93,681.12
	Level 2	£91,811.40
	Level 1	£89,941.08
Chaplain	Level 20	£79,806.48
	Level 19	£78,285.12
	Level 18	£76,730.88
	Level 17	£75,171.96
	Level 16	£73,623.00
	Level 15	£72,068.52
	Level 14	£70,518.84
	Level 13	£68,964.96
	Level 12	£67,415.04
	Level 11	£65,860.92
	Level 10	£64,311.48
	Level 9	£62,762.04
	Level 8	£61,203.12
	Level 7	£59,658.24
	Level 6	£58,104.24
	Level 5	£56,554.68
	Level 4	£54,995.88
	Level 3	£53,451.12
	Level 2	£51,887.16
	Level 1	£50,342.28

**OCFR AND SF OCFR - FTRS(HC) RATES 2024-25**

RANK	FTRS(HC) OFFICERS PAY RATES	
	INCREMENT	OCFR <sup>6</sup>
OF1 / OF2	OF1 / 2-OCFR-19	£58,309.44
	OF1 / 2-OCFR-18	£57,912.60
	OF1 / 2-OCFR-17	£57,142.80
	OF1 / 2-OCFR-16	£56,377.20
	OF1 / 2-OCFR-15	£55,602.72
	OF1 / 2-OCFR-14	£54,832.32
	OF1 / 2-OCFR-13	£54,062.28
	OF1 / 2-OCFR-12	£53,101.08
	OF1 / 2-OCFR-11	£52,508.04
	OF1 / 2-OCFR-10	£51,905.64
	OF1 / 2-OCFR-9	£50,716.08
	OF1 / 2-OCFR-8	£50,123.16
	OF1 / 2-OCFR-7	£49,516.68
	OF1 / 2-OCFR-6	£48,330.72
	OF1 / 2-OCFR-5	£47,144.88
	OF1 / 2-OCFR-4	£45,959.04
	OF1 / 2-OCFR-3	£44,773.20
	OF1 / 2-OCFR-2	£43,587.36
	OF1 / 2-OCFR-1	£42,401.64

<sup>6</sup> A new 19-level incremental pay structure was introduced wef 1 Apr 24.

RANK	FTRS(HC) OFFICERS PAY RATES	
	INCREMENT	SF OCFR
OF3	OF3-SF-OCFR-9	£77,220.96
	OF3-SF-OCFR-8	£76,455.60
	OF3-SF-OCFR-7	£75,690.12
	OF3-SF-OCFR-6	£74,929.44
	OF3-SF-OCFR-5	£74,168.76
	OF3-SF-OCFR-4	£73,613.40
	OF3-SF-OCFR-3	£72,637.92
	OF3-SF-OCFR-2	£71,876.76
	OF3-SF-OCFR-1	£71,116.08
OF1 / OF2	OF1 / 2-SF-OCFR-15	£71,826.00
	OF1 / 2-SF-OCFR-14	£71,415.00
	OF1 / 2-SF-OCFR-13	£71,009.16
	OF1 / 2-SF-OCFR-12	£69,982.56
	OF1 / 2-SF-OCFR-11	£68,950.92
	OF1 / 2-SF-OCFR-10	£67,919.40
	OF1 / 2-SF-OCFR-9	£66,897.24
	OF1 / 2-SF-OCFR-8	£65,861.16
	OF1 / 2-SF-OCFR-7	£64,829.64
	OF1 / 2-SF-OCFR-6	£64,022.04
	OF1 / 2-SF-OCFR-5	£63,251.64
	OF1 / 2-SF-OCFR-4	£62,472.72
	OF1 / 2-SF-OCFR-3	£61,689.24
	OF1 / 2-SF-OCFR-2	£60,909.72
	OF1 / 2-SF-OCFR-1	£60,129.84

**OTHER RANKS - FTRS(HC) SUPPLEMENTS 1 – 4 RATES 2024-25**

RANK	FTRS(HC) OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4
OR9	OR9-06	£54,211.80	£54,211.80	£54,211.80	£55,648.92
	OR9-05	£53,672.04	£53,672.04	£53,672.04	£55,162.44
	OR9-04	£53,083.08	£53,083.08	£53,083.08	£54,645.96
	OR9-03	£52,493.64	£52,493.64	£52,493.64	£54,135.72
	OR9-02	£52,197.48	£52,197.48	£52,219.56	£53,694.96
	OR9-01	£52,197.48	£52,197.48	£52,219.56	£53,694.96
OR7 / OR8	OR7-12 / OR8-06	£48,621.12	£50,133.24	£51,190.56	£52,636.92
	OR7-11 / OR8-05	£47,821.44	£49,501.08	£50,892.36	£52,338.84
	OR7-10 / OR8-04	£47,039.64	£48,850.08	£50,575.32	£52,021.08
	OR7-09 / OR8-03	£46,143.00	£48,194.76	£50,221.44	£51,642.60
	OR7-08 / OR8-02	£45,194.88	£47,246.64	£49,526.52	£51,111.48
	OR7-07 / OR8-01	£45,194.88	£47,246.64	£49,526.52	£51,111.48
	OR7-06	£44,244.36	£46,055.04	£48,190.44	£49,744.92
	OR7-05	£43,573.56	£45,385.32	£47,259.96	£48,990.12
	OR7-04	£42,932.52	£44,744.40	£46,451.52	£48,181.56
	OR7-03	£42,268.68	£44,079.36	£45,664.08	£47,395.56
	OR7-02	£41,638.56	£43,351.56	£44,877.84	£46,651.92
	OR7-01	£41,638.56	£43,351.56	£44,877.84	£46,651.92
OR6	OR6-06	£40,818.12	£42,497.40	£43,954.92	£45,668.40
	OR6-05	£39,863.40	£41,467.92	£42,880.56	£44,520.60
	OR6-04	£38,917.92	£40,328.88	£41,858.64	£43,415.76
	OR6-03	£37,984.92	£39,292.56	£40,877.16	£42,323.76
	OR6-02	£37,126.32	£38,340.60	£39,918.24	£41,161.68
	OR6-01	£37,126.32	£38,340.60	£39,918.24	£41,161.68
OR4	OR4-06	£35,354.88	£36,511.44	£38,013.84	£39,123.00
	OR4-05	£34,871.52	£36,029.04	£37,352.88	£38,374.08
	OR4-04	£34,414.56	£35,555.52	£36,601.92	£37,497.12
	OR4-03	£33,925.68	£34,880.52	£35,817.12	£36,659.40
	OR4-02	£33,066.72	£34,001.64	£34,911.48	£35,754.84
	OR4-01	£33,066.72	£34,001.64	£34,911.48	£35,754.84
OR2 / OR3	OR2-10 / OR3-03	£31,101.60	£31,935.60	£32,589.60	£33,207.60
	OR2-09 / OR3-02	£29,761.56	£30,518.04	£31,095.84	£31,630.08
	OR2-08 / OR3-01	£28,484.76	£29,124.72	£29,675.40	£30,176.28
	OR2-07	£27,285.48	£27,808.56	£28,359.24	£28,709.52
	OR2-06	£26,118.84	£26,481.12	£26,935.20	£27,272.28
	OR2-05	£25,206.00	£25,222.44	£25,584.60	£25,921.80
	OR2-04	£24,011.28	£24,280.68	£24,560.76	£24,560.76
	OR2-03	£22,589.04	£22,589.04	£22,589.04	£22,588.92
	OR2-02	£22,589.04	£22,589.04	£22,589.04	£22,588.92
OR2-01	£22,008.72	£22,008.72	£22,008.72	£22,008.72	
New Entrants	INITIAL PAY	£22,008.72			

Appendix 22 Annex A to AFREM.PAYDEL.COMMS / PR24 dated 8 Aug 2024

**NURSES OTHER RANKS - FTRS (HC) RATES 2024-25**

RANK	FTRS(HC) OTHER RANKS PAY RATES	
	INCREMENT	NURSES
OR9	OR9-06	£56,343.12
	OR9-05	£55,759.32
	OR9-04	£55,175.16
	OR9-03	£54,591.00
	OR9-02	£54,030.48
	OR9-01	£54,030.48
OR7 / OR8	OR7-12 / OR8-06	£52,965.84
	OR7-11 / OR8-05	£52,215.36
	OR7-10 / OR8-04	£51,464.40
	OR7-09 / OR8-03	£50,713.32
	OR7-08 / OR8-02	£49,986.12
	OR7-07 / OR8-01	£49,986.12
	OR7-06	£49,001.28
	OR7-05	£48,242.76
	OR7-04	£47,484.96
	OR7-03	£46,726.80
	OR7-02	£45,968.52
	OR7-01	£45,968.52
OR6	OR6-06	£45,042.24
	OR6-05	£44,199.48
	OR6-04	£43,356.84
	OR6-03	£42,514.32
	OR6-02	£41,682.96
	OR6-01	£41,682.96
OR4	OR4-06	£39,694.32
	OR4-05	£38,660.64
	OR4-04	£37,626.36
	OR4-03	£36,591.84
	OR4-02	£35,558.16
	OR4-01	£35,558.16
OR2 / OR3	OR2-10 / OR3-03	£33,909.12
	OR2-09 / OR3-02	£32,264.28
	OR2-08 / OR3-01	£30,619.44
	OR2-07	£28,975.08
	OR2-06	£27,330.24
	OR2-05	£25,685.52
	OR2-04	£24,293.16
	OR2-03	£22,648.44
	OR2-02	£22,648.44
OR2-01	£22,008.72	
New Entrants	INITIAL PAY	£22,008.72

**SF OTHER RANKS - FTRS (HC) RATES 2024-25**

RANK	FTRS (HC) SF OTHER RANKS PAY RATES		
	INCREMENT	SF	
OR9	OR9-06	£67,671.96	
	OR9-05	£67,017.24	
	OR9-04	£66,362.16	
	OR9-03	£65,707.44	
	OR9-02	£65,052.36	
	OR9-01	£64,422.36	
OR8	OR8-06	£63,153.00	
	OR8-05	£62,437.08	
	OR8-04	£61,721.28	
	OR8-03	£61,005.24	
	OR8-02	£60,289.32	
	OR8-01	£59,597.88	
OR7	OR7-06	£58,423.56	
	OR7-05	£57,707.64	
	OR7-04	£56,991.96	
	OR7-03	£56,276.16	
	OR7-02	£55,560.12	
	OR7-01	£54,868.20	
OR6	OR6-06	£53,787.00	
	OR6-05	£53,241.48	
	OR6-04	£52,695.96	
	OR6-03	£52,150.44	
	OR6-02	£51,604.80	
	OR6-01	£51,110.04	
OR4	OR4-06	£48,671.64	
	OR4-05	£47,956.20	
	OR4-04	£47,239.68	
	OR4-03	£46,524.00	
	OR4-02	£45,808.44	
	OR4-01	£45,091.92	
OR2	OR3	OR3-03	£44,060.16
	OR2	OR2-09 / OR3-02	£43,415.64
		OR2-08 / OR3-01	£42,771.36
		OR2-07	£42,126.84
		OR2-06	£41,481.96
		OR2-05	£40,837.44
		OR2-04	£40,193.16
		OR2-03	£39,548.40
		OR2-02	£38,903.64
		OR2-01	£38,259.24

**ROYAL GIB REGT OFFICERS - REGULAR (11.5% X-FACTOR) RATES 2024-25**

ROYAL GIB REGT OFFICERS REGULAR PAY RATES		
RANK	INCREMENT	ANNUAL RATES
OF4	OF4-08	£99,667.92
	OF4-07	£97,426.32
	OF4-06	£95,183.88
	OF4-05	£92,942.04
	OF4-04	£90,700.20
	OF4-03	£88,464.72
	OF4-02	£86,215.92
	OF4-01	£86,215.92
OF3	OF3-08	£73,721.52
	OF3-07	£71,722.68
	OF3-06	£69,723.48
	OF3-05	£67,724.40
	OF3-04	£65,724.96
	OF3-03	£63,725.52
	OF3-02	£61,726.44
	OF3-01	£61,726.44
OF2	OF2-08	£58,333.20
	OF2-07	£56,813.76
	OF2-06	£55,294.44
	OF2-05	£53,774.52
	OF2-04	£52,255.32
	OF2-03	£50,735.64
	OF2-02	£49,216.20
	OF2-01	£49,216.20
OF1	OF1-05	£42,591.36
	OF1-04	£41,270.76
	OF1-03	£39,951.00
	OF1-02	£38,631.12
	OF1-01	£32,313.48

**ROYAL GIB REGT OCFR - REGULAR (11.5% X-FACTOR) RATES 2024-25**

RANK	ROYAL GIB REGT OCFR REGULAR RATES	
	INCREMENT	OCFR <sup>7</sup>
OF1 / OF2	OF1 / 2-OCFR-19	£65,015.04
	OF1 / 2-OCFR-18	£64,572.60
	OF1 / 2-OCFR-17	£63,714.24
	OF1 / 2-OCFR-16	£62,860.56
	OF1 / 2-OCFR-15	£61,997.04
	OF1 / 2-OCFR-14	£61,138.08
	OF1 / 2-OCFR-13	£60,279.48
	OF1 / 2-OCFR-12	£59,207.76
	OF1 / 2-OCFR-11	£58,546.44
	OF1 / 2-OCFR-10	£57,874.80
	OF1 / 2-OCFR-9	£56,548.44
	OF1 / 2-OCFR-8	£55,887.36
	OF1 / 2-OCFR-7	£55,211.04
	OF1 / 2-OCFR-6	£53,888.76
	OF1 / 2-OCFR-5	£52,566.60
	OF1 / 2-OCFR-4	£51,244.32
	OF1 / 2-OCFR-3	£49,922.16
	OF1 / 2-OCFR-2	£48,599.88
	OF1 / 2-OCFR-1	£47,277.84

<sup>7</sup> A new 19-level incremental pay structure was introduced wef 1 Apr 24.

**ROYAL GIB REGT OTHER RANKS - REGULAR (11.5% X-FACTOR) SUPPLEMENTS 1 – 4  
RATES 2024-25**

ROYAL GIB REGT REGULAR OTHER RANKS PAY RATES						
RANK	INCREMENT	SUPPLEMENT 1	SUPPLEMENT 2	SUPPLEMENT 3	SUPPLEMENT 4	
OR9	OR9-06	£60,446.16	£60,446.16	£60,446.16	£62,048.52	
	OR9-05	£59,844.36	£59,844.36	£59,844.36	£61,506.12	
	OR9-04	£59,187.60	£59,187.60	£59,187.60	£60,930.24	
	OR9-03	£58,530.36	£58,530.36	£58,530.36	£60,361.32	
	OR9-02	£58,200.24	£58,200.24	£58,224.84	£59,869.92	
	OR9-01	£58,200.24	£58,200.24	£58,224.84	£59,869.92	
OR8	OR8-06	£54,212.52	£55,898.52	£57,077.52	£58,690.20	
	OR8-05	£53,320.92	£55,193.76	£56,745.00	£58,357.80	
	OR8-04	£52,449.24	£54,467.88	£56,391.48	£58,003.56	
	OR8-03	£51,449.40	£53,737.20	£55,996.92	£57,581.52	
	OR8-02	£50,392.32	£52,680.00	£55,222.08	£56,989.32	
	OR8-01	£50,392.32	£52,680.00	£55,222.08	£56,989.32	
OR7	OR7-06	£49,332.48	£51,351.36	£53,732.40	£55,465.56	
	OR7-05	£48,584.52	£50,604.60	£52,694.88	£54,624.00	
	OR7-04	£47,869.80	£49,890.00	£51,793.44	£53,722.44	
	OR7-03	£47,129.52	£49,148.52	£50,915.40	£52,846.08	
	OR7-02	£46,427.04	£48,336.96	£50,038.80	£52,016.88	
	OR7-01	£46,427.04	£48,336.96	£50,038.80	£52,016.88	
OR6	OR6-06	£45,512.16	£47,384.64	£49,009.68	£50,920.32	
	OR6-05	£44,447.64	£46,236.72	£47,811.84	£49,640.52	
	OR6-04	£43,393.44	£44,966.76	£46,672.44	£48,408.60	
	OR6-03	£42,353.16	£43,811.16	£45,578.04	£47,190.96	
	OR6-02	£41,395.80	£42,749.76	£44,508.84	£45,895.32	
	OR6-01	£41,395.80	£42,749.76	£44,508.84	£45,895.32	
OR4	OR4-06	£39,420.72	£40,710.24	£42,385.44	£43,622.16	
	OR4-05	£38,881.80	£40,172.40	£41,648.52	£42,787.08	
	OR4-04	£38,372.28	£39,644.40	£40,811.16	£41,809.32	
	OR4-03	£37,827.12	£38,891.76	£39,936.12	£40,875.24	
	OR4-02	£36,869.40	£37,911.84	£38,926.32	£39,866.64	
	OR4-01	£36,869.40	£37,911.84	£38,926.32	£39,866.64	
OR2	OR3	OR3-03	£34,678.32	£35,608.20	£36,337.44	£37,026.48
	OR2-09 / OR3-02	OR2-09 / OR3-02	£33,184.08	£34,027.56	£34,671.84	£35,267.52
		OR2-08 / OR3-01	£31,760.52	£32,474.04	£33,088.08	£33,646.56
	OR2-07	£30,423.36	£31,006.56	£31,620.60	£32,011.08	
	OR2-06	£29,122.56	£29,526.48	£30,032.76	£30,408.60	
	OR2-05	£28,104.72	£28,123.08	£28,526.88	£28,902.84	
	OR2-04	£26,772.60	£27,072.96	£27,385.20	£27,385.20	
	OR2-03	£25,186.80	£25,186.80	£25,186.80	£25,186.68	
	OR2-02	£25,186.80	£25,186.80	£25,186.80	£25,186.68	
	OR2-01	£24,539.76	£24,539.76	£24,539.76	£24,539.76	
New Entrants	INITIAL PAY	£24,539.76				

**ROYAL GIB REGT OFFICERS – FTRS (LC) / PTVR (5% X-FACTOR) RATES 2024-25**

<b>ROYAL GIB REGT OFFICERS FTRS (LC) / PTVR PAY RATES</b>			
<b>RANK</b>	<b>INCREMENT</b>	<b>ANNUAL RATES</b>	<b>DAILY RATES</b>
<b>OF4</b>	<b>OF4-08</b>	£92,099.76	£252.16
	<b>OF4-07</b>	£90,089.40	£246.65
	<b>OF4-06</b>	£88,078.20	£241.14
	<b>OF4-05</b>	£86,067.60	£235.64
	<b>OF4-04</b>	£85,412.76	£233.85
	<b>OF4-03</b>	£83,307.60	£228.08
	<b>OF4-02</b>	£81,189.84	£222.29
	<b>OF4-01</b>	£81,189.84	£222.29
<b>OF3</b>	<b>OF3-08</b>	£69,423.84	£190.07
	<b>OF3-07</b>	£67,541.52	£184.92
	<b>OF3-06</b>	£65,658.84	£179.76
	<b>OF3-05</b>	£63,776.28	£174.61
	<b>OF3-04</b>	£61,893.48	£169.46
	<b>OF3-03</b>	£60,010.56	£164.30
	<b>OF3-02</b>	£58,128.12	£159.15
	<b>OF3-01</b>	£58,128.12	£159.15
<b>OF2</b>	<b>OF2-08</b>	£54,932.64	£150.40
	<b>OF2-07</b>	£53,501.76	£146.48
	<b>OF2-06</b>	£52,071.00	£142.56
	<b>OF2-05</b>	£50,639.64	£138.64
	<b>OF2-04</b>	£49,209.00	£134.73
	<b>OF2-03</b>	£47,778.00	£130.81
	<b>OF2-02</b>	£46,347.12	£126.89
	<b>OF2-01</b>	£46,347.12	£126.89
<b>OF1</b>	<b>OF1-05</b>	£40,108.44	£109.81
	<b>OF1-04</b>	£38,864.88	£106.41
	<b>OF1-03</b>	£37,621.92	£103.00
	<b>OF1-02</b>	£36,379.08	£99.60
	<b>OF1-01</b>	£30,429.72	£83.31

**ROYAL GIB REGT OCFR – FTRS (LC) / PTVR (5% X-FACTOR) RATES 2024-25**

RANK	ROYAL GIB REGT OCFR FTRS (LC) / PTVR PAY RATES		
	INCREMENT	OCFR <sup>8</sup>	
		Annual	Daily
OF1 / OF2	OF1 / 2-OCFR-19	£61,224.96	£167.62
	OF1 / 2-OCFR-18	£60,808.20	£166.48
	OF1 / 2-OCFR-17	£60,000.00	£164.27
	OF1 / 2-OCFR-16	£59,196.12	£162.07
	OF1 / 2-OCFR-15	£58,382.88	£159.84
	OF1 / 2-OCFR-14	£57,573.96	£157.63
	OF1 / 2-OCFR-13	£56,765.40	£155.42
	OF1 / 2-OCFR-12	£55,756.08	£152.65
	OF1 / 2-OCFR-11	£55,133.40	£150.95
	OF1 / 2-OCFR-10	£54,500.88	£149.22
	OF1 / 2-OCFR-9	£53,251.92	£145.80
	OF1 / 2-OCFR-8	£52,629.36	£144.09
	OF1 / 2-OCFR-7	£51,992.52	£142.35
	OF1 / 2-OCFR-6	£50,747.28	£138.94
	OF1 / 2-OCFR-5	£49,502.16	£135.53
	OF1 / 2-OCFR-4	£48,257.04	£132.12
	OF1 / 2-OCFR-3	£47,011.92	£128.71
	OF1 / 2-OCFR-2	£45,766.68	£125.30
	OF1 / 2-OCFR-1	£44,521.68	£121.89

<sup>8</sup> A new 19-level incremental pay structure was introduced wef 1 Apr 24.

**ROYAL GIB REGT OTHER RANKS – FTRS (LC) / PTVR (5% X-FACTOR)****SUPPLEMENTS 1 AND 2 RATES 2024-25**

ROYAL GIB REG FTRS (LC) / PTVR OTHER RANKS PAY RATES						
RANK	INCREMENT	SUPPLEMENT 1		SUPPLEMENT 2		
		FTRS(LC)	DAILY RATES	FTRS(LC)	DAILY RATES	
OR9	OR9-06	£56,922.36	£155.84	£56,922.36	£155.84	
	OR9-05	£56,355.60	£154.30	£56,355.60	£154.30	
	OR9-04	£55,737.24	£152.60	£55,737.24	£152.60	
	OR9-03	£55,118.28	£150.91	£55,118.28	£150.91	
	OR9-02	£54,807.36	£150.06	£54,807.36	£150.06	
	OR9-01	£54,807.36	£150.06	£54,807.36	£150.06	
OR8	OR8-06	£51,052.20	£139.78	£52,639.92	£144.12	
	OR8-05	£50,212.56	£137.48	£51,976.08	£142.31	
	OR8-04	£49,391.64	£135.23	£51,292.56	£140.43	
	OR8-03	£48,450.12	£132.65	£50,604.48	£138.55	
	OR8-02	£47,454.60	£129.93	£49,608.96	£135.82	
	OR8-01	£47,454.60	£129.93	£49,608.96	£135.82	
OR7	OR7-06	£46,456.56	£127.19	£48,357.84	£132.39	
	OR7-05	£45,752.28	£125.27	£47,654.64	£130.47	
	OR7-04	£45,079.20	£123.42	£46,981.68	£128.63	
	OR7-03	£44,382.12	£121.52	£46,283.28	£126.71	
	OR7-02	£43,720.44	£119.70	£45,519.12	£124.62	
	OR7-01	£43,720.44	£119.70	£45,519.12	£124.62	
OR6	OR6-06	£42,859.08	£117.34	£44,622.24	£122.17	
	OR6-05	£41,856.60	£114.60	£43,541.28	£119.21	
	OR6-04	£40,863.84	£111.88	£42,345.36	£115.93	
	OR6-03	£39,884.16	£109.20	£41,257.20	£112.96	
	OR6-02	£38,982.60	£106.73	£40,257.60	£110.22	
	OR6-01	£38,982.60	£106.73	£40,257.60	£110.22	
OR4	OR4-06	£37,122.60	£101.64	£38,337.00	£104.96	
	OR4-05	£36,615.12	£100.24	£37,830.48	£103.57	
	OR4-04	£36,135.24	£98.93	£37,333.32	£102.22	
	OR4-03	£35,622.00	£97.52	£36,624.60	£100.28	
	OR4-02	£34,720.08	£95.06	£35,701.68	£97.74	
	OR4-01	£34,720.08	£95.06	£35,701.68	£97.74	
OR2	OR3	OR3-03	£32,656.68	£89.41	£33,532.44	£91.80
		OR2-09 / OR3-02	£31,249.68	£85.55	£32,043.96	£87.73
		OR2-08 / OR3-01	£29,909.04	£81.89	£30,580.92	£83.73
	OR2-07	£28,649.76	£78.44	£29,199.00	£79.95	
	OR2-06	£27,424.80	£75.09	£27,805.20	£76.13	
	OR2-05	£26,466.36	£72.46	£26,483.52	£72.51	
	OR2-04	£25,211.88	£69.03	£25,494.72	£69.80	
	OR2-03	£23,718.48	£64.94	£23,718.48	£64.94	
	OR2-02	£23,718.48	£64.94	£23,718.48	£64.94	
	OR2-01	£23,109.12	£63.27	£23,109.12	£63.27	
NEW ENTRANTS	INITIAL PAY	£23,109.12	£63.27	£23,109.12	£63.27	

**SUPPLEMENTS 3 AND 4 RATES 2024-25**

ROYAL GIB REG FTRS (LC) / PTVR OTHER RANKS PAY RATES						
RANK	INCREMENT	SUPPLEMENT 3		SUPPLEMENT 4		
		FTRS(LC)	DAILY RATES	FTRS(LC)	DAILY RATES	
OR9	OR9-06	£56,922.36	£155.84	£58,431.36	£159.98	
	OR9-05	£56,355.60	£154.30	£57,920.52	£158.58	
	OR9-04	£55,737.24	£152.60	£57,378.24	£157.09	
	OR9-03	£55,118.28	£150.91	£56,842.56	£155.63	
	OR9-02	£54,830.52	£150.12	£56,379.72	£154.36	
	OR9-01	£54,830.52	£150.12	£56,379.72	£154.36	
OR8	OR8-06	£53,750.04	£147.16	£55,268.76	£151.32	
	OR8-05	£53,436.96	£146.31	£54,955.80	£150.46	
	OR8-04	£53,104.08	£145.39	£54,622.08	£149.55	
	OR8-03	£52,732.56	£144.38	£54,224.76	£148.46	
	OR8-02	£52,002.84	£142.38	£53,667.00	£146.94	
	OR8-01	£52,002.84	£142.38	£53,667.00	£146.94	
OR7	OR7-06	£50,599.92	£138.54	£52,232.16	£143.00	
	OR7-05	£49,623.00	£135.86	£51,439.68	£140.84	
	OR7-04	£48,774.12	£133.54	£50,590.68	£138.51	
	OR7-03	£47,947.32	£131.27	£49,765.32	£136.25	
	OR7-02	£47,121.72	£129.01	£48,984.48	£134.12	
	OR7-01	£47,121.72	£129.01	£48,984.48	£134.12	
OR6	OR6-06	£46,152.72	£126.36	£47,951.88	£131.28	
	OR6-05	£45,024.60	£123.27	£46,746.60	£127.98	
	OR6-04	£43,951.56	£120.33	£45,586.56	£124.81	
	OR6-03	£42,921.00	£117.52	£44,439.96	£121.67	
	OR6-02	£41,914.20	£114.75	£43,219.80	£118.32	
	OR6-01	£41,914.20	£114.75	£43,219.80	£118.32	
OR4	OR4-06	£39,914.52	£109.28	£41,079.12	£112.47	
	OR4-05	£39,220.56	£107.38	£40,292.76	£110.31	
	OR4-04	£38,432.04	£105.22	£39,372.00	£107.79	
	OR4-03	£37,608.00	£102.96	£38,492.40	£105.39	
	OR4-02	£36,657.00	£100.36	£37,542.60	£102.78	
	OR4-01	£36,657.00	£100.36	£37,542.60	£102.78	
OR2	OR3	OR3-03	£34,219.08	£93.69	£34,868.04	£95.47
	OR2-09 / OR3-02	£32,650.68	£89.40	£33,211.56	£90.93	
	OR2-08 / OR3-01	£31,159.20	£85.31	£31,685.04	£86.75	
	OR2-07	£29,777.16	£81.52	£30,144.96	£82.53	
	OR2-06	£28,281.96	£77.43	£28,635.84	£78.40	
	OR2-05	£26,863.80	£73.55	£27,217.92	£74.52	
	OR2-04	£25,788.84	£70.60	£25,788.84	£70.60	
	OR2-03	£23,718.48	£64.94	£23,718.36	£64.94	
	OR2-02	£23,718.48	£64.94	£23,718.36	£64.94	
	OR2-01	£23,109.12	£63.27	£23,109.12	£63.27	
NEW ENTRANTS	INITIAL PAY	£23,109.12	£63.27	£23,109.12	£63.27	

**PART-TIME VOLUNTEER RESERVE (PTVR) OFFICER AND NURSING OFFICER**  
**RATES 2024-25**

RANK	PTVR OFFICER AND NURSING OFFICER PAY RATES				
	INCREMENT	OFFICERS		NURSING OFFICERS	
		ANNUAL	DAILY RATE	ANNUAL	DAILY RATE
OF7	OF7-5	£150,721.56	£412.65		
	OF7-4	£147,793.20	£404.63		
	OF7-3	£144,921.00	£396.77		
	OF7-2	£142,105.32	£389.06		
	OF7-1	£139,344.24	£381.50		
OF6	OF6-06	£127,337.16	£348.63		
	OF6-05	£126,059.76	£345.13		
	OF6-04	£124,782.12	£341.63		
	OF6-03	£123,504.48	£338.14		
	OF6-02	£122,226.96	£334.64		
OF5	OF6-01	£122,226.96	£334.64		
	OF5-08	£110,549.76	£302.67	£112,855.08	£308.98
	OF5-07	£108,796.32	£297.87	£111,050.88	£304.04
	OF5-06	£107,042.52	£293.07	£109,247.04	£299.10
	OF5-05	£105,289.20	£288.27	£107,442.96	£294.16
	OF5-04	£103,535.40	£283.46	£105,638.64	£289.22
	OF5-03	£101,781.84	£278.66	£103,834.68	£284.28
	OF5-02	£100,028.28	£273.86	£102,030.84	£279.35
OF4	OF5-01	£100,028.28	£273.86	£102,030.84	£279.35
	OF4-08	£92,099.76	£252.16	£94,639.08	£259.11
	OF4-07	£90,089.40	£246.65	£92,568.72	£253.44
	OF4-06	£88,078.20	£241.14	£90,497.76	£247.77
	OF4-05	£86,067.60	£235.64	£88,427.04	£242.10
	OF4-04	£85,412.76	£233.85	£87,749.28	£240.24
	OF4-03	£83,307.60	£228.08	£85,581.36	£234.31
	OF4-02	£81,189.84	£222.29	£83,400.72	£228.34
OF3	OF4-01	£81,189.84	£222.29	£83,400.72	£228.34
	OF3-08	£69,423.84	£190.07	£73,752.12	£201.92
	OF3-07	£67,541.52	£184.92	£71,599.08	£196.03
	OF3-06	£65,658.84	£179.76	£69,445.80	£190.13
	OF3-05	£63,776.28	£174.61	£67,292.88	£184.24
	OF3-04	£61,893.48	£169.46	£65,139.24	£178.34
	OF3-03	£60,010.56	£164.30	£62,986.32	£172.45
	OF3-02	£58,128.12	£159.15	£60,833.16	£166.55
OF2	OF3-01	£58,128.12	£159.15	£60,833.16	£166.55
	OF2-08	£54,932.64	£150.40	£57,795.60	£158.24
	OF2-07	£53,501.76	£146.48	£56,107.80	£153.61
	OF2-06	£52,071.00	£142.56	£54,419.52	£148.99
	OF2-05	£50,639.64	£138.64	£52,731.60	£144.37
	OF2-04	£49,209.00	£134.73	£51,043.56	£139.75
	OF2-03	£47,778.00	£130.81	£49,355.88	£135.13
	OF2-02	£46,347.12	£126.89	£47,667.60	£130.51
OF1	OF2-01	£46,347.12	£126.89	£47,667.60	£130.51
	OF1-05	£40,108.44	£109.81	£41,493.24	£113.60
	OF1-04	£38,864.88	£106.41	£40,207.08	£110.08
	OF1-03	£37,621.92	£103.00	£38,919.72	£106.56
	OF1-02	£36,379.08	£99.60	£37,632.72	£103.03
	OF1-01	£30,429.72	£83.31	£31,471.44	£86.16

**PART-TIME VOLUNTEER RESERVE (PTVR) OCFR AND SF OCFR RATES 2024-25**

PTVR OCFR PAY RATES			
RANK	INCREMENT	OCFR <sup>9</sup>	
		Annual	Daily
OF1 / OF2	OF1 / 2-OCFR-19	£61,224.96	£167.62
	OF1 / 2-OCFR-18	£60,808.20	£166.49
	OF1 / 2-OCFR-17	£60,000.00	£164.27
	OF1 / 2-OCFR-16	£59,196.12	£162.07
	OF1 / 2-OCFR-15	£58,382.88	£159.84
	OF1 / 2-OCFR-14	£57,573.96	£157.63
	OF1 / 2-OCFR-13	£56,765.40	£155.41
	OF1 / 2-OCFR-12	£55,756.08	£152.65
	OF1 / 2-OCFR-11	£55,133.40	£150.95
	OF1 / 2-OCFR-10	£54,500.88	£149.22
	OF1 / 2-OCFR-9	£53,251.92	£145.79
	OF1 / 2-OCFR-8	£52,629.36	£144.09
	OF1 / 2-OCFR-7	£51,992.52	£142.35
	OF1 / 2-OCFR-6	£50,747.28	£138.94
	OF1 / 2-OCFR-5	£49,502.16	£135.53
	OF1 / 2-OCFR-4	£48,257.04	£132.12
	OF1 / 2-OCFR-3	£47,011.92	£128.71
	OF1 / 2-OCFR-2	£45,766.68	£125.31
	OF1 / 2-OCFR-1	£44,521.68	£121.89

<sup>9</sup> A new 19-level incremental pay structure was introduced wef 1 Apr 24.

RANK	PTVR OFFICERS PAY RATES		
	INCREMENT	SF OCFR	
		ANNUAL	DAILY RATE
OF3	OF3-SF-OCFR-9	£81,081.96	£221.99
	OF3-SF-OCFR-8	£80,278.44	£219.79
	OF3-SF-OCFR-7	£79,474.68	£217.59
	OF3-SF-OCFR-6	£78,675.96	£215.41
	OF3-SF-OCFR-5	£77,877.24	£213.21
	OF3-SF-OCFR-4	£77,294.04	£211.62
	OF3-SF-OCFR-3	£76,269.84	£208.81
	OF3-SF-OCFR-2	£75,470.64	£206.63
	OF3-SF-OCFR-1	£74,671.92	£204.45
OF1 / OF2	OF1 / 2-SF-OCFR-15	£75,417.36	£206.48
	OF1 / 2-SF-OCFR-14	£74,985.72	£205.30
	OF1 / 2-SF-OCFR-13	£74,559.60	£204.13
	OF1 / 2-SF-OCFR-12	£73,481.64	£201.18
	OF1 / 2-SF-OCFR-11	£72,398.52	£198.22
	OF1 / 2-SF-OCFR-10	£71,315.40	£195.25
	OF1 / 2-SF-OCFR-9	£70,242.12	£192.31
	OF1 / 2-SF-OCFR-8	£69,154.20	£189.34
	OF1 / 2-SF-OCFR-7	£68,071.08	£186.36
	OF1 / 2-SF-OCFR-6	£67,223.16	£184.04
	OF1 / 2-SF-OCFR-5	£66,414.24	£181.83
	OF1 / 2-SF-OCFR-4	£65,596.32	£179.59
	OF1 / 2-SF-OCFR-3	£64,773.72	£177.34
	OF1 / 2-SF-OCFR-2	£63,955.20	£175.10
	OF1 / 2-SF-OCFR-1	£63,136.32	£172.86

**PART-TIME VOLUNTEER RESERVE (PTVR) VETERINARY OFFICER RATES 2024-25**

RANK	PTVR VETERINARY OFFICERS PAY RATES		
	INCREMENT	ANNUAL	DAILY RATE
OF4	VETS-OF4-5	£89,648.88	£245.45
	VETS-OF4-4	£88,305.84	£241.77
	VETS-OF4-3	£86,967.48	£238.11
	VETS-OF4-2	£85,620.12	£234.41
	VETS-OF4-1	£84,287.16	£230.77
OF2 / OF3	VETS-OF2 / 3-22	£81,851.76	£224.10
	VETS-OF2 / 3-21	£80,180.64	£219.52
	VETS-OF2 / 3-20	£78,504.48	£214.94
	VETS-OF2 / 3-19	£76,832.88	£210.36
	VETS-OF2 / 3-18	£75,166.80	£205.80
	VETS-OF2 / 3-17	£73,491.00	£201.21
	VETS-OF2 / 3-16	£71,824.68	£196.64
	VETS-OF2 / 3-15	£70,144.20	£192.04
	VETS-OF2 / 3-14	£68,487.60	£187.51
	VETS-OF2 / 3-13	£67,036.92	£183.54
	VETS-OF2 / 3-12	£65,605.80	£179.62
	VETS-OF2 / 3-11	£63,998.76	£175.22
	VETS-OF2 / 3-10	£62,386.08	£170.80
	VETS-OF2 / 3-9	£60,779.16	£166.40
	VETS-OF2 / 3-8	£59,181.48	£162.03
	VETS-OF2 / 3-7	£57,573.96	£157.63
	VETS-OF2 / 3-6	£55,966.92	£153.23
	VETS-OF2 / 3-5	£54,363.84	£148.84
	VETS-OF2 / 3-4	£52,756.92	£144.44
	VETS-OF2 / 3-3	£51,154.20	£140.05
VETS-OF2 / 3-2	£49,547.04	£135.65	
VETS-OF2 / 3-1	£46,347.12	£126.89	

**PART-TIME VOLUNTEER RESERVE (PTVR) CHAPLAIN OFFICERS RATES 2024-25**

RANK	PTVR CHAPLAIN OFFICERS PAY RATES		
	INCREMENT	CHAPLAINS	DAILY RATE
OF7	OF7-C-5	£126,181.80	£345.47
	OF7-C-4	£124,877.52	£341.89
	OF7-C-3	£123,589.68	£338.37
	OF7-C-2	£122,296.68	£334.83
	OF7-C-1	£121,003.08	£331.29
DCG	DCG-5	£108,565.32	£297.23
	DCG-4	£107,229.72	£293.58
	DCG-3	£105,894.00	£289.92
	DCG-2	£104,563.20	£286.28
	DCG-1	£103,232.88	£282.63
CLASS 1	C1-6	£100,339.32	£274.71
	C1-5	£99,008.52	£271.07
	C1-4	£97,672.44	£267.41
	C1-3	£96,341.40	£263.76
	C1-2	£94,471.68	£258.65
	C1-1	£92,601.36	£253.53
CLASS 2 - 4	C2 / 4-20	£83,796.84	£229.43
	C2 / 4-19	£82,199.40	£225.05
	C2 / 4-18	£80,567.40	£220.58
	C2 / 4-17	£78,930.60	£216.10
	C2 / 4-16	£77,304.12	£211.65
	C2 / 4-15	£75,672.00	£207.18
	C2 / 4-14	£74,044.80	£202.72
	C2 / 4-13	£72,413.16	£198.26
	C2 / 4-12	£70,785.84	£193.80
	C2 / 4-11	£69,153.96	£189.34
	C2 / 4-10	£67,527.00	£184.88
	C2 / 4-9	£65,900.16	£180.42
	C2 / 4-8	£64,263.24	£175.95
	C2 / 4-7	£62,641.20	£171.51
	C2 / 4-6	£61,009.44	£167.03
	C2 / 4-5	£59,382.36	£162.58
	C2 / 4-4	£57,745.68	£158.10
	C2 / 4-3	£56,123.64	£153.66
	C2 / 4-2	£54,481.56	£149.16
C2 / 4-1	£52,859.40	£144.72	

**PART-TIME VOLUNTEER RESERVE (PTVR) OTHER RANKS****SUPPLEMENTS 1 AND 2 RATES 2024-25**

RANK	PTVR OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 1	DAILY RATE	SUPPLEMENT 2	DAILY RATE
OR9	OR9-06	£56,922.36	£155.84	£56,922.36	£155.84
	OR9-05	£56,355.60	£154.30	£56,355.60	£154.30
	OR9-04	£55,737.24	£152.60	£55,737.24	£152.60
	OR9-03	£55,118.28	£150.91	£55,118.28	£150.91
	OR9-02	£54,807.36	£150.06	£54,807.36	£150.06
	OR9-01	£54,807.36	£150.06	£54,807.36	£150.06
OR7 / OR8	OR7-12 / OR8-06	£51,052.20	£139.78	£52,639.92	£144.12
	OR7-11 / OR8-05	£50,212.56	£137.48	£51,976.08	£142.31
	OR7-10 / OR8-04	£49,391.64	£135.23	£51,292.56	£140.43
	OR7-09 / OR8-03	£48,450.12	£132.65	£50,604.48	£138.55
	OR7-08 / OR8-02	£47,454.60	£129.93	£49,608.96	£135.82
	OR7-07 / OR8-01	£47,454.60	£129.93	£49,608.96	£135.82
	OR7-06	£46,456.56	£127.19	£48,357.84	£132.39
	OR7-05	£45,752.28	£125.27	£47,654.64	£130.47
	OR7-04	£45,079.20	£123.42	£46,981.68	£128.63
	OR7-03	£44,382.12	£121.52	£46,283.28	£126.71
	OR7-02	£43,720.44	£119.70	£45,519.12	£124.62
	OR7-01	£43,720.44	£119.70	£45,519.12	£124.62
OR6	OR6-06	£42,859.08	£117.34	£44,622.24	£122.17
	OR6-05	£41,856.60	£114.60	£43,541.28	£119.21
	OR6-04	£40,863.84	£111.88	£42,345.36	£115.93
	OR6-03	£39,884.16	£109.20	£41,257.20	£112.96
	OR6-02	£38,982.60	£106.73	£40,257.60	£110.22
	OR6-01	£38,982.60	£106.73	£40,257.60	£110.22
OR4	OR4-06	£37,122.60	£101.64	£38,337.00	£104.96
	OR4-05	£36,615.12	£100.24	£37,830.48	£103.57
	OR4-04	£36,135.24	£98.93	£37,333.32	£102.22
	OR4-03	£35,622.00	£97.52	£36,624.60	£100.28
	OR4-02	£34,720.08	£95.06	£35,701.68	£97.74
	OR4-01	£34,720.08	£95.06	£35,701.68	£97.74
OR2 / OR3	OR2-10 / OR3-03	£32,656.68	£89.41	£33,532.44	£91.80
	OR2-09 / OR3-02	£31,249.68	£85.55	£32,043.96	£87.73
	OR2-08 / OR3-01	£29,909.04	£81.89	£30,580.92	£83.73
	OR2-07	£28,649.76	£78.44	£29,199.00	£79.95
	OR2-06	£27,424.80	£75.09	£27,805.20	£76.13
	OR2-05	£26,466.36	£72.46	£26,483.52	£72.51
	OR2-04	£25,211.88	£69.03	£25,494.72	£69.80
	OR2-03	£23,718.48	£64.94	£23,718.48	£64.94
	OR2-02	£23,718.48	£64.94	£23,718.48	£64.94
OR2-01	£23,109.12	£63.27	£23,109.12	£63.27	
New Entrants	INITIAL PAY	£23,109.12	£63.27	£23,109.12	£63.27

**SUPPLEMENTS 3 AND 4 RATES 2024-25**

RANK	PTVR OTHER RANKS PAY RATES				
	INCREMENT	SUPPLEMENT 3	DAILY RATE	SUPPLEMENT 4	DAILY RATE
OR9	OR9-06	£56,922.36	£155.84	£58,431.36	£159.98
	OR9-05	£56,355.60	£154.30	£57,920.52	£158.58
	OR9-04	£55,737.24	£152.60	£57,378.24	£157.09
	OR9-03	£55,118.28	£150.91	£56,842.56	£155.63
	OR9-02	£54,830.52	£150.12	£56,379.72	£154.36
	OR9-01	£54,830.52	£150.12	£56,379.72	£154.36
OR7 / OR8	OR7-12 / OR8-06	£53,750.04	£147.16	£55,268.76	£151.32
	OR7-11 / OR8-05	£53,436.96	£146.31	£54,955.80	£150.46
	OR7-10 / OR8-04	£53,104.08	£145.39	£54,622.08	£149.55
	OR7-09 / OR8-03	£52,732.56	£144.38	£54,224.76	£148.46
	OR7-08 / OR8-02	£52,002.84	£142.38	£53,667.00	£146.94
	OR7-07 / OR8-01	£52,002.84	£142.38	£53,667.00	£146.94
	OR7-06	£50,599.92	£138.54	£52,232.16	£143.00
	OR7-05	£49,623.00	£135.86	£51,439.68	£140.84
	OR7-04	£48,774.12	£133.54	£50,590.68	£138.51
	OR7-03	£47,947.32	£131.27	£49,765.32	£136.25
	OR7-02	£47,121.72	£129.01	£48,984.48	£134.12
OR7-01	£47,121.72	£129.01	£48,984.48	£134.12	
OR6	OR6-06	£46,152.72	£126.36	£47,951.88	£131.28
	OR6-05	£45,024.60	£123.27	£46,746.60	£127.98
	OR6-04	£43,951.56	£120.33	£45,586.56	£124.81
	OR6-03	£42,921.00	£117.52	£44,439.96	£121.67
	OR6-02	£41,914.20	£114.75	£43,219.80	£118.32
	OR6-01	£41,914.20	£114.75	£43,219.80	£118.32
OR4	OR4-06	£39,914.52	£109.28	£41,079.12	£112.47
	OR4-05	£39,220.56	£107.38	£40,292.76	£110.31
	OR4-04	£38,432.04	£105.22	£39,372.00	£107.79
	OR4-03	£37,608.00	£102.96	£38,492.40	£105.39
	OR4-02	£36,657.00	£100.36	£37,542.60	£102.78
	OR4-01	£36,657.00	£100.36	£37,542.60	£102.78
OR2 / OR3	OR2-10 / OR3-03	£34,219.08	£93.69	£34,868.04	£95.47
	OR2-09 / OR3-02	£32,650.68	£89.40	£33,211.56	£90.93
	OR2-08 / OR3-01	£31,159.20	£85.31	£31,685.04	£86.75
	OR2-07	£29,777.16	£81.52	£30,144.96	£82.53
	OR2-06	£28,281.96	£77.43	£28,635.84	£78.40
	OR2-05	£26,863.80	£73.55	£27,217.92	£74.52
	OR2-04	£25,788.84	£70.60	£25,788.84	£70.60
	OR2-03	£23,718.48	£64.94	£23,718.36	£64.94
	OR2-02	£23,718.48	£64.94	£23,718.36	£64.94
OR2-01	£23,109.12	£63.27	£23,109.12	£63.27	
New Entrants	INITIAL PAY	£23,109.12	£63.27	£23,109.12	£63.27

**PART-TIME VOLUNTEER RESERVE (PTVR) NURSING OTHER RANKS RATES 2024-25**

<b>PTVR NURSES OTHER RANKS PAY RATES</b>			
<b>RANK</b>	<b>INCREMENT</b>	<b>ANNUAL RATE</b>	<b>DAILY RATE</b>
<b>OR9</b>	<b>OR9-06</b>	£59,160.24	£161.97
	<b>OR9-05</b>	£58,547.28	£160.29
	<b>OR9-04</b>	£57,933.96	£158.61
	<b>OR9-03</b>	£57,320.52	£156.93
	<b>OR9-02</b>	£56,732.04	£155.33
	<b>OR9-01</b>	£56,732.04	£155.33
<b>OR7 / OR8</b>	<b>OR7-12 / OR8-06</b>	£55,614.12	£152.26
	<b>OR7-11 / OR8-05</b>	£54,826.08	£150.11
	<b>OR7-10 / OR8-04</b>	£54,037.68	£147.95
	<b>OR7-09 / OR8-03</b>	£53,249.04	£145.79
	<b>OR7-08 / OR8-02</b>	£52,485.48	£143.69
	<b>OR7-07 / OR8-01</b>	£52,485.48	£143.69
	<b>OR7-06</b>	£51,451.32	£140.87
	<b>OR7-05</b>	£50,654.88	£138.68
	<b>OR7-04</b>	£49,859.16	£136.51
	<b>OR7-03</b>	£49,063.20	£134.33
	<b>OR7-02</b>	£48,267.00	£132.14
<b>OR7-01</b>	£48,267.00	£132.14	
<b>OR6</b>	<b>OR6-06</b>	£47,294.40	£129.49
	<b>OR6-05</b>	£46,409.40	£127.06
	<b>OR6-04</b>	£45,524.64	£124.64
	<b>OR6-03</b>	£44,640.00	£122.22
	<b>OR6-02</b>	£43,767.12	£119.83
	<b>OR6-01</b>	£43,767.12	£119.83
<b>OR4</b>	<b>OR4-06</b>	£41,679.00	£114.11
	<b>OR4-05</b>	£40,593.72	£111.14
	<b>OR4-04</b>	£39,507.72	£108.17
	<b>OR4-03</b>	£38,421.48	£105.19
	<b>OR4-02</b>	£37,336.08	£102.22
	<b>OR4-01</b>	£37,336.08	£102.22
<b>OR2 / OR3</b>	<b>OR2-10 / OR3-03</b>	£35,604.60	£97.48
	<b>OR2-09 / OR3-02</b>	£33,877.44	£92.75
	<b>OR2-08 / OR3-01</b>	£32,150.40	£88.02
	<b>OR2-07</b>	£30,423.84	£83.30
	<b>OR2-06</b>	£28,696.80	£78.57
	<b>OR2-05</b>	£26,969.76	£73.84
	<b>OR2-04</b>	£25,507.80	£69.84
	<b>OR2-03</b>	£23,780.88	£65.11
	<b>OR2-02</b>	£23,780.88	£65.11
<b>OR2-01</b>	£23,109.12	£63.27	
<b>New Entrants</b>	<b>INITIAL PAY</b>	£23,109.12	£63.27

**PART-TIME VOLUNTEER RESERVE (PTVR) SF OTHER RANKS RATES 2024-25**

<b>PTVR SF OTHER RANKS PAY RATES</b>				
<b>RANK</b>	<b>INCREMENT</b>	<b>ANNUAL RATE</b>	<b>DAILY RATE</b>	
<b>OR9</b>	<b>OR9-06</b>	£71,055.60	£194.54	
	<b>OR9-05</b>	£70,368.12	£192.65	
	<b>OR9-04</b>	£69,680.28	£190.77	
	<b>OR9-03</b>	£68,992.80	£188.89	
	<b>OR9-02</b>	£68,304.96	£187.01	
	<b>OR9-01</b>	£67,643.52	£185.20	
<b>OR8</b>	<b>OR8-06</b>	£66,310.68	£181.55	
	<b>OR8-05</b>	£65,558.88	£179.49	
	<b>OR8-04</b>	£64,807.32	£177.43	
	<b>OR8-03</b>	£64,055.52	£175.37	
	<b>OR8-02</b>	£63,303.84	£173.31	
	<b>OR8-01</b>	£62,577.72	£171.33	
<b>OR7</b>	<b>OR7-06</b>	£61,344.72	£167.95	
	<b>OR7-05</b>	£60,593.04	£165.89	
	<b>OR7-04</b>	£59,841.60	£163.84	
	<b>OR7-03</b>	£59,089.92	£161.78	
	<b>OR7-02</b>	£58,338.12	£159.73	
	<b>OR7-01</b>	£57,611.64	£157.73	
<b>OR6</b>	<b>OR6-06</b>	£56,476.32	£154.62	
	<b>OR6-05</b>	£55,903.56	£153.06	
	<b>OR6-04</b>	£55,330.80	£151.48	
	<b>OR6-03</b>	£54,757.92	£149.92	
	<b>OR6-02</b>	£54,185.04	£148.35	
	<b>OR6-01</b>	£53,665.56	£146.93	
<b>OR4</b>	<b>OR4-06</b>	£51,105.24	£139.92	
	<b>OR4-05</b>	£50,354.04	£137.86	
	<b>OR4-04</b>	£49,601.64	£135.81	
	<b>OR4-03</b>	£48,850.20	£133.75	
	<b>OR4-02</b>	£48,098.88	£131.69	
	<b>OR4-01</b>	£47,346.48	£129.62	
	<b>OR3</b>	<b>£46,263.12</b>	<b>£46,263.12</b>	<b>£126.66</b>
<b>OR2</b>		<b>£45,586.44</b>	<b>£45,586.44</b>	<b>£124.81</b>
		<b>£44,909.88</b>	<b>£44,909.88</b>	<b>£122.95</b>
		<b>£44,233.20</b>	<b>£44,233.20</b>	<b>£121.11</b>
		<b>£43,556.04</b>	<b>£43,556.04</b>	<b>£119.25</b>
		<b>£42,879.36</b>	<b>£42,879.36</b>	<b>£117.40</b>
		<b>£42,202.80</b>	<b>£42,202.80</b>	<b>£115.54</b>
		<b>£41,525.88</b>	<b>£41,525.88</b>	<b>£113.69</b>
		<b>£40,848.84</b>	<b>£40,848.84</b>	<b>£111.84</b>
	<b>£40,172.16</b>	<b>£40,172.16</b>	<b>£109.99</b>	

**PRE-CAREER OF0 (ZERO RATED FOR X-FACTOR) RATES 2024-25**

INCREMENTS	ARMY GAP YEAR COMMISSIONS	UNIVERSITY CADETS <sup>10</sup>		FULL-TIME UNIVERSITY CADET ENTRANTS (Including RN UCEs)
	ANNUAL RATE	ANNUAL	DAILY RATES	ANNUAL RATE
OF0-3				£25,359.84
OF0-2	£23,084.40	£23,084.40	£63.20	£23,084.40
OF0-1		£19,668.12	£53.85	£19,668.12

**UNIVERSITY ROYAL NAVAL UNIT (URNU) TRAINING OFFICER AND URNU<sup>11</sup> CHAPLAIN VOLUNTEER ALLOWANCE RATES 2024-2025<sup>12</sup>**

	Levels	Daily Rates of Volunteer Allowance
OF2 (URNU) / Chaplain (URNU) <sup>13</sup>	Year 8+	£143.24
	Year 7	£139.50
	Year 6	£135.78
	Year 5	£132.04
	Year 4	£128.31
	Year 3	£124.58
	Year 2	£120.85
	Year 1	£120.85
OF1 (URNU) <sup>14</sup>	Year 5+	£104.58
	Year 4	£101.34
	Year 3	£98.10
	Year 2	£94.86
	Year 1	£79.34

<sup>10</sup> Includes University Officer Training Corps (UOTC), University Air Squadron (UAS) and University Royal Navy Reserve Unit (URNU)

<sup>11</sup> Ordained Ministers of the Church (or other faiths) are paid as OF2s.

<sup>12</sup> These are RN rates and as such are controlled by the RN.

<sup>13</sup> These OF2 payments are temporarily being delivered on JPA by placing them in that rank on the main officer pay spine on a Home Commitment engagement.

<sup>14</sup> These OF1 payments are temporarily being delivered on JPA by placing them in that rank on the main officer pay spine on a Home Commitment engagement.

**CADET FORCE ADULT VOLUNTEERS<sup>15</sup> 2024-25**

<b>Officers</b>	<b>Daily Rates of Volunteer Allowance</b>
Midshipman (SCC) and Acting 2 <sup>nd</sup> Lieutenant (RM), OF1 (CCF) On appointment	£37.26
Acting Sub Lieutenant (SCC), 2 <sup>nd</sup> Lieutenant (RM), 2 <sup>nd</sup> Lieutenant (ACF) & Pilot Officer (ATC), OF1 (CCF) On appointment	£78.30
Sub Lieutenant (SCC), Lieutenant (RM), Lieutenant (ACF) & Flying Officer (ATC), OF1 (CCF) On appointment	£94.08
Lieutenant (SCC), Captain (RM), Captain (ACF) & Flight Lieutenant Officer (ATC), OF2 (CCF), Chaplains (CF4) On appointment	£120.60
Lieutenant Commander (SCC), Major (RM), Major (ACF) & Squadron Leader (ATC), OF3(CCF), Chaplains (CF3) On appointment	£151.91
Commander (SCC), Lieutenant Colonel (RM), Lieutenant Colonel (ACF) & Wing Commander (ATC), OF4 (CCF) On appointment	£213.24
<b>Other Ranks</b>	
Probationary Petty Officers (SCC) & Probationary Sergeant (RM), OR6 (CCF) On appointment	£37.26
Sergeant Instructor (ACF) & Adult Sergeant Instructors (ATC), OR6 (CCF) On appointment	£73.68
Staff Sergeant Instructors (ACF) & Adult Flight Sergeant Instructors (ATC), OR7 (CCF) On appointment	£79.10
Petty Officers (SCC), Sergeant (RM), Sergeant Major Instructor (ACF) On appointment	£87.04
Chief Petty Officers (SCC), Colour Sergeant (RM), Regimental Sergeant Major Instructor (ACF), Adult Warrant Officers (ATC) On appointment	£92.03
<b>School Staff Instructors (SSI) of the CCF (any rank)</b>	<b>£87.04</b>

<sup>15</sup> Responsibility for the setting of VA rates and their payment to Cadet Force Adult Volunteers in the Sea Cadet Corps (SCC) lies with the Marine Society and Sea Cadets (MSSC). Therefore, the rates shown are for illustrative purposes only.

**DMS REGULAR MEDICAL AND DENTAL OFFICERS RATES OF PAY 2024-25**

**OF7-OF8**

RANK	REGULAR MEDICAL AND DENTAL OFFICERS	
	INCREMENT	MODOs
OF8	OF8 IL1	£199,244.64
OF7	OF7 IL1	£190,001.40

**HIGHER MEDICAL MANAGEMENT<sup>16</sup>**

RANK	REGULAR MEDICAL AND DENTAL OFFICERS	
	INCREMENT	MODOs
OF6	OF6 IL7	£178,332.12
	OF6 IL6	£176,850.84
	OF6 IL5	£175,374.60
	OF6 IL4	£173,883.12
	OF6 IL3	£172,396.68
	OF6 IL2	£170,925.36
	OF6 IL1	£169,434.12
OF5	OF5 IL15	£167,149.80
	OF5 IL14	£166,219.80
	OF5 IL13	£165,276.96
	OF5 IL12	£164,337.96
	OF5 IL11	£163,404.00
	OF5 IL10	£162,464.88
	OF5 IL9	£161,515.80
	OF5 IL8	£160,581.96
	OF5 IL7	£159,643.08
	OF5 IL6	£158,237.04
	OF5 IL5	£156,836.16
	OF5 IL4	£155,420.04
	OF5 IL3	£154,019.40
	OF5 IL2	£152,618.16
	OF5 IL1	£151,202.40

<sup>16</sup> The final selection of PQO candidates to the HMM cadre was completed on 30 Jun 2010. OF5 HMM pay rates therefore only apply to those selected and who took up post on or prior to 4 July 2011 – [2010DIN01-125 dated 30 June 2010](#) refers.

**REGULAR CONSULTANTS AND ACCREDITED & NON-ACCREDITED GMPs/GDPs**

OF3-5 INCREMENTS	CONSULTANTS	ACCREDITED GENERAL MEDICAL/ DENTAL PRACTITIONER (GMP/GDP)	NON-ACCREDITED GMP/GDP
		Annual	
OF3-5 IL35	£173,979.96	£162,397.08	
OF3-5 IL34	£173,321.28	£161,782.32	
OF3-5 IL33	£172,665.12	£161,169.84	
OF3-5 IL32	£172,011.48	£160,559.88	
OF3-5 IL31	£171,679.92	£160,060.20	
OF3-5 IL30	£171,353.64	£159,678.48	
OF3-5 IL29	£171,017.28	£159,056.76	
OF3-5 IL28	£170,690.28	£158,557.80	
OF3-5 IL27	£170,032.68	£158,053.08	
OF3-5 IL26	£169,374.84	£157,665.96	
OF3-5 IL25	£168,717.12	£157,049.40	
OF3-5 IL24	£167,120.64	£156,540.00	
OF3-5 IL23	£165,528.84	£156,040.56	
OF3-5 IL22	£162,244.56	£155,531.16	
OF3-5 IL21	£160,416.24	£155,031.48	
OF3-5 IL20	£158,594.04	£154,522.20	
OF3-5 IL19	£156,765.12	£152,176.32	£115,938.72
OF3-5 IL18	£154,948.44	£151,587.12	£114,777.24
OF3-5 IL17	£152,642.88	£150,886.80	£113,615.64
OF3-5 IL16	£150,349.08	£150,156.96	£112,449.24
OF3-5 IL15	£148,318.92	£149,434.44	£111,410.76
OF3-5 IL14	£146,283.84	£148,704.84	£110,388.48
OF3-5 IL13	£144,258.84	£147,981.72	£109,355.28
OF3-5 IL12	£142,228.92	£147,336.36	£108,322.32
OF3-5 IL11	£137,766.72	£144,012.00	£107,295.12
OF3-5 IL10	£133,314.36	£143,371.32	£106,266.84
OF3-5 IL9	£128,862.84	£142,632.84	£105,028.32
OF3-5 IL8	£124,909.32	£141,900.12	£102,942.00
OF3-5 IL7	£120,945.84	£141,161.88	£100,850.52
OF3-5 IL6	£116,976.96	£137,733.84	£99,365.40
OF3-5 IL5	£113,258.40	£135,865.08	£97,895.88
OF3-5 IL4	£111,813.24	£133,985.88	£96,420.96
OF3-5 IL3	£110,337.72	£132,117.12	£94,946.40
OF3-5 IL2	£105,448.68	£130,237.56	£90,007.56
OF3-5 IL1	£100,609.68	£126,680.76	£85,099.92

OF2 INCREMENTS	ACCREDITED	NON-ACCREDITED
	ANNUAL	
OF2 IL5	£96,127.20	£78,871.44
OF2 IL4	£94,198.56	£76,883.40
OF2 IL3	£92,275.68	£74,883.96
OF2 IL2	£90,342.12	£72,900.48
OF2 IL1	£88,413.96	£70,927.68

OF1 INCREMENT	ALL MODOS
	ANNUAL
OF1 IL1	£53,948.28

**DMS RESERVES MEDICAL AND DENTAL OFFICERS RATES OF PAY 2024-25**

<b>CONSULTANTS</b>				
<b>Increments</b>	<b>Full Commitment 14.5% X-Factor</b>	<b>Limited Commitment 5% X-Factor</b>		<b>Home Commitment 0% X-Factor</b>
	<b>Annual</b>	<b>Annual</b>	<b>PTVR Daily</b>	<b>Annual</b>
OF3-5 IL35	£173,979.96	£162,530.88	£444.98	£158,570.28
OF3-5 IL34	£173,321.28	£161,872.20	£443.18	£157,911.60
OF3-5 IL33	£172,665.12	£161,216.04	£441.38	£157,255.44
OF3-5 IL32	£172,011.48	£160,562.40	£439.59	£156,601.80
OF3-5 IL31	£171,679.92	£160,230.84	£438.68	£156,270.24
OF3-5 IL30	£171,353.64	£159,904.56	£437.79	£155,943.96
OF3-5 IL29	£171,017.28	£159,568.20	£436.87	£155,607.60
OF3-5 IL28	£170,690.28	£159,241.20	£435.98	£155,280.60
OF3-5 IL27	£170,032.68	£158,583.60	£434.17	£154,623.00
OF3-5 IL26	£169,374.84	£157,925.76	£432.37	£153,965.16
OF3-5 IL25	£168,717.12	£157,268.04	£430.57	£153,307.44
OF3-5 IL24	£167,120.64	£155,671.56	£426.20	£151,710.96
OF3-5 IL23	£165,528.84	£154,079.76	£421.84	£150,119.16
OF3-5 IL22	£162,244.56	£148,263.72	£405.93	£141,698.28
OF3-5 IL21	£160,416.24	£146,667.00	£401.56	£140,101.56
OF3-5 IL20	£158,594.04	£145,075.56	£397.20	£138,510.12
OF3-5 IL19	£156,765.12	£143,478.24	£392.83	£136,912.80
OF3-5 IL18	£154,948.44	£141,891.60	£388.48	£135,326.16
OF3-5 IL17	£152,642.88	£139,878.00	£382.97	£133,312.56
OF3-5 IL16	£150,349.08	£137,874.72	£377.49	£131,309.28
OF3-5 IL15	£148,318.92	£136,012.92	£372.38	£129,536.16
OF3-5 IL14	£146,283.84	£134,146.80	£367.27	£127,758.84
OF3-5 IL13	£144,258.84	£132,289.80	£362.19	£125,990.28
OF3-5 IL12	£142,228.92	£130,428.24	£357.09	£124,217.40
OF3-5 IL11	£137,766.72	£126,336.24	£345.89	£120,320.28
OF3-5 IL10	£133,314.36	£122,253.36	£334.71	£116,431.80
OF3-5 IL9	£128,862.84	£118,171.08	£323.54	£112,543.92
OF3-5 IL8	£124,909.32	£114,545.76	£313.61	£109,091.16
OF3-5 IL7	£120,945.84	£110,910.96	£303.66	£105,629.52
OF3-5 IL6	£116,976.96	£107,271.48	£293.70	£102,163.32
OF3-5 IL5	£113,258.40	£103,861.44	£284.36	£98,915.64
OF3-5 IL4	£111,813.24	£102,536.16	£280.73	£97,653.48
OF3-5 IL3	£110,337.72	£101,183.04	£277.02	£96,364.80
OF3-5 IL2	£105,448.68	£96,699.72	£264.75	£92,094.96
OF3-5 IL1	£100,609.68	£92,262.12	£252.60	£87,868.68

ACCREDITED GENERAL MEDICAL AND DENTAL PRACTITIONERS					
Rank	Increments	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
		Annual	Annual	PTVR Daily	Annual
OF3-5	OF3-5 IL35	£162,397.08	£151,581.36	£415.01	£147,624.96
	OF3-5 IL34	£161,782.32	£150,966.60	£413.32	£147,010.20
	OF3-5 IL33	£161,169.84	£150,354.12	£411.65	£146,397.72
	OF3-5 IL32	£160,559.88	£149,744.16	£409.98	£145,787.76
	OF3-5 IL31	£160,060.20	£149,244.48	£408.61	£145,288.08
	OF3-5 IL30	£159,678.48	£148,862.76	£407.56	£144,906.36
	OF3-5 IL29	£159,056.76	£148,241.04	£405.86	£144,284.64
	OF3-5 IL28	£158,557.80	£147,742.08	£404.49	£143,785.68
	OF3-5 IL27	£158,053.08	£147,237.36	£403.11	£143,280.96
	OF3-5 IL26	£157,665.96	£146,850.24	£402.05	£142,893.84
	OF3-5 IL25	£157,049.40	£146,233.68	£400.36	£142,277.28
	OF3-5 IL24	£156,540.00	£145,724.28	£398.97	£141,767.88
	OF3-5 IL23	£156,040.56	£145,224.84	£397.60	£141,268.44
	OF3-5 IL22	£155,531.16	£142,392.12	£389.85	£135,835.08
	OF3-5 IL21	£155,031.48	£141,955.68	£388.65	£135,398.64
	OF3-5 IL20	£154,522.20	£141,510.96	£387.43	£134,953.92
	OF3-5 IL19	£152,176.32	£139,462.08	£381.82	£132,905.04
	OF3-5 IL18	£151,587.12	£138,947.52	£380.42	£132,390.48
	OF3-5 IL17	£150,886.80	£138,335.88	£378.74	£131,778.84
	OF3-5 IL16	£150,156.96	£137,698.44	£377.00	£131,141.40
	OF3-5 IL15	£149,434.44	£137,035.92	£375.19	£130,510.44
	OF3-5 IL14	£148,704.84	£136,366.92	£373.35	£129,873.24
	OF3-5 IL13	£147,981.72	£135,703.80	£371.53	£129,241.68
	OF3-5 IL12	£147,336.36	£135,111.96	£369.92	£128,678.04
	OF3-5 IL11	£144,012.00	£132,063.36	£361.57	£125,774.64
	OF3-5 IL10	£143,371.32	£131,475.84	£359.96	£125,215.08
	OF3-5 IL9	£142,632.84	£130,798.68	£358.10	£124,570.20
	OF3-5 IL8	£141,900.12	£130,126.80	£356.27	£123,930.24
	OF3-5 IL7	£141,161.88	£129,449.76	£354.42	£123,285.48
	OF3-5 IL6	£137,733.84	£126,306.24	£345.81	£120,291.60
OF3-5 IL5	£135,865.08	£124,592.40	£341.11	£118,659.48	
OF3-5 IL4	£133,985.88	£122,869.20	£336.40	£117,018.24	
OF3-5 IL3	£132,117.12	£121,155.48	£331.71	£115,386.12	
OF3-5 IL2	£130,237.56	£119,431.92	£326.99	£113,744.64	
OF3-5 IL1	£126,680.76	£116,170.08	£318.06	£110,638.20	
OF2	OF2 IL5	£96,127.20	£88,151.64	£241.34	£83,953.92
	OF2 IL4	£94,198.56	£86,382.96	£236.50	£82,269.48
	OF2 IL3	£92,275.68	£84,619.56	£231.67	£80,590.08
	OF2 IL2	£90,342.12	£82,846.56	£226.82	£78,901.44
	OF2 IL1	£88,413.96	£81,078.36	£221.98	£77,217.48

**NON-ACCREDITED MEDICAL AND DENTAL OFFICERS**

Rank	Increments	Full Commitment 14.5% X-Factor	Limited Commitment 5% X-Factor		Home Commitment 0% X-Factor
		Annual	Annual	Daily	Annual
OF3-5	OF3-5 IL19	£115,938.72	£106,166.88	£290.67	£101,256.48
	OF3-5 IL18	£114,777.24	£105,152.52	£287.89	£100,242.12
	OF3-5 IL17	£113,615.64	£104,138.04	£285.11	£99,227.64
	OF3-5 IL16	£112,449.24	£103,119.36	£282.32	£98,208.96
	OF3-5 IL15	£111,410.76	£102,167.16	£279.72	£97,302.00
	OF3-5 IL14	£110,388.48	£101,229.72	£277.15	£96,409.20
	OF3-5 IL13	£109,355.28	£100,282.20	£274.55	£95,506.80
	OF3-5 IL12	£108,322.32	£99,334.92	£271.96	£94,604.64
	OF3-5 IL11	£107,295.12	£98,392.92	£269.39	£93,707.52
	OF3-5 IL10	£106,266.84	£97,449.96	£266.81	£92,809.44
	OF3-5 IL9	£105,028.32	£96,314.16	£263.70	£91,727.76
	OF3-5 IL8	£102,942.00	£94,401.00	£258.46	£89,905.68
	OF3-5 IL7	£100,850.52	£92,483.04	£253.21	£88,079.04
	OF3-5 IL6	£99,365.40	£91,121.04	£249.48	£86,781.96
	OF3-5 IL5	£97,895.88	£89,773.44	£245.78	£85,498.56
	OF3-5 IL4	£96,420.96	£88,421.04	£242.09	£84,210.48
	OF3-5 IL3	£94,946.40	£87,068.76	£238.38	£82,922.64
	OF3-5 IL2	£90,007.56	£82,539.72	£225.98	£78,609.24
OF3-5 IL1	£85,099.92	£78,039.24	£213.66	£74,323.08	
OF2	OF2 IL5	£78,871.44	£72,327.48	£198.02	£68,883.36
	OF2 IL4	£76,883.40	£70,504.44	£193.03	£67,147.08
	OF2 IL3	£74,883.96	£68,670.84	£188.01	£65,400.84
	OF2 IL2	£72,900.48	£66,852.00	£183.03	£63,668.52
	OF2 IL1	£70,927.68	£65,042.88	£178.08	£61,945.56
OF1	OF1 IL1	£53,948.28	£49,472.28	£135.45	£47,116.44

**DMS MODO CADETS RATES OF PAY 2024-25<sup>17</sup>**

<b>Sub-Lieutenant, Second Lieutenant, Pilot Officer and Medical Cadets</b>	<b>Annual</b>
<b>After 2 Years in Rank</b>	£25,922.88
<b>After 1 Year in Rank</b>	£23,522.64
<b>On Appointment</b>	£21,133.44

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<sup>17</sup> MODO Cadets are not deployable during their studies and so their pay is zero-rated for X-Factor. However, due to a JPA technical issue an element of X-Factor is erroneously identified on JPA (and pay slips).

**RECRUITMENT AND RETENTION, AND OTHER RECOGNITION PAYMENTS****RECRUITMENT & RETENTION PAYMENT (FLYING) (RRP(F))**

	2024
	Daily Rate
<b>Officers</b>	
<b>Officer aircrew (trained)</b>	
<b>Trained Army NCO Pilots and Officer Aircrew in the rank of Squadron Leader and below</b>	
<i>Tier 1</i>	£13.77
<i>Tier 2</i>	
Rate 1	£45.61
Rate 2	£49.06
Rate 3	£56.82
Rate 4	£60.26
Rate 5	£61.98
Rate 6	£63.67
Rate 7	£66.10
<b>Wing Commander</b>	
On appointment	£51.24
After 6 years	£48.02
After 8 years	£44.82
<b>Group Captain</b>	
On appointment	£39.23
After 2 years	£36.80
After 4 years	£34.41
After 6 years	£30.39
After 8 years	£26.38
<b>Air Commodore</b>	
	£16.01
<b>RAF specialist aircrew</b>	
<b>Flight Lieutenants (not Branch Officers)</b>	
On designation as specialist aircrew	£60.80
After 1 year as specialist aircrew	£61.66
After 2 years as specialist aircrew	£63.24
After 3 years as specialist aircrew	£64.00
After 4 years as specialist aircrew	£64.84
After 5 years as specialist aircrew	£66.43
After 6 years as specialist aircrew	£67.24
After 7 years as specialist aircrew	£68.05
After 8 years as specialist aircrew	£69.62
After 9 years as specialist aircrew	£70.43
After 10 years as specialist aircrew	£71.22
After 11 years as specialist aircrew	£72.83
After 12 years as specialist aircrew	£73.64
After 13 years as specialist aircrew	£75.26
After 14 years as specialist aircrew	£76.03
After 15 years as Specialist aircrew	£76.82
After 16 years as specialist aircrew	£79.25
<b>Branch Officers</b>	
On designation as specialist aircrew	£49.65
After 5 years as specialist aircrew	£55.24

<b>Ground Branch Officer aircrew (trained) and aircrew under transitional arrangement in the rank of Squadron Leader and below</b>	
<b>RM and Army pilot qualified as aircraft commanders</b>	
Initial rate	£18.38
Middle rate	£31.22
Top rate	£49.65
Enhanced Rate (Pilots after 4 years at Top Rate)	£58.43
Enhanced Rate (WSOs and Observers after 4 years at Top Rate)	£55.24
<b>Non-commission aircrew (trained) RN/RM, Army and RAF aircrewmembers</b>	
Initial rate	£9.60
Middle rate	£20.03
Top rate	£26.38

### **RECRUITMENT & RETENTION PAYMENT (FLYING CREW) (RRP(FC))**

	<b>2024</b>
	<b>Daily Rate</b>
Lower Rate	£6.23
Higher Rate	£10.10

### **RECRUITMENT & RETENTION PAYMENT (DIVING) (RRP(D))**

	<b>2024</b>
	<b>Daily Rate</b>
Category 2: RN: Clearance Divers (AB2); Army: AD2 – up to but not including OF4	£10.43
Category 3: RN: Clearance Divers (AB1); Army: AD1 up to but not including OF4	£14.12
Category 3a: RN: Other Ranks in Category 3 above	£9.27
Category 4: RN: Clearance Divers (LH) and above; Army: ADS	£24.48
Category 4a: RN: NCOs in Category 4 above.	£9.27
Category 5: RN: SNCOs and MCDOs / CDOs (up to and including rank of Cdr)	
There are 3 levels of Category 5:	
On appointment	£34.90
After 3 years	£37.88
After 5 years	£40.09
Category 5a: RN: SNCOs and MCDOs / CDOs in Category 5 above	£13.59
Category 5b: When qualified to Category 5 standards and on completion of the JS EOD 0801 Course, or DEOC 0052 (CMD only) or the DEOC CMD 0064 and the 0808 Course (RN UW Advanced EOD)	£6.04

**RECRUITMENT & RETENTION PAYMENT (SUBMARINE) (RRP(SM))**

	<b>2024</b>
	<b>Daily Rate</b>
Level 1 - payable on qualification	£16.01
Level 2 - payable after 5 years on Level 1	£20.80
Level 3 - payable after 5 years on Level 2	£24.80
Level 4 - payable after 5 years on Level 3	£28.03
Level 5 - payable to Officers on successful completion of Submarine Command Course, Engineer Officers in Operational Charge Qualified positions and Warrant Officers 1 assigned to a submarine	£35.20
<b>Submarine Supplements</b>	
Harbour Rate	£6.41
Sea Rate	£19.22
<b>RRP(SM) Engineer Officers' Supplement</b>	
Level 1: pre-charge assignments in submarines	£12.82
Level 2: charge assignments in submarines	£25.64

**RECRUITMENT & RETENTION PAYMENT (WEAPON ENGINEER SUBMARINE) (RRP(WESM))**

	<b>2024</b>
	<b>Daily Rate</b>
Category 1 - OR4	£3.76
Category 2 - OR6	£15.08
Category 3 - OR7-9	£25.13

**RECRUITMENT & RETENTION PAYMENT (NUCLEAR PROPULSION) (RRP(NP))**

	<b>2024</b>
	<b>Daily Rate</b>
ORs Category C	£3.84
ORs Category B	£7.70
ORs Category B2	£15.39
ORs Category A2	£51.26
Category A1 Watchkeeper - MESM Officer - Charge and post Charge	£25.39
Category A1 Watchkeeper - MESM Officer - Pre Charge	£15.23

**RECRUITMENT & RETENTION PAYMENT (HYDROGRAPHIC) (RRP(H))**

	<b>2024</b>
	<b>Daily Rate</b>
OF: H Ch and Command Qualification Two (CQ2)	£17.30
OF: On attaining Charge qualification (H Ch)	£14.60
OF: Surveyor 1st Class (H1) (completion of HM103 course) OR: On promotion to OR7	£11.69
OR: On promotion to OR6 and completion of HM100 course	£8.09
OF: Surveyor 2nd Class (H2) (completion of HM100 course) OR: On promotion to OR4 & completion of HM202 course	£7.00
OR: On completion of Initial Hydrographic Training	£4.29

**RECRUITMENT & RETENTION PAYMENT (MOUNTAIN LEADERS) (RRP(ML))**

	<b>2024</b>
	<b>Daily Rate</b>
Initial	£21.04
Enhanced	£25.18

**RECRUITMENT & RETENTION PAYMENT (PARACHUTE JUMP INSTRUCTOR) (RRP(PJI))**

	<b>2024</b>
	<b>Daily Rate</b>
Less than 8 years' experience	£10.09
8 or more years' experience	£15.70
Joint Air Delivery Test & Evaluation Unit Supplement	£4.12

**RECRUITMENT & RETENTION PAYMENT (PARACHUTE) (RRP(P))**

	<b>2024</b>
	<b>Daily Rate</b>
Basic Rate	£6.83
High Altitude Rate	£12.87

**RECRUITMENT & RETENTION PAYMENT (EXPLOSIVE ORDNANCE DISPOSAL OPERATORS) (RRP(EOD))**

	<b>2024</b>
	<b>Daily Rate</b>
2 Defence EOD Operators	£21.63
2a Advanced EOD Operators	£28.81
3 Advanced Manual Techniques Operators	£36.80

**RECRUITMENT & RETENTION PAYMENT (NURSING) (RRP(N))**

	<b>2024</b>
	<b>Daily Rate</b>
Specialist nurses who acquire the specified academic qualification of specialist practice (Defence Nursing Operational Competency Framework (DNOCF) Level 3)	£13.61

**RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES COMMUNICATIONS) (RRP(SFC))**

	<b>2024</b>
	<b>Daily Rate</b>
Level 1	£23.21
Level 2	£27.22

**RECRUITMENT & RETENTION PAYMENT (SPECIAL COMMUNICATIONS) (RRP(SC))**

	<b>2024</b>
	<b>Daily Rate</b>
Level 1	£15.23

**RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES) (RRP(SF))**

	<b>2024</b>
	<b>Daily Rate</b>
<b>Officers</b>	
Level 1 – On Appointment	£50.54
Level 2 – After 3 years	£59.12
Level 3 – After 6 years	£64.55
Level 4 – After 9 years	£70.36
<b>Other Ranks</b>	
Level 1 – On Appointment	£24.90
Level 2 – After 3 years	£34.99
Level 3 – After 6 years	£40.45
Level 4 – After 9 years	£48.23
Level 5 – After 12 years	£52.89
Level 6 – After 15 years	£59.12
Level 7 – After 18 years	£64.55
Level 8 – After 21 years	£70.36
Level 9 – After 24 years	£75.28
Level 10 – After 27 years	£79.04

**RECRUITMENT & RETENTION PAYMENT (SPECIAL FORCES SWIMMER DELIVERY VEHICLE) (RRP(SF SDV))**

	<b>2024</b>
	<b>Daily Rate</b>
Level 1	£15.23

**RECRUITMENT & RETENTION PAYMENT (SPECIAL INTELLIGENCE) (RRP(SI))**

	<b>2024</b>
	<b>Daily Rate</b>
HUMINT Operator Class 1 – Level 1	£25.68
HUMINT Operator Class 1 with more than 3 years Class 1 experience – Level 2	£38.53

**RECRUITMENT & RETENTION PAYMENT (SPECIAL RECONNAISSANCE) (RRP(SR))**

	2024
	Daily Rate
<b>Officers</b>	
Level 1 – On Appointment	£50.54
Level 2 – After 3 years	£59.12
Level 3 – After 6 years	£64.55
Level 4 – After 9 years	£70.36
<b>Other Ranks</b>	
Level 1 – On Appointment	£24.90
Level 2 – After 3 years	£34.99
Level 3 – After 6 years	£40.45
Level 4 – After 9 years	£48.23
Level 5 – After 12 years	£52.89
Level 6 – After 15 years	£59.12
Level 7 – After 18 years	£64.55
Level 8 – After 21 years	£70.36
Level 9 – After 24 years	£75.28
Level 10 – After 27 years	£79.04

**DEFENCE MEDICAL SERVICE (DMS) PAYMENTS**

**GENERAL MEDICAL/GENERAL DENTAL PRACTITIONER TRAINER PAY RATES 2024-25**

<b>Daily</b>
£26.86

**ASSOCIATE GENERAL MEDICAL/DENTAL PRACTITIONER TRAINER PAY RATES 2024-25**

<b>Daily</b>
£13.44

**DMS CLINICAL IMPACT AWARDS 2024-25<sup>18</sup>**

Level	Amount
Defence Level 1 (D1)	£23,312
Defence Level 2 (D2)	£36,675
Defence Level 3 (D3)	£50,638

<sup>18</sup> Formerly known as Clinical Excellence Awards.

**DEFENCE ENGINEERING PAYMENTS**

**RECRUITMENT & RETENTION PAYMENT (NAVAL SERVICE ENGINEER) (RRP(NSE))**

	<b>2024</b>
	<b>Daily Rate</b>
Level 1 (RN and RM OR4-OR6)	£3.43
Level 2 (RN and RM OR6-OR7)	£5.72
Level 3 (RN and RM OR7-OR9)	£7.43

**RECRUITMENT & RETENTION PAYMENT (NAVAL SERVICE ENGINEER) (RRP(NSE))**  
**Marine and Weapons Engineers General Service ONLY**

	<b>2024</b>
	<b>Daily Rate</b>
Level 1 (RN and RM OR4-OR6)	£3.43
Level 2 (RN and RM OR6-OR7)	£5.72
Level 3 (RN and RM OR7-OR9)	£7.43
Level 4 (RN and RM OR6-OR9)	£10.00

**ENGINEER PROFESSIONAL RECOGNITION AWARDS (EPRA) 2024-25**

**RN/RM**

<b>PROFESSIONAL REGISTRATION LEVEL</b>	<b>COHORT</b>	<b>PAYMENT CLAIMABLE ON ATTAINMENT OF PROFESSIONAL REGISTRATION</b>
<b>CEng</b>	<b>OF2 /OF3 ENGINEER OFFICERS</b>	£3,000
<b>IEng</b>		£2,000

**ARMY**

<b>PROFESSIONAL REGISTRATION LEVEL</b>	<b>COHORT</b>	<b>PAYMENT CLAIMABLE ON ATTAINMENT OF PROFESSIONAL REGISTRATION</b>
<b>CEng</b>	<b>OFFICERS AND OTHER RANKS (RE, R SIGNALS, RLC and REME)</b>	£2,000
<b>IEng</b>		£0
<b>Eng Tech / ICT Tech</b>		£3,000

**RAF**

<b>COHORT: ALL ELIGIBLE ENGINEERING OFFICERS &amp; ENGINEERING TRADES (ENG (AS), ENG (CE), TG1, TG4, TG5 AND TG13) (£5K MAX PER CLAIMANT, OVER 1 OR 2 PAYMENTS)</b>			
	<b>Eng Tech / ICT</b>	<b>I Eng</b>	<b>C Eng / CITP</b>
<b>OR</b>	£2,000 (OR4+)	£3,000 (OR6+)	
<b>OR</b>	£2,000 (OR4+)		£3,000 (OR9)
<b>OR</b>		£5,000 (OR6+)	
<b>OR</b>			£5,000 (OR9)
<b>OF</b>		£2,000 (OF2+)	£3,000 (OF3+)
<b>OF</b>			£5,000 (OF3+)

## RAF & ARMY OTHER RANKS ENGINEERING SUPPLEMENT PAY (ESP) 2024-25

RANK	ANNUAL <sup>19</sup>
OR2	£300
OR4	£900
OR6	£1,400
OR7	£1,600
OR9	£1,000

## RAF ENHANCED OF3 OFFICER PAY SPINE 2024-25

	INCREMENT	ANNUAL
<b>OF3 ADDITIONAL INCREMENTS</b> RAF's Enhanced Officer Pay Spine – selected Engineering Specialists only	OF3-13	£83,473.92
	OF3-12	£81,858.00
	OF3-11	£80,273.76
	OF3-10	£78,720.60
	OF3-09	£77,197.68

## DEFENCE CYBER PAYMENTS

### UCM CYBER SKILLS PAYMENT 2024-25

COMPETENCY LEVEL	ANNUAL <sup>20</sup>
2	£6,000
3	£15,000
4	£25,000

## DEFENCE HUMINT PAYMENTS

### UCM HUMINT SKILLS PAYMENT 2024-25<sup>21</sup>

HUMINT OPERATOR LEVEL	ANNUAL <sup>22</sup>
1	N/A
2	£14,500
3	£16,000
4	£17,500
5	£19,000
6	£20,500

<sup>19</sup> Annual rate, delivered on JPA on a daily rate basis.

<sup>20</sup> Annual rate, delivered on JPA on a daily rate basis.

<sup>21</sup> These payments will be introduced later in 2024 / 25.

<sup>22</sup> Annual rate, delivered on JPA on a daily rate basis.

**TRAINING BOUNTIES FOR TRAINING UNDERTAKEN IN TRAINING YEAR 2023-24  
AND CALL OUT GRATUITY FOR CALL OUT IN 2024-25**

	1 <sup>st</sup> Year	2 <sup>nd</sup> Year	3 <sup>rd</sup> & 4 <sup>th</sup> Year	5 <sup>th</sup> & subsequent years
<b>NAVY</b>				
RNR/RMR List 1 – General (Higher)	£558.00	£1,234.00	£1,906.00	£2,209.00
RNR/RMR List 2 – General (Lower)	£400.00	£875.00	£1,353.00	£1,566.00
University Royal Naval Reserve Units (Rates payable from 1 October 2000)	£191.00	£225.00	£270.00	See Note 4 below
University Royal Naval Reserve Units (Rates payable to personnel who joined their units prior to 1 April 1998)	£365.00	£678.00	£1,025.00	
<b>ARMY</b>				
Group A – Higher training obligations for officers and soldiers	£558.00	£1,234.00	£1,906.00	£2,209.00
Group A – Lower training obligation for officers and soldiers (see Note 7 below)	N/A	£678.00	£1,056.00	£1,234.00
Group B – Officers, Officer Cadets and soldiers in the OTC	£191.00	£225.00	£270.00	See Note 4 below
Ex-Regular Officers and Other Ranks Training Bounty	£497.00			
<b>RAF</b>				
Full Training Bounty – Reserve and Auxiliary Forces – General	£558.00	£1,234.00	£1,906.00	£2,209.00
Lower Annual Training Commitment Bounty	N/A	£678.00	£1,056.00	£1,234.00
University Air Squadrons – Rates payable from 1 October 2000	£191.00	£225.00	£270.00	See Note 4 below
University Air Squadrons – Rates payable to personnel who joined their units prior to 1 April 1998	£225.00	£303.00	£422.00	
DTUS Students Training Bounty	£191.00	£225.00	£270.00	
Reduced Annual Training Commitment Bounty ( <i>Applies to Specialist Reserve posts</i> )	Payable to personnel allocated to specified LUE posts in HQs and other units is based on the <u>Full</u> Training Bounty, with the actual rate varying between 50% and 100% of that rate in direct proportion to the training commitment.			
Sponsored Reservist (SR) Bounty	Based on the <u>Full</u> Training Bounty, with the actual rate varying between 50% and 100% of that rate in direct proportion to the training commitment.			
<b>All Services</b>				
Higher Readiness Reserve Bounty	£558.00			
Call-Out Gratuity	£671.00			

**NOTES:**

1. Excludes Reservists undertaking periods of service under FTRS, ADC and Ad Hoc Duties.
2. The HRR Bounty is paid on the anniversary of joining the HRR.
3. Sponsored Reserves – Individuals who fulfil the required training obligations are entitled to receive half of the appropriate rate of full annual Operational Training Supplement (OTS), plus a further proportion of the OTS calculated based on the Volunteer Reserves Bounty rates and the number of Man Training Days (MTDs).
4. Where 5<sup>th</sup> and subsequent years bounty is not shown personnel will receive the 3<sup>rd</sup> and 4<sup>th</sup> year payment value.
5. Full-time reservists are not eligible for Training Bounties by virtue of the nature of their duties.
6. Excludes Non Regular Permanent Staff Officers and Soldiers.
7. Army Only: Officers and Soldiers who are allowed to complete the lower training obligation under the terms of the Reserve Land Forces Regulations (AC 72030), para. 01.02.036.

**ACCOMMODATION CHARGES (WEF 1 APRIL 2024)**

**COMBINED ACCOMMODATION ASSESSMENT SYSTEM (CAAS)**  
**SERVICE FAMILY ACCOMMODATION (SFA) UNFURNISHED CHARGES (£ DAILY) UK AND OVERSEAS**

Type	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I	Band J Overseas	Band K Overseas
I	£28.87	£25.98	£23.10	£20.21	£17.32	£14.44	£11.55	£8.66	£5.77	£2.89	£0.00
II	£26.04	£23.44	£20.83	£18.23	£15.62	£13.02	£10.42	£7.81	£5.21	£2.60	£0.00
III	£22.98	£20.68	£18.38	£16.09	£13.79	£11.49	£9.19	£6.89	£4.60	£2.30	£0.00
IV	£17.38	£15.64	£13.90	£12.17	£10.43	£8.69	£6.95	£5.21	£3.48	£1.74	£0.00
V	£13.67	£12.30	£10.94	£9.57	£8.20	£6.84	£5.47	£4.10	£2.73	£1.37	£0.00
Extra Bedroom	£1.02	£0.92	£0.82	£0.71	£0.61	£0.51	£0.41	£0.31	£0.20	£0.10	£0.00

Type	Band A	Band B	Band C	Band D	Band E	Band F	Band G	Band H	Band I	Band J Overseas	Band K Overseas
D	£13.09	£11.78	£10.47	£9.16	£7.85	£6.55	£5.24	£3.93	£2.62	£1.31	£0.00
C	£11.10	£9.99	£8.88	£7.77	£6.66	£5.55	£4.44	£3.33	£2.22	£1.11	£0.00
B	£9.54	£8.59	£7.63	£6.68	£5.72	£4.77	£3.82	£2.86	£1.91	£0.95	£0.00
A	£7.17	£6.45	£5.74	£5.02	£4.30	£3.59	£2.87	£2.15	£1.43	£0.72	£0.00
Extra Bedroom	£0.33	£0.30	£0.26	£0.23	£0.20	£0.17	£0.13	£0.10	£0.07	£0.03	£0.00

**CAAS SFA FURNITURE CHARGE ADDITION (£ DAILY) UK AND OVERSEAS**

	<b>Part Furnished</b>	<b>Furnished</b>
Type I	£0.50	£0.99
Type II	£0.44	£0.88
Type III	£0.38	£0.76
Type IV	£0.36	£0.71
Type V	£0.32	£0.64
Type D	£0.21	£0.41
Type C	£0.18	£0.35
Type B	£0.15	£0.30
Type A	£0.14	£0.28

**CAAS GARAGE AND CAR PORT CHARGES (£ DAILY)**

Standard Purpose Built Garage	£1.10
Substandard and Below Standard Garage	£0.56
Standard Purpose Built Car Port	£0.55
Substandard Purpose Built Car Port	£0.28

**4TG SINGLE LIVING ACCOMMODATION (SLA) CHARGES (£ DAILY)**

SLA Type	Rank	GRADE 1	GRADE 2	GRADE 3	GRADE 4
SO	Lt Cdr, Major & Sqn Ldr & above	£7.54	£5.84	£3.72	£2.24
JO	Lt RN, Captain Army & Flt Lt & below	£6.14	£4.73	£3.01	£1.82
S	WO & SNCO	£4.64	£3.62	£2.30	£1.41
Z & OC	Other Ranks & Officer Cadet	£2.68	£2.16	£1.41	£0.94
X or Y	Other Ranks & Personnel in receipt of Initial Pay	£2.15	£1.69	£1.10	£0.79

**4TG SLA UTILITIES CHARGE (£ DAILY) – SEE NOTE 3**

SLA Type	Rank	Heat & Light	Water	Total
SO	Lt Cdr, Major and Sqn Ldr & above	£0.90	£0.40	£1.30
JO	Lt RN, Captain Army and Flt Lt & below	£0.59	£0.40	£0.99
S	WO & SNCO	£0.46	£0.40	£0.86
Z & OC	Other Ranks & Officer Cadet	£0.40	£0.40	£0.80
X or Y	Other Ranks & Personnel in receipt of Initial Pay	£0.30	£0.40	£0.70

**Notes:**

1. SLA Charges. Personnel in receipt of Initial Pay are to be charged the X or Y charge, regardless of the SLA Type occupied.
2. SLA Charges. See JSP 464 Vol 3 Pt 1 0305 & 0306 charging regulations where SLA is allocated below or above entitlement.
3. SLA Utility Charges: These are for information purposes only as they already included in the SLA rates for Grades 1-4. Personnel in below grade 4 SLA do not pay the rental element of the charge, only the utilities element.