

Army
CODE No

14173

THE PAY WARRANT 1964

*Being the Royal Warrant and
Schedules governing Pay,
Promotions and Appointments
of the Army*

LONDON: HMSO

Amendment 75

AMENDMENTS

Amendment number	By whom amended	Date of insertion	Amendment number	By whom amended	Date of insertion
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75	SPPol PC	Oct 05			
76	SPPol PC	Apr 06			
77	SPPol PC	May 06			
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* Complete revised version.

ROYAL WARRANT

ELIZABETH R.

WHEREAS WE deem it expedient to consolidate and amend the provisions concerning the Pay, Promotions and Appointments of Our Army contained in Our Warrant of 22nd August 1959* and in such other Warrants, granted since that date as are still in force;

OUR WILL AND PLEASURE is that the Schedules attached to this Our Warrant, together with any additions and amendments that We may hereafter decide, shall, except in cases covered by the Warrant of Her late Majesty Queen Victoria of 27th October 1884, be established and obeyed as the sole authority on the matters herein treated; and that Our Defence Council shall be the sole administrators and interpreters of the Schedule attached to this Our Warrant, and shall be empowered to issue such detailed instructions in reference thereto as they may from time to time deem necessary; and that any function of the Defence Council under this Warrant may (subject to any direction of the Defence Council) be discharged by the Army Board, and accordingly each reference in this Warrant to the Defence Council shall include a reference to the Army Board;

OUR FURTHER WILL AND PLEASURE is that the Schedules attached to this Our Warrant, together with any additions and amendments that We may hereafter decide, shall unless hereinafter otherwise specified, be in force, on or after 1st April 1964, in all parts of the Commonwealth and elsewhere; provided always that no provision hereinafter contained which deprives any officer, soldier, or other person of any advantage to which he is by previous Warrants entitled shall come into force as regards that officer, soldier or other person until the date of the receipt or promulgation of the Schedules attached to this Our Warrant at the station where he is serving.

*Given at Our Court of St. James's, this 21st day of
March 1964 in the 13th Year of Our Reign.*

By Her Majesty's Command,

JAMES RAMSDEN

* The Pay Warrant 1959.

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Part 1

General Provisions

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Part I
General Provisions

Revision of Pay Warrant Structure

1.
 - a. Between 1 April 2006 and 1 April 2008, the Joint Personnel Administration (JPA) system was introduced for all members of the Royal Navy, the Army, the Royal Air Force and the Reserve Forces. The introduction of JPA included the harmonisation of the regulations for pay, allowances and charges for the three Services, including the Reserve Forces. As JPA was introduced for each individual Service, single Service regulations were superseded by the tri Service version.
 - b. JPA was introduced for the Army from 1 April 2007. From that date, the Joint Service Publication (JSP) 754 – Tri Service Regulations for Pay and Charges, became the pay regulations for the Army. To reflect this change, the Pay Warrant incorporates JSP 754 and will now comprise two schedules. Schedule 1 contains the Pay Warrant in its previous format. Schedule 2 contains JSP 754.
 - c. The only articles of Schedule 1 which remain extant are those which contain non pay provisions. Those articles containing pay provisions are superseded by the provisions referred to in JSP 754, as contained in Schedule 2. This change takes effect from 1 April 2007.
 - d. The changes referred to above are an interim measure pending the introduction of the tri Service Pay, Allowances and Charges Warrant, later in 2008, which will give legal effect to JSPs 752 and 754 – Tri Service Regulations on allowances, pay and charges for all members of the Royal Navy, the Army, the Royal Air Force and the Reserve Forces. The Pay Warrant will cease to be the statutory instrument for Army pay on the date that the Tri Service Warrant takes effect.

Revision of Terms

2. Except where provided, no officer, soldier, or other person shall be entitled to claim hereafter any promotion or other advantage conferred by any provision of this Schedule, in the event of such provision being at any time added to varied or cancelled.

Time Barred Claims

3. Except in such exceptional circumstances as may be approved by the Defence Council or by an officer duly authorized by them, no claim shall be admitted for pay or other pecuniary advantage granted by this Warrant relating to any period of more than six years antecedent to the date of claim.

Deductions from Pay^{1 2}

4. Pay Warrant Part 2, JSP 754, Chapter 2, Sections 4, 5, 6 and 7.

¹ * *Article 4b(2)* The power to order deductions from pay in respect of public or service claims as defined in Articles 19 and 20 is delegated to officers in command as follows:

<i>Authorized officer</i>	<i>Effect of power</i>
	£
<i>Commander-in-Chief, HQ Land Command</i>	£1,000
<i>Commander-in-Chief, UKSC(G)</i>	£1,000
<i>Commander, Land Forces, Cyprus</i>	£750
<i>GOC Northern Ireland</i>	
<i>Division or District Commander</i>	£500
<i>GOC or OC Troops Abroad without Command Secretary</i>	£250
<i>Brigade Commander</i>	

The level at which a decision is made regarding the write off and/or recovery of an over-issue or other cash loss is determined by the to an gross amount involved in any one case or series of cases (if all arose from the same mistake) irrespective of any recovery made. An authorized officer may therefore only exercise his power to order recovery in cases where the total gross amount of the over-issue or other cash loss exceeds his power of write off with the prior approval of the superior authority who has the power to give a decision on the total gross loss.

² *Article 4c.* Voluntary deductions will be limited to payments due to or in respect of:

- Public claims as defined in Article 19.
- Repayment of loans to the Army Benevolent Fund.
- Claims by the Navy, Army and Air Force Institutes.
- Claims by the Legal Aid Fund and the Law Society.
- Divorce Court costs.
- Ex-gratia payments relating to compensation for off-duty incidents in NATO and allied and neutral countries.
- Contributions to the Soldiers' Widows' Fund and Single Soldiers' Dependants' Fund.
- Subscriptions to other Army sponsored funds or trusts.

In exceptional circumstances and subject to prior Ministry of Defence approval voluntary deductions may also be made in respect of other Service claims as defined in Article [20](#).

Part II
Definitions

5. The following expressions, when used in this Warrant, shall, unless contrary intention appears, be held to have the meanings stated below.
6. “Secretary of State” shall mean the Principle Secretary of State to whom for the time being Her Majesty shall think fit to entrust the seals of the Ministry of Defence.
7. *Reserved.*
8. “The Approved Medical Authority” shall mean the Director General of Army Medical Services or a board of officers of the Royal Army Medical Corps, together with medical officers of the Army Medical Services and qualified civilian practitioners.
9.
 - a. “Regular officer” shall mean an officer appointed to a regular commission in the Regular Army.
 - b. “Intermediate regular officer”, formerly “special regular officer” shall mean an officer appointed to a commission for a fixed period of service leading to retirement with retired pay under Part 2 of the Army Pensions Warrant 1977 (AC 13045).
 - c. “Short service officer” shall mean an officer, other than an intermediate regular officer, appointed to a commission for a fixed period of service.
 - d. “Emergency commissioned officer” shall mean an officer appointed to a commission in a time of emergency.
 - e. “Full Commission” shall mean a medical, dental or nursing officer appointed to a regular commission in the Regular Army.
 - f. “Medium Commission” shall mean a medical, dental or nursing officer appointed to a commission for a fixed period of service leading to retirement with retired pay under Part 2 of the Army Pensions Warrant 1977 (AC 13045).
 - g. “Short Commission” shall mean a medical, dental or nursing officer, other than a medium commissioned officer, appointed to a commission for a fixed period of service.
 - h. “Extended service officer” shall mean an officer who, while serving as a short service officer on the Active List and having as such completed at least three years continuous full time commissioned service, is permitted to extend his service for an indefinite specified period. Except where otherwise specially provided, the provisions of the article in this Warrant relating to short service officers shall also apply to extended service officers.
 - i. “Nursing officer” shall mean an officer appointed to a commission in Queen Alexandra’s Royal Army Nursing Corps after qualification as a Registered Nurse (Adult) or Registered Nurse (Mental Health) (formerly State Registered Nurse or Registered Mental Nurse).

Definitions

- j. “Gap Year Commission”, formerly “Short Service Limited Commission” shall mean an officer appointed to a probationary commission for a period of service between leaving school and going up to university.
- k. “University cadet” shall mean an officer, other than a medical, dental or legal cadet, appointed to a regular commission (on probation) for the purpose of obtaining a degree.
- l. “Medical cadet” or “dental cadet” shall mean an officer of the Royal Army Medical Corps or the Royal Army Dental Corps appointed to a short commission (on probation) for the purpose of obtaining a medical or dental degree.
- m. “AGC” shall mean Adjutant General’s Corps. Its branches are as follows:
 - (i) Adjutant General’s Corps (Staff and Personnel Support) – AGC(SPS), formerly the Royal Army Pay Corps (RAPC).
 - (ii) Adjutant General’s Corps (Provost) – AGC(Pro), formerly the Corps of Royal Military Police (RMP), and the Military Provost Guard Service.
 - (iii) Adjutant General’s Corps (Educational and Training Services) – AGC(ETS), formerly the Royal Army Education Corps (RAEC).
 - (iv) Adjutant General’s Corps (Army Legal Services) – AGC(ALS), formerly the Army Legal Corps (ALC).
 - (v) Military Provost Guard Service (MPGS) – AGC (MPGS)
- n. “Home Service Full Time (HSFT)” shall refer to service by officers or soldiers whose service (other than for training) is restricted to Northern Ireland and who were commissioned or enlisted for such service on or after 1st July 1992. HSFT officers and soldiers may also volunteer to serve with GS units worldwide.
- o. “Undergraduate Army Placement”, is for young men and women studying at a UK university on a course which requires them to do a placement year. This period of service in the Army will be on terms and pay similar to the Gap Year Commission.
- p. “General Service (GS)” shall refer to service entailing a liability to serve worldwide.
- q. “Assignment” shall be when an officer or soldier moves to another unit for a fixed period under authority of an Assignment Order without change to terms of service.
- r. “Transfer” shall be when an officer or soldier moves permanently from one Regiment or Corps to another.
- s. “Conversion” shall be when an officer changes his type of commission or when an officer moves from HSFT to GS.
- t. “QARANC” shall mean Queen Alexandra’s Royal Army Nursing Corps.
- u. “TA” shall mean Territorial Army.
- v. “TAVR” shall mean Territorial Army Volunteer Reserve.
- w. “AER” shall mean Army Emergency Reserve.

Definitions

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- x. “Short service volunteer commission officer (SSVC)” shall mean a Territorial Army officer appointed to a commission for a period of service in the Regular Army up to a maximum of 3 years.
- y. “Full Time Reserve Service (FTRS)” shall refer to a commitment by officers and soldiers of the TA or Regular Reserve (including RARO) to serve full time in established posts in Units and Headquarters, for periods of between 6 months and 42 months, whilst remaining members of the reserve forces.
- 10.** The term “subaltern” shall include Lieutenant and second Lieutenant.
- 11.** “Officers on the Active List” shall mean officers of the Regular Forces, whether on full pay or otherwise, before their retirement, and shall not include officers who have retired and are subsequently recalled to service or re-employed.
- 12.** “Late Entry Commissioned Officers” shall mean officers commissioned directly from the ranks at or over the age of 30 years.
- 13.** “Substantive rank” shall exclude brevet, honorary, local, acting, or war substantive rank.
- 14.** “Retirement” refers to the case of an officer who has left the Active List and who either has a reserve liability or is in receipt of Service retired pay.
- 15.** “Resignation” refers to the case of an officer who has resigned his commission or who has been called up on to do so. Such an officer is under no obligation to serve in the Regular Army Reserve of Officers.
- 15A.** “Relinquishment” refers to the case of an officer who has left the Active list on completion of a set period of service and is under no obligation to serve in the Regular Army Reserve of Officers. He does not retain his commission and is not in receipt of an immediate award of retired pay.
- 16.** Except where otherwise stated, reference in this Warrant to:
- Staff Sergeant* shall include Squadron Quartermaster Corporal (Household Cavalry), Squadron, Battery or Company Quartermaster Sergeant, Colour Sergeant and Staff Corporal (Household Cavalry).
- Sergeant* shall include Corporal of horse (Household Cavalry).
- Corporal* shall include Bombardier.
- Lance Corporal* shall include Lance Bombardier.
- Private* shall include Trooper, Gunner, Sapper, Signaller, Guardsman, Fusilier, Kingsman, Rifleman, Ranger, Air Trooper, Driver and Craftsman.
- Soldier* shall include Warrant Officer, Class 1 or Class 2, and the ranks and appointments specified in this article.
- Apprentice* shall mean a person enlisted under the age of 17.5 years for training at the Army Apprentices College or for training as an apprentice chef.
- Junior soldier* shall mean a boy enlisted under the age of 17 years who is not an apprentice.
- Young soldier* shall mean a person, other than a junior soldier or apprentice, enlisted under the age of 17.5 years.

Definitions

Junior entrant shall mean a person who enlists under the age of 17.5 years.

Young entrant shall mean apprentices, junior soldiers and young soldiers.

Armed Service Youth Training Scheme entrant shall mean a person enlisted between the ages of 16 years and 19 years 7 months under the terms of the Armed Services Youth Training Scheme.

17. Throughout this Schedule, unless the contrary intention appears, words importing the masculine gender shall include the feminine.
18. Service on the “Long Service List” shall mean service in one of the appointments not specified to a particular arm which have been annotated by the Ministry of Defence as being suitable for the extra-regimental employment of soldiers who have completed 22 years reckonable service.
19. “Public claim” shall mean any public debt or disallowance, including any over-issue or advance of pay made through an error as to the facts; or the sum required to make good any loss, deficiency or irregular expenditure of the public money of which, after due investigation, no explanation satisfactory to the Defence Council or an officer authorised by them to conduct such investigation is given by the person who is responsible for such loss, deficiency or irregular expenditure, as the case may be.
20. “Service claim” means any debt due to any military, naval, or air force mess, club, institution or other service organisation, or any sum required to make good any loss, deficiency or irregular expenditure of money belonging to any such mess, club, institution or other service organisation, of which after due investigation no explanation satisfactory to the Defence Council or an officer appointed by them to conduct such investigation, is given by the person who is responsible for such loss, deficiency or irregular expenditure, as the case may be; and includes any claim by a Joint Association or Territorial Army Association within the meaning of the Auxiliary Forces Act 1953, or any claim by the Navy, Army and Air Force Institutes that originated prior to 19th October 1987, that the Defence Council or an officer appointed by them may direct the person concerned to pay. Debts to the Navy, Army or Air Force Institute arising on or after 19th October 1987 are not to be treated as a Service claim.
21. “Month” shall mean a calendar month. For the purpose of aggregating broken periods, each broken period will be calculated in complete calendar months, with odd days converted on the basis of 30 days = 1 month, 61 days = 2 months, 91 days = 3 months.
22. “Service accommodation” shall mean accommodation provided by or on behalf of the Defence Council.
23. “Food or service supplied” shall mean food or services supplied by or on behalf of the Defence Council. Services shall include the provision of garages and carports.
24. Other expressions used in this Warrant shall, unless a contrary intention appears, have the same meaning as they have in the Army Act 1955.
- 25-26. *Reserved.*

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Part III
Officers

Section 1 - First Appointments and Commissions³

- 27.** *General rule.* Commissions in the Land Forces for service in the Regular Army may be given to persons under regulations approved by the Defence Council. Such Commissions may be probationary for such period as may be decided by the Defence Council.
- 28.** A candidate approved by the Defence Council may be granted a commission in, or an officer who already holds a Land Forces commission may be transferred to, a local force. Except where specially provided, an officer so appointed or transferred shall not be entitled to any pay or advantage granted by this Warrant. His conditions of service and rates of pay shall be those laid down locally from time to time for officers of the force in which he serves.

SECOND LIEUTENANTS

- 28A.** A Gap Year (see Article **9j**) commission as probationary second Lieutenant for service in the Regular Army may be granted to a qualified candidate under conditions laid down by the Defence Council⁴.
- 28B.** An Undergraduate Army Placement (see Article **9o**) commission as a probationary second Lieutenant may be granted to a qualified candidate under conditions laid down by the Defence Council.
- 29.** A short service commission as second Lieutenant for service in the Regular Army may be granted to a qualified candidate under conditions laid down by the Defence Council.
- 29A.** An intermediate regular commission as second Lieutenant for service in the Regular Army may be granted to a qualified candidate under conditions laid down by the Defence Council.
- 30.** A regular commission as second-Lieutenant for service in the Household Cavalry, Royal Armoured Corps, Royal Artillery, Royal Engineers, Royal Corps of Signals, Foot Guards, Infantry, Army Air Corps, The Royal Logistic Corps, Royal Army Medical Corps (Medical Support Officer), Royal Electrical and Mechanical Engineers, Adjutant General's Corps (Provost), Adjutant General's Corps (Staff and Personnel Support), and Intelligence Corps may be granted under such rules laid down by the Defence Council to:
- a. a cadet of the Royal Military Academy, Sandhurst;
 - b. a cadet of the Royal Military College, Kingston, Canada;
 - c. a cadet of the Royal Military College, Duntroon, Australia;
 - d. *Intentional deletion.*

Defence Council's Instructions.

³ Articles 27 to 51. Current instructions are contained in the Army Commissioning Regulations.

⁴ From 1 September 2007 the Gap Year Commission is suspended until further notice.

- e. an officer holding a regular commission in the Royal Navy, Royal Marines, Royal Air Force or the regular military forces of the Commonwealth or Colonial Forces;
- f. an officer holding an intermediate regular, emergency or short service commission in the Land Forces, the Royal Marines, the Royal Air Force, or the Commonwealth or Colonial Forces;
- g. *Intentional deletion.*
- h. a university cadet.
- i. such other professional qualified candidates as may be decided by the Defence Council.
- j. an officer of the former Women's Royal Army Corps (Regular Army Reserve of Officers).

Household Cavalry and Foot Guards

- 31. In the case of an appointment to the Household Cavalry or Foot Guards the nomination for approval of a qualified candidate shall be vested in the Colonel of the regiment.
- 32. *Reserved.*

The Brigade of Gurkhas

- 33. A commission in the Regular Army as second Lieutenant for service in the Brigade of Gurkhas may be granted to a cadet of the Royal Military Academy, Sandhurst, who has previously been selected by the Colonel Brigade of Gurkhas, under conditions laid down by the Defence Council.

Royal Army Medical Corps and Royal Army Dental Corps

- 34. A 'short commission' as Second Lieutenant (medical or dental) cadet for service in the Royal Army Medical Corps or the Royal Army Dental Corps may be granted to a medical or dental student under conditions laid down by the Defence Council.⁵
- 34A. A short service commission as second Lieutenant for service in the Royal Army Medical Corps may be granted to a registered physiotherapist, a registered pharmacist or an environmental health officer, under conditions laid down by the Defence Council.

AGC(ETS)

- 35. A short service commission as second Lieutenant for service in the AGC(ETS) may be granted to a candidate under conditions laid down by the by the Defence Council.

AGC(ALS)

- 36. A short service commission as second lieutenant legal cadet for service in the ADG(ALS) may be granted to a legal student under conditions laid down under authority of the Defence Council.
- 37. *Reserved*

⁵ Terms of Service are contained in JSP 527.

LIEUTENANTS

38. *Intentional deletion*⁶
- a. *Intentional deletion*
 - b. *Intentional deletion*

Royal Army Medical Corps⁷

39. A short commission as Lieutenant for service as a provisionally registered medical officer in the Royal Army Medical Corps may be granted under conditions laid down by the Defence Council.

QARANC

- 39A. a. A short commission as Lieutenant in the QARANC may be granted to a qualified candidate under conditions laid down by the Defence Council.
- b. A full or medium commission as Lieutenant in the QARANC may be granted to:
- (i) A short commission nursing officer of QARANC.
 - (ii) Such other qualified candidates as may be approved by the Defence Council.⁸

CAPTAINS

Royal Army Veterinary Corps

40. A short service commission as Captain in the Royal Army Veterinary Corps may be granted to a suitably qualified candidate under conditions laid down by the Defence Council.

The Brigade of Gurkhas

41. With effect from 1 October 2007 a short service commission(Late Entry) in The Brigade of Gurkhas may be granted in the rank of Captain to a Gurkha other rank. Conversion to intermediate regular (Late Entry) and regular commission (Late Entry) may be granted subject to the current UKTAP Late Entry criteria

Medical Officers of the Household Cavalry

42. A full commission as a surgeon-Captain for service in the Household Cavalry and may be granted on the nomination of the Colonel of a regiment to a medical practitioner approved by the Defence Council.

Royal Army Medical Corps and Royal Army Dental Corps⁷

43. A full, medium or short commission as Captain may be granted for service as a medical officer in the Royal Army Medical Corps or a dental officer in the Royal Army Dental Corps under conditions laid down by the Defence Council.

⁶ The Short Service Commission (Gurkha) (SSC(G)) and Queen's Gurkha Officer (QGO) were replaced by UKTAP Late Entry terms of service on 1 October 2007 under instructions issued by the Defence Council. All currently serving SSC(G) and QGO officers have opted to transfer to the Late Entry Commission. All Gurkha commissions from 1 October 2007 will be to SSC(LE) in the rank of Captain.

⁷ Terms of Service are contained in JSP 527.

⁸ Applies only to re-entrant nursing officers.

44. *Reserved.*

Royal Army Chaplains' Department

45. A short service commission in the Royal Army Chaplains' Department may be granted to a clergyman under conditions laid down by the Defence Council.

45A. An intermediate regular commission in the Royal Army Chaplains' Department may be granted to a short service commissioned chaplain under conditions laid down by the Defence Council.

46. A regular commission in the Royal Army Chaplains' Department may be granted to a chaplain holding an intermediate regular commission under conditions laid down by the Defence Council.

AGC(ALS)

47. A short service commission in the rank of Captain in the AGC(ALS) may be granted to a qualified candidate under conditions laid down by the Defence Council.

48. *Reserved.*

LATE ENTRY COMMISSIONS

49. A short service commission (Late Entry) may be granted, in the rank of Captain to a serving soldier, normally a warrant officer or senior NCO under conditions laid down by the Defence Council.

50. A intermediate regular commission (Late Entry) as a Captain may be granted to a short service commission (Late Entry) Officer or to a Warrant Officer Class 1, who has been provisionally selected for a short service commission (Late Entry) but whose commissioning has been delayed for service reasons, under conditions laid down by the Defence Council.

51. A regular commission (Late Entry) as a Major may be granted to an immediate regular commission (Late Entry) officer under conditions laid down by the Defence Council.

CONVERSION OF COMMISSIONS

52. Officers may be granted conversion of commission from a short service or short commission to an intermediate regular or medium commission and from an intermediate regular or medium commission to a regular or full commission, under conditions laid down by the Defence Council.

52A. *Reserved.*

Section 2 - Antedates

- 53.** *General.* A full time officer granted a regular or full, intermediate regular or medium, or short service or short commission who has previous service qualifying for time promotion may be granted an antedate for the purpose of Articles [100](#) and [157](#) in accordance with the provisions of Articles [54](#) to [64A](#).
- 53A.** An officer's seniority may not be antedated to before age 18 and a half.
- 54.**⁹ *Graduates and holders of diplomas of technology.* An officer (other than those referred to in Articles [55](#) to [64](#) below) who is appointed to a regular, intermediate regular, or short service commission as a graduate direct entrant (provided that his qualification was not obtained during one or other such appointment) including graduates from the Royal Military College, Kingston and the Royal Military College, Duntroon, or to a regular commission as a university cadet and who graduates as such; and who is a graduate of an approved university or a holder of an acceptable degree may be granted an antedate as follows:
- a. For a recognised first degree resulting from two years' full time study, the seniority date may be aligned to the commissioning date of the Commissioning Course (formerly known as the Standard Military Course) which entered the Royal Military Academy, Sandhurst, two years before the graduate joined the Royal Military Academy, Sandhurst.
 - b. Those whose first degree results from three years' full time study may be similarly aligned to the commissioning date of the Commissioning Course starting three years before the graduate joins the Royal Military Academy, Sandhurst.
 - c. Those whose first degree results from four years' full time study may be similarly aligned to the commissioning date of the Commissioning Course subject to a maximum of three and a half years' antedate.
 - d. Those graduates, and those entering the British Army after 11 June 1980 from Commonwealth Forces, the Royal Navy, Royal Marines, and the Royal Air Force who are not required to attend a Commissioning Course at the Royal Military Academy, Sandhurst, and who are in possession of an acceptable first degree resulting from full time study may be awarded an antedate of one and a half years for attending a two-year University Course, two and a half years for attending a three-year University Course and three and a half years for attending a four-year University Course, in addition to any other service reckoning towards promotion under Article [100](#).
- 54A.** *Cadetships and Bursaries.* Article [54](#) shall not apply to those whose university cadetship or bursary undertakings were signed on or before 11th June 1980 whose antedate may be granted as follows:
- a. (i) For the possession of an acceptable first degree or diploma in technology a period equal to the recognised length of the first degree course up to a maximum of 3 years.
 - (ii) For the possession of 1st or 2nd Class Honours in an acceptable first degree or 1st or 2nd Class diploma in technology an additional 6 months.

⁹ Articles [54](#) and [54A](#). In this context, 'first' degree means initial and not the grading of the degree awarded.

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- (iii) For the possession of the Certificate of Military Training an additional 6 months.
 - b. The total antedate under a. together with any previous reckonable service shall not bring an officer's seniority earlier than his 18th birthday.
 - c. Antedates awarded under a. and b. will normally be calculated from 1 August of the year in which the officer completes his service as a university cadet or, for other officers, from the first day of the first Commissioning Course at the Royal Military Academy, Sandhurst, after the officer's date of commissioning, whether or not they attend this course.
- 54B.** With effect from 1 April 1990 an officer appointed to a regular, intermediate regular or short service commission who holds a BTEC Higher National Diploma, a Diploma of Higher Education (Dip HE) or a Higher National Certificate (HNC), may, provided that the qualification was not obtained during one or other such appointment, and provided no antedated seniority has been awarded under Article [54](#) or [54A](#) and provided that the subject of the Diploma/Certificate is, in the opinion of the Defence Council, of value in the performance of his military duties, be awarded 12 months antedated seniority for an HNDE/Dip HE or 6 months for an HNC.
- 54C** With effect from 1st April 2007, an officer appointed to a regular, intermediate regular or short service commission who holds a recognised first degree achieved through part time study, may, provided that the qualification was obtained before such an appointment and before enlistment into the Regular Army, be awarded between 2 and 3 years graduate antedated seniority dependent on the length of the equivalent full time degree.
- 55.** *Royal Army Chaplains' Department.* An officer appointed to a commission in the Royal Army Chaplains' Department may be granted an antedate for pay purposes not exceeding four years in respect of approved civilian experience as an ordained clergyman after the age of 25. The antedate is to be reckoned from the date of Ordination into the Holy Order of Deacons in the Church of England, or its equivalent in other denominations, after the age of 25.
- 56.** *Royal Army Medical Corps.* A medical officer of the Royal Army Medical Corps granted a short commission may be granted a seniority antedate under rules laid down by the Defence Council.¹⁰
- 57.** *QARANC officers.* An antedate may be granted, under rules laid down by the Defence Council¹¹, to a nursing officer who has left the service and wishes to re-enter, and to a nursing officer who, on first commissioning, has previous nursing experience in the ranks, or who has had previous whole time nursing experience.
- 58.** *Royal Artillery, Royal Engineers, Royal Corps of Signals, and Royal Electrical and Mechanical Engineers.*
- a. An officer of the Royal Artillery, Royal Engineers, Royal Corps of Signals, and Royal Electrical and Mechanical Engineers who is appointed on or after 1 June 1980 to a regular, intermediate regular or short service commission (providing his qualification was not obtained during one or other of such appointment) may be granted on antedate as follows:

¹⁰ Details contained in JSP 527 Chapter 1 Section 4.

¹¹ Details contained in JSP 527 Chapter 2 Section 1.

- (i) For graduate or equivalent membership of a professional institution approved by the Defence Council - 2½ years.
- (ii) For possession of a degree or diploma specified by the Defence Council - period calculated in accordance with Article [54](#).

- b. An officer awarded an antedate under a. (i) or (ii) may, after a period ending after 1st September 1981 spent in gaining practical experience which is approved by the Defence Council, be granted an additional seniority antedate equal to the period spent up to a maximum of 2½ years, 5 years in the case of officers of the Royal Electrical and Mechanical Engineers, provided the period so spent was after the award of the relevant qualification.

59. *AGC(SPS).*

- a. *Intentional Deletion.*
- b. An officer appointed to a short service commission may be granted an antedate for possession of a degree, diploma or certificate specified by the Defence Council, for a period calculated in accordance with Article [54](#), [54A](#) and [54B](#).
- c. *Intentional Deletion.*

60. *Royal Army Veterinary Corps.*

- a. An officer of the Royal Army Veterinary Corps granted a short service commission prior to 1 April 2004 who has been engaged in civil practice or has held an approved whole time appointment in a recognised civil veterinary institution, may be granted an antedate for the period of the civil practice or appointment subject to a maximum of four years.
- b. An officer of the Royal Army Veterinary Corps granted a short service commission on or after 1 April 2004, who has been engaged in civil practice or has held an approved whole time appointment in a recognised civil veterinary institution, may be granted an antedate for pay purposes only subject to a maximum of 4 years.

61. *AGC(ETS).*

- a. An officer appointed as a graduate direct entrant to a regular, intermediate regular or short service commission may be granted an antedate, except as specified in Article [100d.](#), as follows:
 - (i) For the possession of a degree or diploma resulting from full time study and specified by the Defence Council as equivalent to a degree - a period calculated in accordance with Article [54](#).
 - (ii) *Intentional deletion.*
- b. An officer who was appointed on or after 1 September 1981 and who before appointment to a regular, special regular or short service commission, holds a Post-graduate Certificate of Education (PGCE) may be granted antedated seniority of 1 year.
- c. The total antedate awarded under a. and b. above, and Article [100j\(ii\)](#) is not to exceed a maximum of 4.5 years.

- d. The above amendments took effect from 04 April 2006.¹²

61A. *Reserved.*

- 62.** *Royal Army Dental Corps.* A dental officer of the Royal Army Dental Corps granted a short commission may be granted a seniority antedate under rules laid down by the Defence Council.¹³

63. *AGC(ALS).*

- a. An officer appointed to a commission in the [AGC\(ALS\)](#) on or after 1 November 1982 may be granted an antedate for pay and seniority purposes in respect of relevant practical legal experience gained for civilian life. Such antedate may be awarded when the experience accumulated is considered by the Director of Army Legal Services to be of potential benefit to the officer in the performance of ALS duties and is approved by the Army Commissions Board on behalf of the Defence Council. The antedate is calculated as a period equal to one half of the relevant experience gained up to a maximum of 2 years.
- b. The total antedate in a. above together with previous reckonable service shall not cause the seniority of an officer to be earlier than their 25th birthday.

64. *Royal Army Medical Corps - Pharmacists.*

- a. An officer of the Royal Army Medical Corps who after registration as a pharmacist by The Pharmaceutical Society of Great Britain is appointed to a short service commission (provided his qualification was not obtained during one or other such appointment) may be granted, for a relevant first degree and mandatory pre-registration practical civilian experience, a seniority antedate of 4 years.
- b. An officer awarded seniority under a. may also be granted, for relevant post-registration civilian experience, approved by the Defence Council as of value to the Royal Army Medical Corps, an antedate of up to 2 years.
- c. The total antedate under a. and b. is not to exceed 6 years. The changes at a. and b. above will take effect from 01 April 2003.

64A. *Royal Army Medical Corps - Physiotherapists.*

- a. An officer of the Royal Army Medical Corps who after gaining registration as a physiotherapist by the Chartered Society of Physiotherapists is appointed a short service commission (provided the qualification was not obtained during one of other such appointment) may be granted, for relevant training, a seniority of up to 3 years.
- b. An officer awarded seniority under a. may be granted, for relevant post-registration civilian experience, approved by the Defence Council as of value to the Royal Army Medical Corps, an antedate up to 3 years.
- c. The total antedate under a. and b. is not to exceed 6 years.

¹² Except for those individuals who were interviewed by DETS(A) and were granted a confirmed offer of a commission in AGC(ETS) before that date, who will be granted antedated seniority in accordance with Article 61 amendment 75.

¹³ Details contained in JSP 527 Chapter 1 Section 4.

Section 3 - Appointments Generally

General rule

- 65.** No appointment in excess of establishment, and no new appointment, shall be made without sanction except as provided under the instructions of the Defence Council.

Aides-de-camp to the Sovereign

- 66.**
- a. Aides-des-camp General, not exceeding three in number, may be selected by Her Majesty from General officers on the active list.
 - b. A General officer so selected shall hold the appointment of aide-de-camp General for three years, but the tenure of his appointment may be extended at Her Majesty's Pleasure.
 - c. A General officer shall vacate the appointment on retirement from the active list or on promotion to Field Marshal, but a retired General officer shall be eligible for appointment as extra aide-de-camp General to Her Majesty for such period as Her Majesty may determine.
 - d. Aides-de-camp general shall not be included in the establishment of aides-de-camp to Her Majesty.
 - e. A General officer holding the appointment of aide-de-camp General should not be thereby exempted from liability to retirement on the ground of non-employment.
- 67.**
- a. Aides-de-camp not exceeding sixteen may be selected by Her Majesty from officers on the active list holding the substantive rank of Colonel or Brigadier in the Army.
 - b. An officer appointed aide-de-camp to Her Majesty shall vacate such appointment on retirement or on promotion to the rank of Major General.

- 68.** *Reserved.*

Equerries to the Sovereign and the Royal Family

- 69.** The appointment of equerries, temporary equerries and extra equerries to Her Majesty, to His Royal Highness The Prince Philip, Duke of Edinburgh, to His Royal Highness The Prince of Wales and to His Royal Highness The Duke of York, shall be held at Their Pleasure.

Honorary Appointments to the Sovereign

Chaplains

- 70.** Certain of the most meritorious chaplains of the Royal Army Chaplains' Department not exceeding four in number, which may include one selected from the senior chaplains of the Territorial Army, shall be named Honorary Chaplains to Her Majesty.

Physicians and surgeons

- 71.** Five of the most meritorious officers of the Royal Army Medical Corps, or officers promoted there from, shall be named Honorary Physicians to Her Majesty and five shall be named Honorary Surgeons to Her Majesty. Of these officers, one physician and one surgeon are to be of the Territorial Army.

Veterinary surgeons

- 71A.** The Director of the Army Veterinary and Remount Services may be appointed Honorary Veterinary Surgeon to Her Majesty.

Dental surgeons

- 72.** Two of the most meritorious officers of the Royal Army Dental Corps, or officers promoted there from, which may include one officer of the Territorial Army, shall be named Honorary Dental Surgeons to Her Majesty.

Nursing sisters

- 73.** Two of the most meritorious officers of the Queen Alexandra's Royal Army Nursing Corps, which may include one officer of the Territorial Army, shall be named Honorary Nursing Sisters to Her Majesty.

- 74.** The appointments in Articles [71](#), [72](#) and [73](#) shall be relinquished after four years for Regular Army officers and after two years for Territorial Army officers with the exception that those officers holding the following posts will relinquish their appointment on retirement:

Director General of the Army Medical Services
Director of the Army Veterinary and Remount Services
Director of the Army Dental Services
Director of the Army Nursing Services
TA Advisor to the Director General of the Army Medical Services

Miscellaneous Appointments

- 75.** *Constable of the Tower of London.* This appointment shall be conferred as a reward for distinguished service on Field Marshals or retired General Officers. The term of the appointment shall be five years.

- 76.** *Lieutenant of the Tower of London.* This appointment may be given to a retired General Officer. The term of the appointment shall be three years.

- 77-78.** *Reserved.*

Aides-de-camp to a General Officer

- 79.** General Officers in command at home or abroad, or where sanctioned, may be allowed an aide-de-camp. Extra aides-de-camp may, if necessary, be appointed subject to the approval of the Defence Council.

Royal Marines

- 80.** An officer in the Royal Marines, when selected for the staff of the Army, shall be subject to the regulations governing the employment of officers of the Army in similar appointments.

Tenure of Appointments

- 81.** *General rule.* Except as otherwise provided in this Warrant, the normal term of a command, staff or other extra regimental appointment, shall be three years, but longer or shorter periods may, in special circumstances, be fixed at the discretion of the Defence Council.

82. *Special cases.* In the following cases the normal tenure shall be:

Director General of the Army Medical Services	...	...	3 years
Director of the Army Dental Service	...	...	3 years
Director of the Army Veterinary and Remount Services	...	...	4 years
Chaplain General to the Forces (subject to annual extensions at the discretion of the Defence Council)	.....	...	4 years
Principal Roman Catholic Chaplain (Army)	...	...	4 years
Director of Army Legal Services (subject to extension of up to three years at the discretion of the Defence Council)	...	...	3 years
Director of Army Nursing Services	...	...	3 years

Colonels and Colonels Commandant of Regiments and Corps, Chaplain Commandant and Controller Commandant

- 83.**
- a. With the exception of the chaplain commandant, the appointment of a Colonel of a regiment or of a Colonel Commandant of a corps shall be filled by selection from:
 - (i) officers on the Active List of the substantive rank of Colonel or above,
 - (ii) officers on the Retired List of the Regular Army of the substantive rank of Lieutenant Colonel or above,
 - (iii) officers on the Retired List of the Regular Army who have attained the substantive rank of Lieutenant Colonel in the Territorial and Army Volunteer Reserve,
 - (iv) officers on the Active Retired Lists of the Royal Navy and Royal Air Force, of substantive rank equivalent to Lieutenant Colonel or above.
 - b. The appointment of Chaplain Commandant shall be filled by selection from chaplains on the Active or Retired List of the Regular Army or Territorial Army Volunteer Reserve or equivalent substantive rank not lower than Colonel.
 - c. In exceptional circumstances the Defence Council may authorize the appointment of a retired officer who has not attained substantive rank as defined in a. or b. above.
 - d. Colonels of the Household Cavalry and the Foot Guards shall hold their appointment during the Sovereign's Pleasure.
 - e. Unless the Defence Council otherwise determine, the Master Gunner of the Royal Regiment of Artillery, the Chief Royal Engineer of the Corps of Royal Engineers and the Master of Signals of the Royal Corps of Signals, shall vacate their appointments upon attaining the age of 70 years.
 - f. Appointments to other regiments or corps shall be for a period not exceeding 10 years or until the attainment of the age of 65 years if this is earlier. The Defence Council may, in very exceptional circumstances, authorize extension beyond these limits.

Honorary Colonels Commandant of regiments and corps

- 83A.**
- a. With the consent of Colonels and Colonels Commandant of regiments and corps, distinguished civilians may be appointed as honorary Colonels Commandant of regiments and corps. Persons selected must at one time have held a commission in the Forces.

- b. The tenure of first appointment shall be up to five years. Thereafter the appointment may be extended until the age of 65.
- c. The number of honorary Colonels Commandant shall be limited to one for each regiment or corps, except the Royal Regiment of Artillery for which up to three honorary Colonels commandant may be appointed.
- d. Honorary Colonels commandant shall be supernumerary and shall not be eligible to serve as a representative Colonels commandant.

Medical Officers of the Household Cavalry

- 84. Appointments as medical officers of the Household Cavalry may be given, on the nomination of the Colonels of the regiments, to officers transferred from the Royal Army Medical Corps.
- 85. Except where otherwise provided, the medical officers of the Household Cavalry shall be governed by the general regulations for the Royal Army Medical Corps.

Veterinary Officers of the Household Cavalry

- 86. Appointments as veterinary officers in the Household Cavalry may be given, on the nomination of the Colonels of the regiments, to officers transferred from the Royal Army Veterinary Corps.
- 87. Except where otherwise provided, the veterinary officers of the Household Cavalry shall be governed by the general regulations for the Royal Army Veterinary Corps.

AGC(SPS)

- 88. Officers of the Regular Forces may, after a period of probationary attachment to the AGC(SPS), be removed from their regiment and permanently appointed to the AGC(SPS) as Regimental Administrative Officers. During the probationary period, an officer may at any time be ordered to return to his regiment. Officers who attend or who have attended probationary training will not normally be permitted to leave the Active List until two years after the completion of the probationary training.

Appointments not Remunerated from Army Funds

- 89. Officers may be permitted, at the discretion of the Defence Council, to accept appointments not remunerated from Army funds. They shall be appointments that can reasonably be regarded as part of an Army officer's career, which have officially been offered to him, to which he can bring his military knowledge and from which he gains additional experience.

Section 4 - Promotion and rank

General Rule

90. No promotion shall be made without the approval of the Secretary of State.

SUBSTANTIVE PROMOTION

Promotion for Distinguished Service

91. In exceptional circumstances an officer of the Army may, with the consent of the Lords Commissioners of Her Majesty's Treasury, be specially promoted for distinguished service.

Qualification for Substantive Promotion

92. *General rule.* Officers shall not, unless otherwise provided, be promoted to the substantive rank of Lieutenant, Captain or Major unless they are recommended and are qualified in accordance with instructions laid down by the Defence Council.¹⁴
93. *Exemption from qualification.* In very special circumstances the Defence Council may exempt from examination an officer who has shown marked ability, or gallantry in the field.
94. *Officers on active service.* Officers who have been prevented from qualifying owing to active service or to medical unfitness attributable to active service, or pregnancy, may, when their turn for promotion arrives, be provisionally promoted subject to them qualifying at the first opportunity, provided that they have not neglected any reasonable opportunity of qualifying previously. In the event of them failing to qualify at the first reasonable opportunity, their promotion shall be cancelled, but they shall not be required to forfeit any portion of their pay for the period they held the higher rank.
95. *Officers on long courses or specialist attachments.* Officers who, by reason of their attendance on a graduate or post-graduate course or a long language course or specialist attachment, are unable to prepare for the qualifying examination may, if the Defence Council consider it would be in the interests of the Service, be promoted provisionally on the date on which they would otherwise be eligible for promotion. In the event of their failing to qualify at the first reasonable opportunity, their promotion shall be cancelled, but they shall not be required on that account to forfeit any portion of their pay for the period during which they held the higher rank.
96. *Non-qualification owing to medical unfitness or other reasons beyond the officer's control.* Officers who, for reasons beyond their own control, have not had three reasonable opportunities to qualify before the date on which they would otherwise be eligible for promotion, may, at the discretion of the Defence Council be allowed further opportunities to sit for the qualifying examination. Provided they qualify no later than the third reasonable opportunity they may be granted an antedate which will restore them to such seniority as they would have had but for the delay in their promotion, or to such seniority as the Defence Council may decide. Such an antedate shall not reckon for pay, increase of pay, allowances or non-effective benefits.

- 97-99. *Reserved.*

¹⁴ Army General and Administrative Instructions Chapter 35.

Service Reckoning for Promotion

- 100.** Except as laid down in Article [101](#), the following service shall reckon towards promotion of an officer:
- a. *Regular Army service on the active list.* Full time service while holding a regular or full, intermediate regular or medium, or short service or short commission, other than as a university cadet in the Army. (Full time service rendered by a HSPT officer when called out shall count).
 - b. *Other commissioned service on the active list.*
 - (i) Service on full pay after attaining the age of 18 years while holding a regular or short service commission as a full time officer in the former Ulster Defence Regiment, or in the Royal Navy, Royal Marines, Royal Air Force or Regular Forces of the Commonwealth. But see Article [101b](#).
 - (ii) Service on full pay while holding a Gap Year commission for at least six months shall count as six months provided that the officer has been awarded a seniority antedate after the 1 September 1972, under Article [54Aa](#)(1), but not under Article [54Aa](#)(3).
 - c. *Appointments not remunerated from Army funds.* Time spent in employment not remunerated from Army funds, if permitted under Article [89](#).
 - d. *Antedates.* The period by which an officer's seniority is ante-dated under Articles [53](#) to [64A](#) of this Warrant may be counted towards service qualifying for promotion, except that:
 - (i) *AGC(ETS).* The period granted to an officer under Article [61](#) shall not count towards service qualifying for promotion above the rank of Captain whilst serving on a Short Service Commission.
 - (ii) *Royal Army Chaplains' Department.* The period granted to a chaplain under Article [55](#) shall not count towards service qualifying for promotion.
 - e. *Royal Army Veterinary Corps.* The period granted to a veterinary officer under Article [60b](#) shall not count towards service qualifying for promotion.
 - f. *Reserved.*
 - g. *Royal Army Medical Corps, Royal Army Dental Corps and QARANC.*
 - (i) *Medical and dental officers commissioned on or after 1 April 03.* All full pay service reckonable elsewhere in this article provided it was spent as a medical or dental officer. Previous military service not as a medical or dental officer is not reckonable towards promotion of a medical or dental officer.¹⁵
 - (ii) *Medical and dental officers commissioned on or after 1 October 53 and on or before 31 Mar 03.* All full pay service reckonable elsewhere in this article provided it was spent as a medical officer or dental officer, together with one-half of any full pay commissioned service (other than as a medical or dental officer, a provisionally-registered medical officer, or a medical or dental cadet), reckonable elsewhere in this article.

¹⁵ JSP 527 Paragraph 5.9.

- (iii) *Medical and dental officers reinstated prior to 31 March 03.* As in (2) but where this is less than 7 years, civilian experience admissible under Articles [56](#) and [62](#) may be included up to a total maximum of 7 years.
 - (iv) *Medical and dental officers reinstated on or after 1 April 03.*¹⁶
 - (v) *QARANC officers and those nursing officers formerly of the Royal Army Medical Corps.* All paid service reckonable elsewhere in this Article provided it was spent as a nursing officer on a regular, intermediate regular, short service, late entry, short, medium, or full commission in the QARANC or Royal Army Medical Corps.
- h. *Non-regular commissioned service during a national emergency.* Non-regular commissioned service on full pay during a national emergency:
- (i) Supplementary Reserve of Officers, Army Emergency Reserve of Officers, Territorial Army; or
 - (ii) on an emergency commission; or
 - (iii) in the Royal Navy, Royal Marines, Royal Air Force or with an Imperial contingent of the Commonwealth Forces; or
 - (iv) with a colonial or similar local force outside the colony, territory, etc., or in the face of the enemy.
- i. *Reserved.*
- j. *Service in the ranks.*
- (i) *Reserved.*
 - (ii) For an officer who is appointed from the Royal Military Academy Sandhurst to a regular commission, an intermediate regular commission or to a short service commission, other than a late entry officer: Half of any service in a rank below warrant officer class 1 or equivalent:
 - (a) In the Regular Forces (Royal Navy, Royal Marines, Army or Royal Air Force), or otherwise during a national emergency, or while on active service; or
 - (b) With an Imperial contingent of the Commonwealth Forces during a national emergency, or:
 - (c) With a colonial or similar force during a national emergency outside the colony, territory, etc. or in the face of the enemy:(but also excluding service at the Royal Military Academy Sandhurst on a commissioning course) except that the maximum antedate to be awarded in respect of service in the ranks shall be limited to four years.
 - (iii) Service as a young soldier shall not count toward promotion.
- k. *Service as a re-employed officer of the Regular Army Reserve of Officers when recalled under Article [285](#).* For an officer reinstated on, or granted a regular

¹⁶ JSP 527 Paragraphs 5.8 – 5.9.

commission, intermediate regular commission or a short service commission, previous service on full pay when recalled from the Regular Army Reserve of Officers and while re-employed under Articles [164](#) or [237](#).

- l. *AGC(ALS). Officers appointed to a commission, or transferred to the [AGC\(ALS\)](#) on or after 1 November 1982.* All full pay service reckonable elsewhere in this article provided it was spent as a legally qualified officer of AGC(ALS). Also, one third of any full pay commissioned service in the substantive rank of Captain or above (other than as a legally qualified officer of the AGC(ALS)) reckonable elsewhere in this Article, up to a maximum of one year.
- m. *Royal Army Chaplains' Department.* All full paid commissioned service as a Chaplain with HM Forces together with one third of any other full paid commissioned service reckonable elsewhere in this Article up to a maximum of one year.
- n. *Other appropriate experience.* Exceptionally, the Defence Council may allow such previous experience (not otherwise provided for in this Article) as they consider appropriate to reckon towards the promotion of an officer to such an extent as they think fit.

Non reckonable Service

101. The following periods shall not reckon as service for promotion:

- a. *Reserved.*
- b. *Break in service.* For an officer appointed or reappointed to the Active List of the Regular Army, other than an officer compulsorily recalled under Article [285](#); any previous service if the break in service is in excess of five years, unless that previous service reckons under Article [100g](#). or [h.](#), or unless the Defence Council shall otherwise determine having judged each case on its merits taking into account such factors as the relevance of civil experience and/or attainment of professional qualifications and the manning situation in the relevant arm/service or speciality. In assessing the length of the break in service, service in the Reserve Forces, the former Ulster Defence Regiment, or service on HSPT terms, if carrying a liability for periodic training, may be used to offset the five years rule.
- c. *Failure to secure promotion.* Where an officer fails to secure promotion to the rank of Lieutenant, Captain or Major on completing the period of service required by Articles [103](#), [103A](#) or [103B](#); the period between the date he completed that period of service and the date of his subsequent promotion, unless the Defence Council shall otherwise determine.
- d. *Forfeiture of service.* Periods of service forfeited by sentence of court-martial under Section 44 or by summary award under Section 47 of the Army Act of 1881.
- e. *Forfeiture of seniority.* Where an officer has been sentenced to forfeit seniority in a rank, the period between the date of the original appointment to the rank and the date of new seniority in that rank. Where, however, an officer is granted seniority in a rank under Queen's Regulations 1975 para. 6.154, the period between the date of his former seniority and the date of his new seniority in a rank shall reckon as service for promotion.

102. An officer who has lost service qualifying for time promotion under the rules laid down in Article [100](#), in consequence of having been granted leave without pay, having been absent without leave, or for other reasons, may, if otherwise qualified, be promoted to the next higher rank but without the pay and allowances thereof, with effect from the date on which the officer would have qualified by service if no service had been lost in the circumstances described above. On completion of the necessary qualifying service in accordance with Article [100](#), the officer shall become entitled to the pay and allowances of his higher rank.

Promotion to Lieutenant or Captain

103. A regular, intermediate regular or short service officer may be promoted to the substantive rank of Lieutenant or Captain on completion of the following periods of service reckonable under Article [100](#) and subject to recommendation:

Category	The number of years of reckonable Service for promotion to	
	Lieutenant	Captain
a. Officers receiving pay under Article 176 who were commissioned from a commissioning course (formerly known as the standard military course) at the Royal Military Academy Sandhurst or commissioned as graduates with a seniority antedate under Articles 54 , 58 , 59 , or 61 .	2	5
b. Other officers (except as in f) receiving pay under Articles 176 and 182 .	2	5
c. All late entry officers.	-	On appointment
d. Nursing officers of the QARANC.	-	4
e. Provisionally registered medical officers of the Royal Army Medical Corps – see JSP 527 Chap 1 Section 7.	-	On appointment as medical officer
f. Medical cadets of the Royal Army Medical Corps – see JSP 527 Chap 1 Section 7.	On provisional registration	On appointment as medical officer
g. Dental cadets of the Royal Army Dental Corps – see JSP 527 Chap 1 Section 7.	-	On appointment as dental officer
h. Qualified and RCVS registered veterinary officers of the Royal Army Veterinary Corps ¹⁷	-	On appointment
i. Legal officers of the Army Legal Service	-	On appointment
j. Chaplains of the Royal Army Chaplains' Department	-	On appointment (CF4)

103A. *Reserved*

Promotion to Major

103B. *General rule.* Except as provided in Article [103C](#), a regular or intermediate regular officer may be promoted to the substantive rank of Major by selection in accordance with instructions laid down by the Defence Council.

103C. A regular/full commission officer of the corps shown below may be promoted to the substantive rank of Major on the completion of the following period of service reckonable under Article [100](#), subject to such instructions as may be laid down by the Defence Council:

Category	Years of Service
a. Officers of the QARANC	8 see JSP 527 Chap 2 Section 3.
b. Veterinary officers of the Royal Army Veterinary Corps ¹⁸	6
c. Legally qualified officers of the AGC(ALS) ¹⁹	6
d. Late entry commission officers.	First eligible in the calendar year in which they complete 6 years commissioned service ¹

¹⁷ Pre-RCVS registered veterinary officers will be granted a probationary commission in the rank of substantive Captain subject to such instructions as are laid down by the Defence Council.

- 104.** Medical and Dental Officers. Promotion on the date of attaining 5 years seniority as a Captain subject to such instructions as may be laid down by the Defence Council in JSP 527.
- 104A.** An intermediate regular commission officer of the corps shown below may be promoted by selection to the substantive rank of Major on completion of the following period of service reckonable under Article [100](#), subject to such instructions as may be laid down by the Defence Council.

Category	Years Service/Seniority
a. Legal officer of the Adjutant General's Corps (Army Legal Service)	6
b. Late Entry commissioned officers	First eligible in the calendar year in which they complete 6 years commissioned service

- 104B.** A short service commission officer of the following corps or category may be promoted by selection to the substantive rank of Major in accordance with Article [103C](#).
- a. Legal officers of the AGC(ALS).
 - b. *Reserved.*
- 105.** *Reserved.*
- 106.** A subaltern or Captain who is a prisoner of war may be promoted in the same manner as if the officer were effective.

The Brigade of Gurkhas²⁰

- 107.** Intermediate Regular Commission (Late Entry) (IRC(LE)) officers may first be selected for promotion to Major in their sixth year of commissioned service in accordance with instructions laid down by the Defence Council
- 108.** *Intentional deletion.*

Royal Army Chaplains' Department

- 109.** Officers of the Royal Army Chaplains' Department shall be promoted by selection subject to such instructions as may be laid down by the Defence Council.

Promotion to Lieutenant Colonel

- 110.** *General rule.* Except as otherwise provided in this Warrant, an officer holding the substantive rank of Major may be promoted by selection to the substantive rank of Lieutenant Colonel in accordance with instructions laid down by the Defence Council.
- 111.** *Medical officers of the Household Cavalry and of the Royal Army Medical Corps and dental officers of the Royal Army Dental Corps.* Medical and dental officers will be eligible for promotion by selection to Lieutenant Colonel having attained between 6 and 10 years seniority in the substantive rank of Major, subject to such instructions as may be

¹⁸ Veterinary officers serving in the rank of Captain on 31 Mar 04 will have transitional rights to the terms of Article 104A as shown under amendment 70/03. See also AGAI 35 Annex C.

¹⁹ *Transitional Arrangements:* Legal officers (Reg C) serving in the substantive rank of Captain on 31 Dec 01 and legal officers whose SSC was extended prior to 31 Dec 01, retain the right to promote to the substantive rank of major after 4 years service, reckonable under Article 100, or at age 30, whichever is the later. See AGAI 35 Annex C.

²⁰ *Transitional Arrangements:* During the transitional period Gurkha SSC(LE) officers will be eligible to promote to the rank of substantive major. The transitional period will be subject to review by DM(A) and last for no longer than 2012.

laid down by the Defence Council²¹ The latest date for promotion is that for timed promotion.

- 112.** *Medical Support Officers of the Royal Army Medical Corps.* A medical support officer of the Royal Army Medical Corps, holding the substantive rank of Major, may be promoted by selection to the substantive rank of Lieutenant Colonel to fill a vacancy on the establishment, subject to such instructions as may be laid down by the Defence Council.
- 112A.** *Royal Army Veterinary Corps.* A veterinary officer of the Royal Army Veterinary Corps may be promoted by selection into a vacancy to the substantive rank of Lieutenant Colonel after at least 13 years reckonable service as a veterinary officer and subject to such instructions as may be laid down by the Defence Council.²²
- 112B.** *Reserved.*
- 112C.** *AGC(ALS).* Provided that he is qualified and recommended, a legally qualified officer of the AGC(ALS) may be promoted to the rank of Lieutenant Colonel on completion of six²³ years in the rank of substantive Major, subject to such instructions as may be laid down by the Defence Council.
- 113.** *Late entry commission.* Regular commission (late entry) officers may be promoted to the substantive rank of Lieutenant Colonel by selection into vacancies in the calendar years ROD minus 4 and ROD minus 3 for promotion in calendar years ROD minus 3 and ROD minus 2, subject to such instructions as may be laid down by the Defence Council.

Promotion to Colonel

- 114.** *General rule.* Except as otherwise provided in this Warrant an officer holding the substantive rank of Lieutenant Colonel may be promoted by selection to the substantive rank of Colonel in accordance with instructions laid down by the Defence Council.
- 114A.** *Medical officers of the Household Cavalry and of the Royal Army Medical Corps and dental officers of the Royal Army Dental Corps.* Medical and Dental Officers will be eligible for promotion by selection to Colonel having attained between 8 and 15 years seniority in the substantive rank of Lieutenant Colonel, subject to such instructions as may be laid down by the Defence Council²⁴. The latest date for promotion is that for timed promotion.
- 114B.** *Exceptions.* An officer of the following corps, holding the substantive rank of Lieutenant Colonel may be promoted, by selection, to the substantive rank of Colonel to fill a vacancy on the establishment in accordance with the instructions laid down by the Defence Council:
- a. Medical Support Officers of the Royal Army Medical Corps.
 - b. Officers of the Royal Army Veterinary Corps.
 - c. Legally qualified officers of the AGC(ALS).
 - d. In exceptional circumstances, a late entry Lieutenant Colonel may be considered for promotion to Colonel.

²¹ See JSP 527 Chapter 1 Section 7

²² Veterinary officers serving in the rank of substantive Major on 31 Mar 04 will have transitional rights to terms of service in Article 112A.

²³ Officers serving in the substantive rank of Major on 31 Dec 01 retain the reserved right to promote to Lieutenant Colonel on time promotion on the date they were due to do so as at 31 Dec 01.

²⁴ See JSP 527 Chapter 1 Section 7.

Promotion to Brigadier

- 114C.** *General Rule.* Except as otherwise provided in this Warrant an officer holding the substantive rank of Lieutenant Colonel or Colonel may be promoted by selection to the substantive rank of Brigadier in accordance with instructions laid down by the Defence Council.
- 114D.** An officer in the following categories and late of the following corps holding the substantive rank of Colonel may be promoted by selection to the substantive rank of Brigadier to fill a vacancy on the establishment subject to such instructions as may be laid down by the Defence Council:
- a. Medical Officers late of the Household Cavalry.
 - b. Medical Officers late of the Royal Army Medical Corps.
 - c. Veterinary Officers late of the Royal Army Veterinary Corps.
 - d. Dental Officers late of the Royal Army Dental Corps.
 - e. Legally qualified officers of the AGC(ALS).
 - f. Medical Support Officers late of the Royal Army Medical Corps.
 - g. Nursing officers of Queen Alexandra's Royal Army Nursing Corps.

Promotion to General Officer

- 114E.** Promotion to the rank of Major General, Lieutenant General or General shall be by selection to fill a vacancy on the establishment for these ranks. Promotion to the rank of General shall be from Lieutenant Generals who, save in exceptional circumstances, will serve a further two years on the active list. Promotion to these ranks will be subject to such instructions as may be laid down by the defence Council.

Dates of Promotion

- 114F.** *General Rule.* Except as otherwise provided in this Warrant, the date of promotion of an officer to the substantive rank of Lieutenant Colonel and above shall be in accordance with instructions laid down by the Defence Council.
- 114G.** The date of promotion of an officer promoted in accordance with Articles [109](#) (to Class II Chaplain or above only), [114B\(d\)](#), or [114E](#) shall normally be the date of assumption of or embarkation to take up, the duties appropriate to the substantive rank, except that if an officer is selected for promotion before the vacancy occurs and is filling an appointment appropriate to or higher than the substantive rank on the date of the vacancy, he may be promoted on that date. An officer selected for promotion under these articles after the vacancy has occurred, who is holding equivalent of higher acting rank and is filling a vacancy appropriate to that rank may have his promotion antedated to the date of vacancy or to the date on which he was last granted that acting rank, whichever is the later.
- 115.** *Reserved.*

Promotion to Field Marshal

- 116.** A General Officer, whether on the active or retired list, may be promoted to the rank of Field Marshal at Her Majesty's Pleasure without regard to seniority.

Acting Rank

- 117.**²⁵ *General Rule.* An officer selected otherwise than as an interim measure to fill a vacancy in an establishment of the Regular Forces or the Territorial and Army Volunteer Reserve carrying higher rank than his own substantive rank, may be granted the appropriate acting rank except where a junior officer fills such a vacancy and is not considered by his commanding officer to be fitted to the grant of acting rank. The conditions under which acting rank may be granted, retained and relinquished shall be determined by the Defence Council.

Local Rank

- 118.** To meet temporary situations when higher rank is necessary for the purpose of status or seniority local rank may, for the convenience of the Service, be conferred on an officer for such period as may be necessary, without regard to seniority. Local rank shall not carry any advantages regarding pay, retirement or retired pay.

Honorary Rank

- 119.** *General rule.* Honorary rank shall be granted under conditions laid down by the Defence Council.²⁶ It shall not carry any advantages regarding pay, retirement or retired pay.
- 120.** *Equerries.* A substantive Lieutenant Colonel who has held the appointment of equerry to Her Majesty for at least five years may be granted on retirement the honorary rank of Colonel.
- 121.** *Colonels of regiments.* A Lieutenant Colonel on the retired list of the Regular Army appointed Colonel Commandant of a corps or Colonel of a regiment under Article [83](#) may be granted the honorary rank of Colonel.

Promotion by Brevet

- 122.** *Reserved.*

Defence Council's Instructions

²⁵ Article 117. The detailed conditions governing the grant, retention, and relinquishment of acting rank are contained in Army General and Administrative Instructions, Chap 35.

²⁶ The Queen's Regulations for the Army, Chap 9.

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Section 5 - Removal, Exchange and Transfer

- 123.** *General rule.* An officer from the Regular Army may be permitted to transfer from one regiment or corps to another regiment or corps under such regulations as may be approved by the Defence Council.
- 124.** a. *Home Service Officers.*
- (i) Officers on HSFT terms holding regular and intermediate regular commissions may convert to GS terms under the conditions laid down by the Defence Council.
 - (ii) *Reserved.*
- b. *Reserved.*
- 125-126.** *Reserved.*
- 127.** An officer of the substantive rank of Colonel or above, shall become late of their regiment or corps.
- 128.** *Reserved.*
- 128A.** *Reserved.*
- 129.** An officer appointed to the Employed Lists shall not be removed from their regiment or corps.
- 130.** *Special List.* No Lieutenant Colonel will be transferred to the Special List after 31 Dec 03. Those officers serving on the Special List on 1 Jan 04 will remain subject to the instructions by the Defence Council.²⁷
- 131-134.** *Reserved.*

²⁷ AGAI Vol 2 Chapter 31.

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Section 6 - Pay, General Provisions

Issue of Pay

135. Pay Warrant Part 2, JSP 754, Chapter 2, Section 1, para 02.0107

136. The pay of an officer on first appointment and on promotion shall begin from the date of his commission or promotion, respectively, as stated in the *London Gazette*.

Deductions from Pay

137. Charges for food and accommodation. Pay Warrant Part 2, JSP 754. Chapter 9, Section 10

138. Cotswold Family Centre charges. Pay Warrant Part 2, JSP 754, Chapter 9, Section 9

139.²⁸ Maintenance of families. Pay Warrant Part 2, JSP 754, Chapter 2, Section 6

Remission of Deductions

140. Without prejudice to the power of the Defence Council under section 149 of the Army Act 1955, to remit any forfeiture or deduction imposed under section 145, 146, 147 or 148 of that Act or under this Warrant, any deductions of pay imposed under section 147 of the Army Act 1955, may be remitted by any officer superior in command to the officer who imposed the deduction.

Pay of missing officers

141. Pay Warrant Part 2, JSP 753, Chapter 3, Section 13, para 03.1308

142.²⁹ Where it appears to the satisfaction of the Defence Council or any officer authorized by them, that satisfactory means of communication with an officer are not available in circumstances which do not justify the presumption of the officer's death or absence without leave, or being officially declared "missing" or a "prisoner of war", a sum not exceeding two-thirds of the pay and other emoluments granted to the officer by this Warrant may be paid out of such pay or emoluments to or for the benefit of the officer's spouse and/or any other dependent at the discretion of the Defence Council or such authorized officer, provided that it is proved to their satisfaction that such spouse or dependant is in need at the time and is a person to whose support the officer contributed. A receipt given by or on behalf of such spouse or other dependant shall be a sufficient discharge.

Advances of Pay

143.³⁰ Pay Warrant Part 2, JSP 754, Chapter 2, Section 5

144.³¹ Pay Warrant Part 2, JSP 754, Chapter 2, Section 5

²⁸ Article 139. Minimum rates of pay appropriate to various categories of officers are published in orders and instructions. Services Families and Single Living Accommodation, garage, carport and food charges will be met from the minimum rate of pay.

Defence Council's Instructions

²⁹ Article 142. The powers under this article are intended to be used where means of communication with an officer have either wholly failed or temporarily become so difficult that contact with the officer cannot be established with reasonable expedition.

³⁰ Article 143. In the case of a cadet appointed to a commission after a course at the Royal Military Academy Sandhurst, or an Arms School, the on the last day of the course. Issue will be subject to the cadet making a written application for the advance and to the commandant being satisfied as to its necessity. In all other cases, the advance will be issued by the APC from whom the officer is to receive their pay, on receipt of a written application from the officer supported by a recommendation by their commanding officer and a certificate (AF B 138), that the officer has actually joined for duty. Recovery of the advance will be effected by deducting equal instalments over a period of 3 months commencing in the month following the date of the advance. In the case of university cadets payment will be made through the unit imprest account at the Royal Military Academy Sandhurst on receipt of a written application from the officer, supported in hardship cases by the commandant. Final clearance of the payment will be made by the APC. Recovery of advances up to £100 in other than hardship cases will be made from the officer's first monthly payment. Advances up to £140 in hardship cases will be recovered over the next six months.

³¹ Articles 144-147B. Applications for advances of pay under Articles 144 and 145 and for advances of pay and allowances under Articles 147 & 147B are to be made to Commanding Officers. Applications under Article 144 or 145, will not normally be considered earlier than two months before

145. Pay Warrant Part 2, JSP 754, Chapter 2, Section 5
146. Pay Warrant Part 2, JSP 754, Chapter 2, Section 5
147. Pay Warrant Part 2, JSP 754, Chapter 2, Section 5
- 147A.³² Pay Warrant Part 2, JSP 754, Chapter 2, Section 5
- 147B. Pay Warrant Part 2, JSP 754, Chapter 2, Section 5

Pay during absence from duty

148. *Unemployed officers.* An officer of the Regular Army of the rank of Lieutenant Colonel or above (other than a Field Marshal) shall, if the Defence Council so decide, be granted full pay during a period of unemployment. Officers so paid shall be regarded as available for such temporary employment as may be decided by the Defence Council.

Absence through Sickness or Injury

- 149.³³ Unless the Defence Council decide otherwise, full pay shall continue during absence from duty owing to sickness or injury (whether or not this is regarded as attributable to military service) for a period not exceeding 18 months provided that, in the opinion of the approved medical authority, there is, and continues to be, a reasonable prospect that the officer will become fit for duty within that period. Pay shall not, however, cease before the expiration of any invaliding and/or terminal leave granted.
150. *Officers serving overseas or whose repatriation overseas has been approved.* The provisions of Article [149](#) shall apply to officers serving overseas except that an officer who is to be invalided in the United Kingdom shall remain entitled to pay until he has been medically boarded after return to the United Kingdom, and has completed his invaliding and terminal leave. An officer who is to be invalided and whose repatriation to his home country overseas has been approved shall be retained on full pay until the date of disembarkation in his home country (provided that embarkation takes place at the first available opportunity) and for the periods of invaliding and terminal leave admissible thereafter. If, however, the officer is normally domiciled in, or has elected to reside in, the country in which he is located at the date the decision to invalid him is taken full pay shall not be admissible beyond the periods specified in Article [149](#).

the expected date of embarkation. Such advances will not exceed the amount of one month's pay after deduction of income tax and any allotment or other known charges and will be recovered in equal instalments over a period of three months commencing in the month following the date of the advance. Advances under Article 147 and Article 147B will be recovered from the pay issued during the 12 months‡ following that in which the advance is made, except that when a further advance is made while an earlier advance is outstanding, the amount of the second advance will be added to the balance of the earlier advance and the total recovered from the pay issued during the 12 months‡ following the date of the second advance.

³² Article 147A. Application for an advance must be made by the sponsor of the expedition to the Ministry of Defence SP Pol PC2. The application should quote the full details of the expedition, the names of the officers for whom advances are requested and whether Navy and Royal Air Force personnel are involved in the expedition. The repayment period shall equal the number of days for which pay is advanced.

³³ Article 149.

a. For the purpose of computing the period for which full pay is admissible, all periods of absence from duty due to the same disability will be aggregated except where separated by a continuous period of six months at duty. Periods of absence for different disabilities will be aggregated only when there is no intervening period at duty.

b. Specialist pay may be paid during absence from duty in accordance with the normal rules as detailed in AGAI Vol 2, Chap 35, para 35.043.

c. Acting rank will be retained for the periods specified in the regulations at AGAI Vol 2, Chap 35, para 35.051.

d. An individual who is found, on the initial medical examination held within seven days of joining for duty or as the immediate result of that examination, to be unfit for service because of a disability incurred before entry, and who is unlikely to become fit for service within the period specified in Article 149, will at once have his commission terminated or be discharged. In such a case, invaliding or terminal leave will not be admissible.

e. Except in such cases as may be prescribed, an individual serving for a fixed period will not be retained on pay beyond the normal date for termination of his service.

f. The provisions of this article will not apply to officers re-employed under Article 239b but will apply to members of the Reserve Forces when called out or embodied and accepted for permanent service.

g. Detailed instructions are contained in the Pulheems Administrative Pamphlet 197287 (Code No 13371, Revised 1972).

Forfeiture of Pay

151.³⁴ . Pay Warrant Part 2, JSP 754, Chapter 3, Section 13

152. *Prisoners of War.*

- a. The pay of an officer shall not be forfeited for absence by reason of the officer having been made a prisoner of war unless the Defence Council or an officer authorized by them³⁵ are satisfied that:
 - (i) the officer was made a prisoner of war through disobedience to orders or wilful neglect of duty; or
 - (ii) having been made a prisoner of war the officer failed to take any reasonable steps available to rejoin Her Majesty's service; or
 - (iii) having been made a prisoner of war the officer served with or aided the enemy in the prosecution of hostilities or measures calculated to influence morale or in any other manner whatsoever not authorized by international usage.

But pay for any day³⁶ of such absence may be provisionally withheld under such conditions as may be laid down by the Defence Council³⁷

- b. Where the Defence Council or an officer authorized by them are satisfied that the conditions of a.(1), (2) or (3) above are fulfilled, pay shall be forfeited for every day of absence from the date of capture or from the first day of the month in which the Defence Council or authorized officer are so satisfied whichever is the later; provided that where pay has been provisionally withheld under the provisions of a. above the whole of the pay so withheld shall be forfeited.

Substitution Pay for Temporary Performance of Duties of a Higher Rank/Grade

153.³⁸ Pay Warrant Part 2, JSP 754, Chapter 3, Section 8.

154. An officer who is selected other than as an interim measure to fill a vacancy in an establishment of the Regular Forces or the TA carrying a higher rank/grade than his own substantive rank, and who, under the terms of Article [117](#), is not considered by his commanding officer to be fitted or qualified for the grant of acting rank, may be granted the pay of that rank.

155. *Exceptions to the general rule.*

- a. An officer who, as an interim measure, fills a graded staff appointment while the nominated holder of the appointment is absent on account of sickness, or

³⁴ Article 151, sub paras a. and b. The computation of the number of days an officer is absent or in hospital for the purposes of this article and of Article 152 is governed by the Computation of Time Regulations 1956 (Army Order 112 of 1956).

³⁵ Article 152. For the officers authorized by the Defence Council see Army Order 111 of 1956

³⁶ Article 152. Day of absence: See Defence Council's instruction 9 to Article 151.

³⁷ Withholding of pay.

a. When an officer, who has been absent as a prisoner of war rejoins for duty, pay for the period from the first day of the month in which the officer was released to the day before that on which the officer rejoins for duty will be withheld pending an investigation of the circumstances of the case.

b. Except as provided in a. above, the pay of an officer will not be withheld by reason of absence as a prisoner of war unless there is reason to suppose that the conditions of a (1), (2) or (3) of Article 152 apply, and then only by order of the Defence Council or one of the under-mentioned officers:-

DPS(A), Col PS10(A). or Where a board of inquiry is to be held immediately following capture, and there is reason to believe that the individual was made prisoner of war through disobedience to orders or wilful neglect of duty, the commander (not below the rank of Brigadier or corresponding rank) of the body of troops concerned.

³⁸ Articles 153-155. Additional single-service rules for substitution pay are contained in AGAI Col 2 Chap 35.

compassionate leave, or on a temporary attachment on duties not connected with his appointment, or on an individual emergency tour, but has not relinquished the appointment, will be eligible for substitution pay under the terms of Article [153](#) even though a vacancy in the establishment does not exist.

- b. An officer serving with the TA who, as an interim measure, performs the duties of a higher rank for the whole period of an annual camp, may be granted substitution pay for that rank provided that no other officer draws pay for the same duties.

156. *Reserved.*

Service reckoning for increase of pay

157. ³⁹ Unless otherwise provided in the Warrant:

- a. Service reckoning for promotion under Article [100](#) shall reckon for increase in pay except that:
 - (i) *Reserved*
 - (ii) for an officer appointed to a short service commission an antedate granted under Article [61](#) or any service in the ranks shall reckon in the rank of Lieutenant only.
- b. The period of antedate granted to chaplains under Article [55](#) and any periods of previous service as a Chaplain with HM Forces or any other full paid commissioned service reckonable under Article [100n](#) shall reckon for incremental pay purposes.
- c. A chaplain who, on promotion to Class 1, advances up the scale under Article [171b](#), and a veterinary officer who, on promotion to Major, advances up the scale under Article [173b](#), shall then be deemed to have reckonable service appropriate to his rate of pay.
- d. Subject to the provisions of Article [167](#), previous periods of service in a paid rank shall count towards increments in the same or lower rank. In the case of officers (other than regular commission (late entry) officers) of the Royal Army Medical Corps, Royal Army Veterinary Corps and Royal Army Dental Corps, only service in the rank in the arm indicated shall reckon, unless an officer, except a former nursing officer of the Queen Alexandra's Royal Army Nursing Corps, has transferred to one of these corps from another arm of the Service without a break in service.
- e. Where SSVC officers have previous periods of full time service in a paid rank this shall count towards increments in the same or lower rank. Previous periods of part time service shall not count for such increments.
- f. The period of antedate granted to a veterinary officer under Article [60b](#) shall reckon for increase of pay.

Defence Council's Instructions

³⁹ Articles [157](#) and [158](#).

a. When assessing the pay of an officer appointed to a commission, including an officer transferred from one type of commission to another without a break in service, the APC will deduct from the total of previous reckonable service and reckonable civilian antedate the number of years required to produce his substantive rank on appointment, and will reckon any balance remaining towards increase of pay in that rank. The expression "in the rank" used in pay scales is modified to this extent. Where, however, on appointment the officer has had previous periods of service in a paid rank reckonable under Article [157d](#), his pay will either be calculated as above or will be assessed at the basic rate for his substantive rank with the increments for previous service in the same or higher rank, which ever is more favourable.

b. An officer who is sentenced to forfeit seniority in a rank will have his pay re-assessed to ensure that the period forfeited does not reckon for increase of pay. If he is subsequently granted seniority under Queen's Regulations 1975, para 6.154, his incremental date will be re-adjusted from the date of the award. Any seniority granted under this regulation which gives an officer promotion to a higher rank will reckon towards increase of pay in the higher rank.

Non-reckonable service

- 158.** Service that is not reckonable for promotion under Article [101](#) shall not reckon as service towards increase of pay.

Cessation of Pay

- 159.** *Retirement and resignation.* An officer who retires on retired pay or gratuity, or who resigns his commission, or whose commission is terminated under Article [258](#), shall not receive pay beyond the date preceding that notified in the *London Gazette*, except that, if serving abroad, he may be allowed pay to the date of his retirement or resignation as notified in general orders of the station, provided that he continues to do duty to such date.
- 160.** An officer serving abroad who has his probationary commission terminated or is called upon to resign, may be allowed pay up to the date of disembarkation in the United Kingdom, provided that he proceeds by the first available opportunity.
- 161.** *Dismissal, or removal, etc.* An officer who is dismissed or removed from the Army, or whose commission is cancelled, shall receive pay to the date preceding that notified in the *London Gazette*.
- 162.** *Death.* Pay is issuable, subject to the rules prescribed elsewhere in this Warrant, up to and including the date of death of an officer.
- 163.** *Loaned officers.* An officer permitted to accept an appointment not remunerated from any Army funds as specified in Article [89](#), shall cease to draw Army pay from the date on which he embarks or otherwise proceeds to take up such employment.

Officers (other than officers employed under Article [237A](#)) employed in a national emergency

- 164.**⁴⁰ Except where otherwise provided, officers of the following categories taken into permanent service by reason of a national emergency shall receive, while so employed the same rates of pay under the same rules and conditions as those laid down for full time officers on the active list of the Regular Army:
- a. Officers of the Regular Army Reserve Officers.
 - b. Officers on HSPT terms and those officers commissioned with the former UDR before 1 July 1992.
 - c. Officers of the TA when called out for service with the Regular Army.
 - d. Ex-officers or civilians granted emergency commissions in the Regular Army or commissions in the Regular Army Reserve Officers, or the TA.

An officer so employed shall have no claim to pay for any day beyond the last day on which he actually performs duty or on which he completes the period of leave for which he may be eligible.

- 165.** *Reserved*

Officers of the TA

- 166.** An officer of the TA may be granted pay for any day or days on which he may, with the sanction of the Defence Council, be specially employed on military duty with the Regular Forces.

RATES OF PAY

General

167. *Incremental Progression.* **Pay Warrant Part 2, JSP 754, Chapter 3, Section 4**

- a. *Experience in rank.* The completion of one years' paid service in the rank from the date of the award of the last incremental rise counts towards qualification for the next increment for that rank. Individuals awarded accelerated progression, do not have to fulfil the years' paid service criteria. Any time served in the next higher rank on a paid acting basis following the introduction of Pay 2000, is recognised as service counting towards incremental progression both on reversion to the current substantive rank and on any subsequent re-elevation within 5 years of the date of reversion. For the purposes of pay progression, time in rank will be based on the effective date of promotion in the current rank unless enhanced by any period of acting rank or antedates.
- b. *Qualifications and time restraints.* Attainment of certain key qualifications as determined by Arms/Service Directors and detailed in appropriate Army publications may qualify individuals for accelerated progression of up to 12 months advancement to the next incremental level; the effective date for qualifications gained through courses or examinations shall be the date of passing the course or final examination or obtaining exemption there from. Arms/Service Directors may also impose time/qualification restraints to bar incremental progression.
- c.⁴¹ *Satisfactory performance.* Where an officer has not performed his duties satisfactorily, the commanding officer may authorize the suspension of incremental progression for a period of 12 months. Any period of suspension will be treated as non reckonable for future incremental progression.
- d. *Accelerated progression.* **Pay Warrant Part 2, JSP 754, Chapter 3, Section 6**

168A. Enlistment.

- a. Unless otherwise specified within this Warrant, potential officers undergoing officer training at the Royal Military Academy Sandhurst (RMAS) will be enlisted onto an 'O' type engagement as officer cadets and shall have their pay assessed as follows:
 - (i) Non graduate officer cadets attending commissioning courses shall be paid at the officer cadet rate at Annex A – [Table 4](#).
 - (ii) Graduate Officer Cadets attending commissioning courses shall be paid at a rate equivalent to the second Lieutenant rate of pay at Annex A- [Table 4](#).
 - (iii) Cadets attending pre commissioning courses shall be paid at the appropriate soldier New Entrant Rate of Pay as promulgated annually in the MOD SP Pol PC2 Directed Letter, until commencing a commissioning course as an officer cadet.
 - (iv) A soldier who, on becoming an Officer Cadet, is in receipt of a higher rate of pay, including any pay for acting rank, than the officer cadet rate, shall retain that rate, and the right to any incremental progression he would normally have been eligible to receive, so long as it is to his advantage.

Defence Council's Instructions

⁴¹ **Article 167c.** *The assessment of 'Satisfactory Performance' is for the commanding officer to make, assisted by the guidance notes issued by the Military Secretary. The performance of all officers graded C or D in their most recent Annual Confidential Report is to be reviewed by the commanding officer. To assist in this, details of any officer so graded shall be forwarded to the commanding officer automatically by AFPAA 6 weeks before an increment falls due. Satisfactory performance criteria also apply to officers not included under Article 169.*

- (v) An officer serving on Full Time Reserve Service, a Short Service Voluntary Commission or a R IRISH Home Service commission who, on becoming an officer cadet on an RMAS commissioning course, (having undertaken any training which is considered necessary for acceptance on the RMAS commissioning course) is or was previously⁴² (whilst undertaking their service on FTRS, SSVC or R IRISH HS) in receipt of a higher rate of pay (including any pay for acting rank) than the officer cadet rate, shall retain that rate and the right to any incremental progression he would normally have been eligible to receive, so long as it is to his advantage.
 - (vi) An officer or other rank of the Royal Air Force or Royal Navy, including the Royal Marines, who, on becoming an officer cadet on an RMAS commissioning course, (having undertaken any training which is considered necessary for acceptance on the RMAS commissioning course) is or was previously⁴² (whilst serving in another service) in receipt of a higher rate of pay (including any pay for acting rank) than the officer cadet rate, shall retain that rate and the right to any incremental progression he would normally have been eligible to receive, so long as it is to his advantage.
- b. Welbeck – The Defence Sixth Form college (DSFC) students joining the Defence Technical Undergraduate Scheme (DTUS) will do so on annual technical bursary terms; detailed terms of service are contained in Army General Administrative Instructions Chapter 15 and Army Commissioning Regulations (ACR). DTUS undergraduates will be required to enlist in a University Support Unit⁴³ as a member of the Territorial Army (TA) Group B with the status of officer cadet; they will receive attendance pay in addition to their technical bursary award. Following graduation DTUS bursars will undertake initial officer training at RMAS as officer cadets on an ‘O’ Type engagement and receive the rates of pay specified at paragraph 03.0303 of JSP 754.
 - c. University Cadet probationary Second Lieutenants shall be paid the relevant university cadet rates at Annex A – [Table 4](#).

168B. *Promotion. Pay Warrant Part 2, JSP 754, Chapter 3, Section 7*

168C. *Antedates.* Officers granted ante-dates of seniority in accordance with Articles **53-64A** which qualify for increases of pay under Articles [100](#) and [157](#) shall be assimilated to the appropriate incremental level for the authorized rank and seniority.

168D. *Re-employment/Re-instatement.* Officers who re-enter under Articles [237](#), [239](#) and [245](#) shall initially be paid at the Level 1 rate appropriate to their rank on re-entry. When any former service declared on re-entry, including paid time in a higher rank/s has been confirmed and allowed, pay may be reassessed to count the former service in that rank and higher rank/s towards incremental pay.

168E. *Forfeiture of seniority.* Officers sentenced to forfeit seniority will assume the incremental point appropriate to the new seniority date in accordance with Articles [101e](#) and [158](#).

168F. *Reservists on Full Time Employment.* Reservists who are employed on full time service under the provisions of Reserve Forces Act 1996 and TA Regulations shall initially be paid at the Level 1 rate appropriate to their rank. When any former service declared on commencing full time service, including paid time in a higher rank/s, has been confirmed

⁴² It may have been necessary for a break in service to be undertaken by the individual due to the end of a commitment or training and the commencement of the RMAS commissioning course.

⁴³ or University Officer Training Corps (UOTC) if not at a DTUS university.

and allowed under Reserve Forces (Army) Regulations 1997 and TA Regulations, pay may be reassessed to count the former Regular Army service in that rank and higher rank/s towards incremental pay in the current rank from the date of commencing full time service.

168G. *Reservists on Full Time Reserve Service.* **Pay Warrant Part 2, JSP 754, Chapter 4**

169. *Main scale.* **Pay Warrant Part 2, JSP 754, Chapter 3, Section 3**

- a. Except where otherwise provided in the Warrant, the pay of Army officers in the rank of Brigadier and below shall be at the Main scale rates shown at Annex A – [Table 4](#).
- b. *Officers (other than Late Entry) commissioned from the Ranks.* **Pay Warrant Part 2, JSP 754, Chapter 5, Section 3** Main scale at Annex A – [Table 7](#)
- c. *Late Entry officers transferring to a Regular Commission.* **Pay Warrant Part 2, JSP 754, Chapter 5, Section 3** Annex A – [Table 7](#)
- d. *Late Entry Commissions - Majors and above.* . **Pay Warrant Part 2, JSP 754, Chapter 5, Section 3** Annex A – [Table 7](#) – [Table 4](#).
- e. *Special List.* An officer in the rank of Lieutenant Colonel who has transferred to the Special List may remain in receipt of the actual rate of pay in issue to the officer on the day before transfer to the Special List. With effect from 1 Apr 99, the pay of all Special List Lieutenant Colonels shall be the annual pay increase applicable to mainstream Lieutenant Colonels at Annex A – [Table 4](#). But there will be no further incremental progression.
- f. *Gap Year Commission (GYC).* . **Pay Warrant Part 2, JSP 754, Chapter 5, Section 3** Annex A – [Table 4](#).

Senior Officers Pay Warrant Part 2, JSP 754, Chapter 5, Section 13

170. The pay of officers of the rank of Major General and above shall be at the rates referred to at Annex A – [Table 2](#). .

If a 4-star General is appointed to Chief of the Defence Staff (CDS), the officer will enter the separate pay scale for CDS at increment level 1, Annex A – [Table 1](#).

170A. *Incremental Progression.* . **Pay Warrant Part 2, JSP 754, Chapter 5, Section 13**

170B. Pay for senior officers of the Army Medical Services and the Army Dental Services are referred to at Annex A – [Table 3](#).

Royal Army Chaplains' Department . JSP 754, Chapter 5, Section 4

171. *General.* The pay of officers of the Royal Army Chaplains' Department shall be as referred to at Annex A – [Table 5](#).

Army Medical Services and Army Dental Services

172. The pay of medical officers, provisionally registered medical practitioners and medical cadets of the Army Medical Services, of the Royal Army Medical Corps and of the Household Cavalry, and of dental officers and dental cadets of the Army Dental Services and of the Royal Army Dental Corps shall be as referred to at Annex A – [Tables 9-18](#).

Army Veterinary and Remount Services . Pay Warrant Part 2, JSP 754, Chapter 5, Section23

173. *Pay of Veterinary Officers.* Pay of veterinary officers of the Royal Army Veterinary Corps up to and including the rank of Lieutenant Colonel shall be as referred to at Annex A – [Table 6](#). Pay of veterinary officers in the rank of Colonel and above shall be as referred to at Annex A – [Table 4](#).

Late Entry Officers

174. The pay of short service commission (late entry) officers and intermediate regular commission (late entry) officers shall be as referred to at Annex A- [Table 7](#).

175. *Reserved.*

Officers' Main Scale

176. Unless otherwise specified, all Army officers in the rank of Brigadier and below shall be paid on the Main Scale. Detailed pay rates are as outlined at Annex A – [Table 4](#).

Senior Officers' Main Scale

177. Detailed pay rates are as outlined at Annex A – [Table 1](#) & [2](#), and are updated annually by MOD SP Pol PC2 Directed Letter.

Officers of the Royal Army Chaplains' Department

178. Detailed pay rates are as outlined at Annex A – [Table 5](#), and are updated annually by MOD SP Pol PC2 Directed Letter.

Army Medical Services and Army Dental Services

179. Detailed pay rates are as outlined at Annex A – [Tables 9-18](#), and are updated annually by MOD SP Pol PC2 Directed Letter.

Army Medical Services and Army Dental Service-Senior Officers

- 179A. Detailed pay rates are as outlined at Annex A – [Table 3](#), and are updated annually by MOD SP Pol PC2 Directed Letter.

Veterinary Officers of the Army Veterinary and Remount Services

180. Detailed pay rates are as outlined at Annex A – [Table 6](#), and are updated annually by MOD SP Pol PC2 Directed Letter.

181. *Reserved.*

Intermediate Regular Commission (Late Entry) Officers, Short Service Commission (Late Entry) Officers including officers of the former UDR (Permanent Cadre) commissioned from the ranks with 9 or more years reckonable service.

182. Detailed pay rates are as outlined at Annex A – [Table 7](#), and are updated annually by MOD SP Pol PC2 Directed Letter.

Pilot Employment Scheme (Army)

183. Detailed pay rates are as outlined at Annex A – [Table 8](#) and are updated annually by MOD SP Pol PC2 Directed Letter.

- 184 - 186. *Reserved*

THE BRIGADE OF GURKHAS

Officers commissioned from the Royal Military Academy, Sandhurst and Short Service Commissioned (Gurkha) officers

- 187.** a. *Officers commissioned from the Royal Military Academy, Sandhurst.* The rates of pay of such officers shall be as referred to in Article [176](#).
- b. *Short Service Commissioned (Gurkha) officers.* The rates of pay of such officers shall be as follows:
- (i) Those commissioned from the rank of Lieutenant Queen's Gurkha Officer at Level 9 for Officers Commissioned from the Ranks as provided in Annex A - [Table 7](#).
 - (ii) Those commissioned from the rank of Captain Queen's Gurkha Officer at Level 12 for Officers Commissioned from the Ranks as provided in Annex A - [Table 7](#).

188 - 192. *Reserved.*

Gurkha Commissioned Officers and Queen's Gurkha Officers

193. The basic pay of Gurkha Commissioned Officers and Queen's Gurkha Officers is based on Indian Army rates of pay converted to Sterling using the general accounting rate of exchange as at 1 April each year. Queen's Gurkha Officers will continue to receive pay linked to the Indian Army pay group that they received prior to commissioning. Rates of pay shall be as outlined at Annex D – [Tables 1](#) and [2](#) and will be updated annually in the AG Gurkha's Policy Directed Letter.

194. *Reserved.*

195. *Dearness Allowance.* An addition to Indian Army pay elements, termed Dearness Allowance (Nepal), shall be paid while a Queen's Gurkha Officer is on authorised leave in India or Nepal. The percentage rates of this allowance shall be promulgated annually by AG Gurkha's Policy Directed Letter.

196. *Reserved.*

197-198 *Reserved.*

Order of March - Pay Warrant Part 2, JSP 754, Chapter 3, Section 1, Para -3.0112

199 - 209. *Reserved.*

MISCELLANEOUS APPOINTMENTS

210. The pay of officers holding the under mentioned appointments shall be at the following rates:

a.	Honorary Physician or 'Honorary Surgeon to the Queen'	The pay of rank or of a Colonel, Army Medical Services, which ever is higher (Article 179).
b.	'Honorary Veterinary Surgeon to the Queen'	The pay of rank (Annex A – Table 6)
c.	'Honorary Dental Surgeon to the Queen'	The pay of rank or of a Colonel, Army Dental Services, which ever is higher (Article 179).
d.	Constable to the Tower of London	£200 per year in addition to retired pay.
e.	Lieutenant to the Tower of London	£150 per year in addition to retired pay.

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Section 7 - Specialist Pay

211. General - . Pay Warrant Part 2, JSP 754, Chapter 6, Section 1

212 – 218. Reserved.

General Medical and General Dental Practitioner Trainer Pay

219. All Specialist pay for medical and dental officers shall be referred to at Articles [750-760](#).

220. Reserved.

Flying Pay for Army Pilots, Flying Instructors and Maintenance Pilots –

General - . Pay Warrant Part 2, JSP 754, Chapter 6, Section 17

221. Rates. The daily rates of Flying Pay (FP) shall be as outlined at Annex C – [Table 1](#).

Parachute Pay - General - . Pay Warrant Part 2, JSP 754, Chapter 6, Section 10

223. General. The daily rates of parachute pay shall be as outlined at Annex C – [Table 2](#). Parachute pay shall be payable while occupying an annotated parachute post on the establishment of a parachute unit, and remaining liable for parachute duties.

Specialist Pay (Special Forces Communications Pay) -

General - Pay Warrant Part 2, JSP 754, Chapter 6, Section 14

224. Entitlement. Officers will be eligible to receive Specialist Pay (Special Forces Communications Pay) (SP(SFCP)) in accordance with the rates outlined at Annex C – [Table 6](#) on completion of SFCP training.

225-227. Reserved.

Specialist Pay (Special Forces)

General - Pay Warrant Part 2, JSP 754, Chapter 6, Section 12

227A. Specialist Pay (Special Forces) (SP(SF)) will be paid to Regular SF Officers⁴⁴ in accordance with the rates outlined at Annex C – [Table 3](#).

228. Intentional Deletion.

Specialist Pay (Special Intelligence Pay)

General - Pay Warrant Part 2, JSP 754, Chapter 6, Section 16

229. Specialist Pay (Special Intelligence Pay) (SP(SIP)) will be paid to qualified officers serving as AAH (Advanced Agent Handler LSN) in SP(SIP) authorised posts. Eligibility will commence from the day of completion of the Defence Research Course, or the date of assuming the post for second and subsequent qualifying tours. The rates of SP(SIP) will be as promulgated by SP Pol PC1

Specialist Pay (Special Duties Pay)

General - Pay Warrant Part 2, JSP 754, Chapter 6, Section 15

⁴⁴ Reserve SF officers only qualify for SP(SF) when mobilised into an SF Role as determined by HQ DSF, or on SF FTRS or ADC SF duties. Reserve SF officers do not qualify for SP(SF) when mobilised into a non-SF role or on non SF FTRS or ADC SF duties.

229A. Specialist Pay (Special Duties Pay) (SP(SDP)) will be paid to SD qualified personnel serving in SP(SDP) authorised posts. Eligibility will commence from the day of completion of SD training, or the date of assuming the post for second and subsequent qualifying tours. The rates will be promulgated by SP Pol PC1.

Special Service Pay (Diving)

General - Pay Warrant Part 2, JSP 754, Chapter 6, Section 12

230. The daily rates of Special Service Pay (Diving) SSP(D) shall be as outlined at Annex C – [Table 4](#).

Experimental Pay

230B⁴⁵. JSP 752, this is now an allowance

231-233. *Reserved*

234. Intentional Deletion

Northern Ireland Resident Supplement

234A JSP 752, this is now an allowance

Special Qualification pay

234B *Removed.*

234C *Reserved.*

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Defence Council's Instructions

⁴⁵ Article **230B.** *Specialist pay will be issued only for the days on which personnel are actually employed in:*

- a. Experiments or trials under simulated arctic or tropical conditions; or*
- b. Experiment or trials which involve instrumentation on, or in the body; or*
- c. Experiments or trials that involve discomfort or effort beyond that expected of soldiers on peacetime training.*

The Director of the Establishment shall decide within the limits of these three categories which experiments or trials qualify for specialist pay. Entitlement will be published in Part 2/3 Orders.

Section 8 – Re-employment and Pay of Retired Officers

General Rule

235. The Defence Council may, when they think fit, employ under such conditions, as they shall from time to time determine, officers who have retired from the Army. Except in a national emergency, such officers shall not be so employed after the age of attaining 65 years.

Termination of Employment

236. The employment of an officer referred to in Article [235](#) may be terminated at any time if, in the opinion of the Defence Council, his services are no longer required. In such an event the officer shall revert to his position as a non-employed retired officer. He shall have no claim to pay for any day beyond the last date on which he actually performs duty.

Re-employment in a National Emergency

237. *Pay and conditions of service.* Except where otherwise stated in this Warrant, retired officers recalled into service by reason of a national emergency shall receive, while so employed, the same rates of pay and be governed by the same rules and conditions as are laid down for officers of the Active List of the Regular Army, except that such officers shall not be eligible for substantive promotion.

237A. *Retired officers employed under the retired officers scheme for regular officers.* Retired officers employed overseas under the retired officer scheme for regular officers who are recalled to service but for continued employment under that scheme, will not be eligible for pay under this Warrant.

Retired Officer holding a commission in the Territorial Army

238. For the purpose of pay and allowances, the rank of a retired officer who has been granted a commission in the Territorial Army on appointment to that force in peace, and who continues to serve with that force on call out shall be the rank which he holds in the Territorial Army.

Re-employment (otherwise than in a National Emergency)

239. A re-employed retired officers, not coming within the conditions applicable to officers recalled to service at the time of a national emergency, shall be paid as follows:

- a. *Ordinary cases.* In ordinary cases, he shall receive the full pay appropriate to the rank of the appointment he holds. While he is so remunerated his retired pay shall not be suspended. Service during re-employment in full pay under this article shall not reckon for increase of pay or promotion.
- b. *Special cases.* In special cases, he shall receive, in addition to any retired pay that he receives, such amounts as shall be determined by the Defence Council.

Pay and conditions of service

240⁴⁶. Except as otherwise provided in this Warrant, the pay of officers employed under the conditions of Article [239](#) shall be issued under the rules and conditions laid down for the issues of these emoluments to officers on the active list of the Regular Army.

⁴⁶ Articles 240-244 inclusive do not apply to retired officers re-employed under the conditions laid down in Defence Council Instructions.

Pay during absence

241. An officer employed under the provisions of Article [239](#) shall not be eligible for pay during absence from duty on ordinary leave until he has completed six months of such employment (excluding any periods of absence).

Absence through sickness

242. a. The continuance of pay during absence through sickness of officers re-employed under Article [239a](#) shall be governed by the conditions of Article [149](#).
- b. The period during which full pay may be issued to an officer, employed under the conditions of Article [239b](#), during absence from duty on account of sickness shall be as follows:
- (i) during the first six months employment – nil;
 - (ii) after six months employment - two months;
 - (iii) for each complete twelve months employment after the first six months employment- two months, in addition to the two months admissible under (ii) above, provided that in no case may the period exceed the maximum period on the active list in the same arm.

Absence from duty on any ordinary leave for which full pay is not admissible, and absence from duty on account of sickness, whether full pay is admissible for not, will not count as employment in assessing the period for which full pay is admissible under (ii) and (iii) above. Absence on ordinary leave with pay will count as employment. All periods of sickness for which full pay has been drawn will be aggregated and will count against the periods for which full pay may be drawn under (ii) and (iii) above. The issue of full pay during absence from duty owing to sickness will be contingent on there being reasonable probability that the officer will ultimately be fit to return to duty and on his continuing to fill a post within an approved establishment. In the event of his ceasing to do so, or if he is certified by the approved medical authority to be permanently unfit for service, his employment will be terminated and will have no further claim to full pay for his sickness.

Any officer who falls sick while serving abroad will be allowed full pay up to the date of arrival in the United Kingdom, even though the period of sick leave as laid down above may be exceeded, provided that such arrival is not delayed by reasons within his own control. In the event of a retired officers re-employed under Article [239b](#) being absent from duty on account of sickness attributable to military service, the period for which full pay is admissible may be extended by the Defence Council up to the maximum of 18 months applicable to serving officers and under the same conditions.

Transfer to conditions under Article [237](#)

243. The Defence Council may during a period of national emergency give notice to an officer to terminate his employment under the conditions of Article [239](#) and sanction his employment under the conditions of Article [237](#). Unless such notice is given, the officer will continue to service under the conditions of Article [239](#).

Pay of officers employed on committees, courts martial, etc.

244⁴⁷. An officer on retired pay who is required to attend a committee, court-martial, board of inquiry, regimental inquiry or arbitration shall be paid the difference between the daily rate of full pay of rank and the daily rate of his retired pay, for each day on which he attends or is employed on special duties or travelling connected therewith, including days of travelling from his residence and back. An officer shall not be eligible to receive this pay for more than one committee on the same day.

Re-instatement

245. The Defence Council may, when they think fit, re-instate a retired officer under conditions prescribed by them.

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⁴⁷ Claims for pay will be preferred separately from claims for travelling and personal allowances and will be forwarded to the Army Personnel Centre (APC) with a statement signed by the president or chairmen detailing the date on which the claimant attended.

Section 9 - Conditions of Retirement, Resignation and Removal from the Army

Captains

246. A regular officer of the rank of Captain, other than a regular commission late entry (formerly quartermaster category) officer, who fails to attain the substantive rank of Major shall be retired on completing sixteen years reckonable service for retired pay or after such period as may be approved, except that a Captain of the former Ulster Defence Regiment who converts to a regular commission on or after 1 July 1992 shall retire at 50 years of age.

246A. *Reserved.*

Retired for Age

247. Subject to Articles [246](#) & [246A](#) above and except as at Article [247A](#) and as may otherwise be provided, a regular officer serving in a corps or category mentioned in Tables 1 to 3 below, shall be retired on attaining the normal age for retirement appropriate to his substantive rank and category as set out in that table:

Table 1

	Major	Lieutenant Colonel	Colonel	Brigadier	Major General	Lieutenant General	General
Household Cavalry, Royal Armoured Corps, Royal Artillery, Royal Engineers, Royal Corps of Signals, Infantry (including Ft Gds., Para., and Gurkha), Army Air Corps, Royal Logistic Corps, Royal Army Medical Corps (less Medical Officers), Royal Army Dental Corps (less Dental Officers), Royal Army Veterinary Corps (Veterinary Support Officers), Corps of Royal Electrical and Mechanical Engineers, Adjutant General Corps (less ALS), Intelligence Corps.	55	55	55	55	55	57	58 ⁴⁸
Royal Army Medical Corps (Medical Officers), Royal Army Dental Corps (Dental Officers) ⁴⁹	58	58	58	58	58	58 ⁵⁰	
Royal Army Veterinary Corps (less Veterinary Support Officers)	58	58	58	59			
Adjutant General Corps (ALS) ⁵¹	60	60	60	60	60		
QARANC including those nursing officers formerly of the RAMC	55	55	55 ⁵²	55 ⁵³			

⁴⁸ When the post of CDS is held by a general, the retirement age for that post shall be 60.

⁴⁹ The normal age of retirement for Reg C officers who opt to remain on pre-JSP 527 terms of service will be 60;

⁵⁰ Or such age as to complete a normal tenure.

⁵¹ For legal officers of the AGC(ALS) who have opted to retain their age based terms of service (ATOS). The normal retirement age of Reg C ALS officers commissioned on or after 1 Jan 02 or who have opted to transfer to length of service terms of service (LTOS), will be as provided at Article [247A](#).

⁵² When the post of DANS is filled by a Colonel, an extension of service, up to a maximum age of 59, may be authorised to allow the normal tenure in post as set by Article [82](#).

⁵³ If selected for an OF6 appointment, service will normally be extended to permit completion of the reckonable service for pension purposes in that rank.

Table 2

Late Entry Officers	Majors and below	Lieutenant Colonel
Regular commission late entry (formerly quartermaster category) officers (except in AGC(SPS) and those formerly of the Women's Royal Army Corps)	55	55
Regular commission late entry (formerly quartermaster category) formerly of the Womens' Royal Army Corps (except Director of Music) Appointed on or after 1 st January 1958	55	55
Director of Music Appointed on or after 1 st January 1975	55	55
AGC(SPS): If appointed to a Reg C (LE) before 1 st January 1984	60	60
If appointed to a Reg C (LE) on or after 1 st January 1984 and before 1 st January 1985	58	58
If appointed to a Reg C (LE) on or after 1 st January 1985 and before 1 st January 1986	56	57
If appointed to a Reg C (LE) on or after 1 st January 1986 and before 1 st January 1993	55	57
If appointed to a Reg C (LE) on or after 1 st January 1993	55	55

Table 3

Royal Army Chaplain's Department	Retiring Age⁵⁴
Chaplain Class IV	55
Chaplain Class III	55
Chaplain Class II	55
Chaplain Class I	55
Principal Chaplain	58
Deputy Chaplain-General	58
Chaplain General	60

Retired for Service

247A. Subject to Articles [246](#) and [246A](#) above and as may be otherwise provided, a regular officer, commissioned on or after 1 Apr 00, (veterinary officers commissioned after 1 Apr 04; legal officers commissioned after 1 Jan 02) and all regular (late entry) officers⁵⁵, shall be retired after having completed 34 years reckonable service for retired pay, calculated in accordance with Article 33 of The Army Pensions Warrant 1977, or having reached the age of 60 whichever is the earlier. (This does not affect the following professionally qualified officers (doctors, dentists, nursing officers, physiotherapists, pharmacists, and chaplains, who remain subject to Article [247](#))). Officers commissioned before age 21 will have a normal retirement age in accordance with Article [247](#) Table 1.

Retention beyond date for retirement

248. *General rule.* The Defence Council may, at their discretion, retain an officer on the active list beyond the date on which he/she would have otherwise been retired.⁵⁶

Defence Council's Instructions

⁵⁴ Chaplains commissioned between the ages of 39 and 44 may, if appointed to an intermediate regular commission, serve for 16 years or to age 60, whichever is the earlier. Chaplains commissioned to a short service commission over the age of 44 may be extended to age 60, subject to the conditions laid down by the Defence Council in the Army Commissioning Regulations.

⁵⁵ Late entry officers due to retire on or after 31 Dec 04 will remain on age terms of service as in Table 2.

⁵⁶ AGAI Vol 2 Chapter 31.

- 249.** *Options to continue to serve beyond the present age limits.*
- a. Reg C officers with a graduate antedate in the RAC, RA, RE, R SIGNALS, Infantry, AAC, RLC, REME and Intelligence Corps, including female officers formerly WRAC for permanent employment with these Arms and Services, who commenced their undergraduate studies in the academic year 1957 - 1986 inclusive, will be permitted, under conditions laid down by the Defence Council⁵⁷, to serve beyond the compulsory retirement age by a period equal to the antedate, or to complete 34 years service, whichever is the earlier, in order to qualify for increased retired pay.
 - b. An AGC officer serving in the substantive rank of Brigadier, Colonel or Lieutenant Colonel on 31st December 1992 may elect to continue to serve to the retirement date authorized under the rules by which he/she was promoted to the rank, provided that he/she remains in that rank.
- 250.** *Retention at a time of national emergency.* In the event of an officer being called to, or engaged on, active service, or service in a national emergency, when under any article of this Warrant he/she would be liable to retire from the Army, he may be retained, at the discretion of the Defence Council, on the active list during the continuance of the emergency.
- 251.** *Retention to allow terminal leave to be taken.* An officer who has not completed the period of leave for which he/she is eligible on retirement by the date otherwise fixed for his/her compulsory retirement shall remain on full pay until the expiration of such leave, and his/her retirement shall be deferred until his/her full pay ceases.
- 251A.** *Retention to Allow Entitlement to Resettlement to be taken.* When an officer has been unable to utilise his full Graduated Resettlement Time (GRT) entitlement, for Service, medical or compassionate/welfare reasons, he may apply, under the rules contained in **JSP 534** paragraph **0351** and **0352**, for his retirement date to be delayed.

Retirement on completion of tenure of appointment, etc

- 252.**
- a. Any officers of the rank of Major General or above, as well as an officer of the rank of Brigadier in the following corps only (H CAV/RAC, RA, RE, R Signals, Inf., AAC, RLC, RAMC (Medical Support Officers), REME, AGC⁵⁸ and INT CORPS) for whom no further employment can be foreseen shall be retired on completing the tenure of a command or appointment or on completion of such service in the rank as may be specified in the officer's case, notwithstanding the officer may not have attained the age for retirement laid down in Articles [247](#) and Article [247A](#).
 - b. An officer of the rank of Colonel or Brigadier who holds an appointment specified⁵⁹ by the Defence Council shall similarly be retired on completing the tenure of their appointment if no further employment can be foreseen for him/her. Such retirement may take place before the age of 55 years at the discretion of the Defence Council.
 - c. Any officer of the rank of Major or above may be retired in the circumstances in a. above up to three months before the normal age for retirement laid down for their rank and arm in Article [247](#).

⁵⁷ The Army Commissioning Regulations 1999.

⁵⁸ Provided that the officer was promoted to that rank on or after 1 Jan 93.

⁵⁹ The specified appointments are DADS; DAVRS; DANS; DAGP; DCG; Principle Roman Catholic Chaplain.

Compulsory Retirement, Resignation, etc.

- 253.** *General Rule.* An officer may at any time be called upon by the Defence Council to retire or resign their commission for reasons other than misconduct and not necessarily within their own control.
- 254.** The retirement or resignation of a regular or short service officer under Article [253](#) shall have effect from the date of expiration of two months notice of impending retirement or resignation, except that the termination of the notice of the short service officer will not be later than date on which the active list service for which the officer was commissioned ends. When an officer is serving at home, the two months notice will run from the date the Defence Council letter calling upon the officer to retire or resign; if serving abroad, the two months notice will run from the date on which the officer would arrive in the UK, provided that the officer proceeds by the first available opportunity. For an officer retiring or resigning while overseas and remaining abroad, the two months will run from the date the officer is informed of the Defence Council decision.
- 255.** *Misconduct.* An officer may at any time be called upon by the Defence Council to retire or resign their commission or be removed from the Army for misconduct.
- 256.** In the event of an officer failing to retire or resign when called upon to do so under Article [253](#) or [255](#), his commission shall be terminated on the date on which the officer would otherwise have retired or resigned. In the case of an officer who has been sentenced to a term of imprisonment by the civil power and who is removed from the Army, the date of removal shall be the date of conviction.
- 257.** *Dismissal and cashiering.* When an officer is sentenced to be cashiered or dismissed from the Service, the sentence shall have effect from the date of promulgation.
- 258.** *Termination of probationary commissions.* If an officer appointed to a commission on probation is reported upon as unfitted to retain his commission, his commission may be terminated forthwith.
- 259.** *Medical unfitness.* An officer who, on account of ill-health, is reported by an approved medical authority as being unfit for military service under current standards, as laid down by the Defence Council, shall be retired from the Army.
- 259A.** Notwithstanding any provisions to the contrary in this Warrant or in other regulations governing retirement, an officer may be specially or prematurely retired on redundancy, in accordance with instructions of the Defence Council.
- 259B.** *Reserved.*

Voluntary Retirement or Resignation

- 260.** a. *General Rule.* An officer may at the discretion of the Defence Council under such rules as they may from time to time lay down, be permitted to retire or resign his/her commission as his/her own request. The date of retirement or resignation shall be the date notified in the *London Gazette*⁶⁰.
- b. An officer may be permitted, at the discretion of the Defence Council, to transfer to

Defence Council's Instructions

⁶⁰ Article 260. Officers serving or on leave from abroad. The voluntary retirement or resignation of an officer serving abroad may be withheld at the discretions of the Defence Council until he/she has completed 12 months continuous service abroad at the station to which he/she was last moved. The retirement or resignation of an officer who applies to retire or resign his/her commission while on leave from a station abroad shall have effect from a date not later than the date of expiration of such leave.

Conditions of Retirement

the Regular Army Reserve of Officers (RARO), Class 3 (with the exception of officers on HS terms of service who transfer to Class 5), as an alternative to resignation.

- c. *Pregnancy.* Female officers who become pregnant may either retire or opt for maternity leave, as eligible, and return to duty after the birth of their child.
- d. *Reserved.*

261. *Reserved.*

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Section 10 - Regular Army Reserve of Officers

COMPOSITION OF THE RESERVE

Classes of Reserve

262. The Regular Army Reserve of Officers is divided into five classes:

- a. Class I, comprising officers of the following categories:
 - (i) Officers transferred under Article [263](#).
 - (ii) Officers transferred under Article [264](#).
 - (iii) Certain officers transferred voluntarily from the Army Emergency Reserve of Officers.
 - (iv) Certain other officers transferred voluntarily or appointed to this class at their own request.
- b. Class II, comprising officers of the following categories:
 - (i) Officers transferred voluntarily from Group A of the TA.
 - (ii) Certain officers invited to transfer voluntarily from the Army Emergency Reserve of Officers, the Territorial Army and the Territorial Army Volunteer Reserve of Officers.
- c. Class III, comprising officers of the following categories:
 - (i) Officers transferred under Article [260](#).
 - (ii) Officers transferred voluntarily from the Army Emergency Reserve of Officers other than those in RARO1.
 - (iii) Officers transferred voluntarily from the TA and assimilated from the TA Reserve of Officers other than those in RARO2.
 - (iv) Officers transferred voluntarily from Group B of the TA.
 - (v) Other voluntary members, including voluntary members of Class 1 and 2 transferred at their own request.
- d. Class IV, comprising officers transferred voluntarily from Category 3 of the former Territorial and Army Volunteer Reserve. This class will waste out.
- e. Class V, comprising officers of the following categories:
 - (i) Officers transferred voluntarily from the former Ulster Defence Regiment.
 - (ii) Officers who served on HSFT and HSPT terms transferred voluntarily.

Notwithstanding the above, a voluntary member of the Regular Army Reserve of Officers may be appointed, with his/her consent, to a class other than that for which his/her previous service would normally qualify him/her.

- 263.** An officer serving on a regular or special regular commission before 1st April 1983 who retires from the Regular Army with 10 or more years service from age 18 shall be a compulsory member of the Regular Army Reserve of Officers Class 1 and shall remain liable to recall to service in the Army, in the circumstances described in Article [285](#), until he/she reaches the age limits laid down in Article [273](#).
- 263A.** An officer commissioned before 1st April 1983 serving on a short service commission with a liability for a fixed period of reserve service shall, on ceasing to serve on the Active List, be a compulsory member of the Regular Army Reserve of Officers Class 1 until completion of his fixed period of reserve service.
- 264.** An officer appointed to a regular or special regular commission (other than an officer on HSFT or HSPT terms of service) on or after 1 April 1983 shall, on leaving the Active list, become a compulsory member of the Regular Army Reserve of Officers Class 1 and shall remain liable to recall to service in the Army in the circumstances described in Article [285a](#), and on the terms laid down in Articles [272Ba](#), and [273](#) as appropriate.
- 264A.** An officer commissioned into the Regular Army (other than an officer on HSFT or HSPT terms of service) on or after 1st April 1983 and serving on a short service commission on pension earning terms shall, on leaving the Active List, become a compulsory member of the Regular Army Reserve of Officers Class 1 and shall remain liable to recall to service in the Army in the circumstances described in Article [285a](#) and on the terms laid down in Articles [272Bb](#) and [273](#), as appropriate.
- 264B.** An officer commissioned into the Regular Army on or after 1st April 1983 and serving on a 7 year 364 day gratuity earning short service commission shall on leaving the Active List, become a compulsory member of the Regular Army Reserve of Officers (Class 1) liable to recall to service in the Army in the circumstances described in Article [285a](#) and on the terms described in Article [272Bc](#) for a period amounting to the balance of the officer's fixed period of service.
- 264C.** An officer commissioned into the Regular Army on or after 1st April 1989 and serving on an 8 year preserved pension earning short service commission shall, on leaving the Active List, become a compulsory member of the RARO Class 1 liable to recall to service in the Army in the circumstances described in Article [285a](#) and on the terms described in Article [272Bd](#) for a period amounting to the balance of the officer's fixed period of service.
- 265.** *Reserved.*
- 266.** A regular, intermediate regular or short service officer may, at the discretion of the Defence Council, be relieved of liability to serve in the Regular Army Reserve of Officers.⁶¹
- 267.** *Reserved.*

Direct Appointment to the Reserve

- 268.** Persons of the following classes may be appointed as voluntary members of the Regular Army Reserve of Officers:
- a. Persons who have held Commissions in the Land Forces, the Territorial Army or the Bermuda Militia, provided that their service has been satisfactory throughout.

⁶¹ Article **266** applies to medical and dental officers serving on full, medium and short commissions.

- b. Clergymen fully ordained and duly accredited by a recognized religious denomination for duty with the Royal Army Chaplains' Department.
- c. Such other persons as may be approved by the Defence Council.

Age Limits on Entry

- 269.**
- a. An officer of the Regular Army or the TA may transfer to the Regular Army Reserve of Officers up to the age limits shown in Article [273](#).
 - b. A commission in the Land Forces for service as a voluntary member of the Regular Army Reserve of Officers under Article [268](#) will not normally be granted to a candidate whose age exceeds the following:

For appointment as:	Years
Major, Captain or subaltern	45
Lieutenant Colonel.....	50
Late entry (formerly quartermaster category) officer	50
Chaplain to the Forces	45
Officer of the AGC(ALS)	60

In special cases, where the Defence Council consider it desirable in the interests of the Service, those ages may be exceeded. An officer above the rank of Lieutenant Colonel may be appointed provided the officer has not reached the age limits in Article [273](#).

- c. A retired officer employed overseas under the retired officer scheme for regular officers may, if not already a member, become a voluntary member of the Regular Army Reserve of Officers irrespective of age.

Medical Standard

- 270.** An officer may be appointed to the Regular Army Reserve of Officers provided that the officer is of the medical standard laid down by the Defence Council for the Arm in which the officer is to be accepted.

RANK AND PROMOTION

Rank on appointment

- 271.**
- a. An officer will normally be appointed to the Regular Army Reserve of Officers in the substantive rank which the officer holds or which was held on resignation or in any other rank the officer may be granted on retirement, except that a Territorial Army officer of the rank of acting Lieutenant Colonel may retain the acting rank, if held at the time of transfer, and may be granted the substantive rank of Lieutenant Colonel on reaching the age prescribed in Regulations for the Territorial Army for substantive rank.
 - b. A retired officer employed overseas under the retired officer scheme for regular officers, who becomes a voluntary member of the Regular Army Reserve of Officers in accordance with Article [269](#), will be appointed to the Reserve in the rank corresponding to the grade of the retired officer appointment.
 - c. A retired officer employed overseas under the retired officer scheme for regular officers, who is a compulsory member of the Regular Army Reserve of Officers, may revert voluntarily to the rank corresponding to the grade of the retired officer appointment if recalled under the terms of Article [237A](#).

- d. A member commissioned under the provisions of Article [268c](#) will be granted the rank appropriate to the duties and responsibilities which will be allotted to the officer when called out for military service.
- e. A clergyman who has not held a commission as a chaplain will be appointed as a chaplain 4th class.

Promotion

- 272.** a. A second Lieutenant of the RARO may be promoted to Lieutenant on completion of two years service in the Reserve.
- b. A nursing officer of the RARO may be promoted to the substantive rank of Captain or Major in accordance with Article [103](#). Service reckonable for such promotion shall be that specified in Article [100](#) and in addition any full pay service after appointment to the reserve.

Training

- 272A.** For officers granted a commission on the Active list of the Regular Army before 1st April 1983, no compulsory peace time training is required when they become members of the appropriate overseas command/United Kingdom district commander concerned of the command under whom the training will take place, or of the MOD Personnel Branch in the case of training sponsored by MOD. Uniform will normally be worn but no uniform allowance will be admissible. Pay and allowances for officers of RARO who undertake voluntary annual reporting and/or training are as specified below:
 - a. An officer who transferred to the Regular Army Reserve of Officers from the Army emergency Reserve, the Territorial Army, or the Territorial Army Reserve of Officers and who voluntarily attends annual training in camp with a Territorial Army formation, unit or pool, or out of camp training lasting more than eight hours, or courses at MOD or Command schools, provided that there is a vacancy for a Territorial Army officer of the officer's rank and there is no officer of the Territorial Army to fill it, may receive pay and allowances as authorized in Regulations for the Territorial Army 1978, Chapter 7.
 - b. An officer who voluntarily attends once a year at an Annual Reporting Centre for training if invited to do so, may, subject to the production in good condition of any mobilization clothing or equipment with which the officer has been issued, be paid an annual report grant of £100 (taxable) and authorized travel expenses.
 - c. Officers of RARO except those specified in [272Aa](#) who participate in voluntary training with units of the Regular Army or with units of the Territorial Army may receive such pay and allowances as may be determined by the Defence Council.
- 272B.** a. For an officer granted a Regular or Intermediate Regular Commission in the Regular Army on or after 1st April 1983, the first six years of his RARO commitment or the years of his RARO service up to age 45, whichever is the shorter, are to include a reporting and training liability of up to 15 days each year. An officer is to remain in RARO up to the age limit laid down for the officer's rank and Arm/Service in Article [273](#) but after the first six years of RARO service or after age 45, the officer will no longer have compulsory annual reporting and training liability.
- b. An officer granted, on or after 1st April 1983, a Short Service Commission which subsequently becomes pension earning, will have a compulsory RARO Class 1 reporting and training liability similar to that set out in Article [272Ba](#).

Conditions of Retirement

- c. An officer granted, on or after 1st April 1983, a 7 year 364 day gratuity earning Short Service Commission will have a compulsory RARO Class1 reporting and training liability similar to that set out in Article [272Ba](#), for the duration of service in RARO.
- d. An officer granted, on or after 1st April 1989, an 8 year preserved pension earning Short Service Commission will have a compulsory RARO Class 1 reporting and training liability similar to that set out in Article [272Ba](#), for the duration of his service in RARO.
- e. An officer required to report or train under the terms of Articles [272Ba](#), or [272Bb](#), or [272Bc](#), or [272Bd](#), will be eligible to receive:
- (i) at an annual reporting centre on one day a year, when notified, subject to the production in good condition of any mobilisation clothing or equipment with which he has been issued, an annual report grant of £100 (taxable) and authorised travel expenses.
 - (ii) When additional training is ordered, pay and allowances as specified at the time the training is ordered.

Removal from Reserve

273. An officer appointed to the Regular Army Reserve of Officers Class 1 under Article [264](#) shall normally be removed from the reserve on the date of termination of his reserve liability as a short service officer unless he is accepted for further service as a voluntary member of the reserve. An officer of the Regular Army Reserve of Officers shall, however, except as provided for in Article [274](#), normally be removed from the reserve on attaining the following age limits for his rank and corps and shall no longer be liable to recall:

		Years
a.	Major, Captain or subaltern, other than those in b.	50
b.	Major, Captain or subaltern, Royal Engineers, Royal Corps of Signals, Royal Corps of Transport, Royal Army Medical Corps, Royal Army Ordnance Corps, Royal Electrical and Mechanical Engineers, AGC(SPS), Royal Army Veterinary Corps, AGC(ETS), Royal Army Dental Corps, Royal Pioneer Corps, Intelligence Corps, Army Catering Corps, QARANC or the former Ulster Defence Regiment	55
c.	Lieutenant Colonel other than those in d.	55
d.	Lieutenant Colonel, Royal Engineers (Postal and Courier Service), Royal Corps of Transport, Royal Army Medical Corps, Royal Army Ordnance Corps, Royal Electrical and Mechanical Engineers, AGC(SPS), Royal Army Veterinary Corps, AGC(ETS), Royal Army Dental Corps, Royal Pioneer Corps, Intelligence Corps, Army Catering Corps or QARANC	57
e.	Brigadier and Colonel other than in f	58
f.	Brigadier and Colonel of Queen Alexandra's Royal Army Nursing	60
g.	Major General	60
h.	General and Lieutenant General	62
i.	Late entry (formerly quartermaster category) officers	55
j.	Chaplains to the Forces (4th and 3rd classes) (2nd class) (1st class)	55 57 60
k.	Officers of the Adjutant General's Corps (Army Legal Services)	65

274. Notwithstanding the provisions of Article [273](#), members who are employed in appointments where there is a liability for recall (eg retired officers employed overseas under the retired officer scheme for regular officers) or where the continued holding of a commission is essential (eg Army Career Officers) may be retained in the Regular Army Reserve of Officers until the termination of their appointment. In addition officers at Article [273a](#) to e, h and j above and officers of the Army Medical Services, who are selected for extended liability, may continue to serve voluntarily up to the ages of 60 and 65 respectively.

275. *Reserved.*

276. a *Reserved*

b. Officers of the Territorial Army Reserve of Officers who were assimilated into the Regular Army Reserve of Officers will be removed from the latter Reserve in accordance with the age limits applicable at the time of transfer to the former Reserve, where these differ from the age limits shown in Article [273](#).

277. *Reserved.*

278. A voluntary member of the reserve may apply to resign his commission at any time, or to retire from the reserve if eligible for retirement. Such applications will not normally be accepted during a national emergency or when the officer is called out for service with the Regular Army.

279. *Reserved.*

Termination of Service

280. An officer may at any time be called upon by the Defence Council to resign his commission or to retire from the Regular Army Reserve of Officers or be removed from it for reasons other than misconduct.

Medical Unfitness

281. An officer who is certified by the approved medical authority to be below the prescribed medical standard shall be removed from the Regular Army Reserve of Officers.

Misconduct

282. An officer may at any time be called upon by the Defence Council to resign his commission or to retire from the Regular Army Reserve of Officers or be removed from it for misconduct.

Change of Address and Residence

283. All officers are required to notify any change of their permanent address to the Army Personnel Centre.

284. Any officer who wishes to take up permanent residence overseas and, additionally, any officer nominated for recall on mobilisation who wishes to go overseas temporarily must inform the Army Personnel Centre of his intention. The officer's liability for service will not be affected by any such move.

Military Law

284A. Members of the Regular Army Reserve of Officers are subject to military law in accordance with the type of commission which they hold, viz:-

Officers holding Land Forces commissions are subject to military law whilst employed or recalled for employment in Her Majesty's service in any capacity in which they can be required to be employed as holders of commissions.

Officers holding former Territorial Army commissions are subject to military law when called out on permanent service or when otherwise serving (whether under any obligation or not) with any body of troops subject to military law.

Exemption from Jury Service

284B. Under the terms of the Juries Act 1974 as amended by the Criminal Justice Act 2003, full time serving members of the Armed Forces (including Reservists on full time duty or Additional Duties Commitment personnel) may be called upon to perform jury service in England and Wales if they are registered as electors in those two countries.

The 2003 Act retains special provisions for deferral or excusal of jury service by personnel of the Armed Forces, in cases where a commanding officer certifies that absence on jury service would be prejudicial to the efficiency of the Service. Detailed rules are in JSP 760 and Regulations for the Territorial Army 1978.

Full time members of Her Majesty's Forces continue to be excused as of right from jury service in Scotland. Members of Her Majesty's Forces are exempt from jury service in Northern Ireland under the terms of the Juries (Northern Ireland) Order 1974.

Retention of Public Service Property

284C. A member of the Regular Army Reserve of Officers shall accept and retain in the officer's possession, and maintain in good order, such public or service property as may be issued to the officer.

Liabilities for Call-out

285. Members of the Regular Army Reserve of Officers are liable to be called out for service in the following circumstances:-

a. Class 1

(i) For service in any part of the world when warlike operations are in preparation or progress.

(ii) For service in any part of the world if the Queen orders the call-out of army reservists when it appears to Her that national danger is imminent or that a great emergency has arisen.

(iii) For service in the United Kingdom in defence of the United Kingdom against actual or apprehended attack

b. Class 2

(i) For service in any part of the world if the Queen orders the call-out of members of the Territorial Army when warlike operations are in preparation or progress.

- (ii) For service in any part of the world if the Queen orders the call-out of members of the Territorial Army when it appears to Her that national danger is imminent or that a great emergency has arisen.
 - (iii) As at a(iii)
- c. Class 3
As at a. (ii) or b. (ii) as appropriate and a. (iii).
- d. Class 4
 - (i) For service in the United Kingdom, Channel Islands or Isle of Man if the Queen orders the call-out of members of the Territorial Army when it appears to Her that national danger is imminent or that a great emergency has arisen.
 - (ii) As at a (iii).
- e. Class 5
For service in Northern Ireland in the event of imminent national danger or when a great emergency has arisen or in defence of the United Kingdom against actual attack or apprehended attack.

When called out for service under this Article, members of Class 1 will be employed under the conditions of Article [237](#) (retired regular officers) or Article [164](#) (other officers).

When called out for service under this Article, members of Class 2 will normally be employed in support of Group A of the Territorial Army. They may, however, be employed at the discretion of the Ministry of Defence in support of the Regular Army or of Group B of the Territorial Army or in newly formed units. They will be employed under the conditions of Articles [164](#) or [237](#) as appropriate.

Members of Class 3 will remain liable to be called out until removed from the reserve under Article [237](#). When called out for service under this Article, they will be employed under the conditions of Articles [164](#) or [237](#) as appropriate.

When called out for service under this Article, members of Class 4 will be employed for home service only. They will be employed under the conditions of Articles [164](#) or [237](#) as appropriate.

Notwithstanding the above, any member of the Regular Army Reserve of Officers who holds a Territorial Army commission will, when called out for service, be employed under the conditions of Regulations for the Territorial Army, 1967, paragraph 1201 and **not** under the conditions of Articles [164](#) or [237](#).

Officers will join for duty only when ordered by the MOD, or if already in possession of orders to do so.

Gratuity

- 286.**
- a. An officer of the Regular Army Reserve of Officers who is called out for full-time permanent service and is accepted for such service shall be paid a gratuity of £5, provided that he reports for duty before the expiration of a period of 28 days from the relevant date as defined in para d below and is accepted for service with effect from the date of reporting.
 - b. *Reserved.*

- c. An officer shall not be entitled to receive more than one such gratuity in respect of any one emergency.
- d. For the purposes of this Article and of Article [291](#) the relevant date means a date determined by the Secretary of State under Regulation 14(2) of the Regular Reserve (Army) Regulations 1967.

Officers permanently resident abroad

287. When mobilisation is ordered, officers who are residing abroad with Ministry of Defence permission and who are called out for service under Article [285](#) shall be entitled to a refund of travelling expenses from Army funds. They shall have no such entitlement if they have no orders to join.

Officers temporarily abroad

288. Officers who are temporarily abroad at the time of their call-out under Article [285](#) to Army service in the United Kingdom shall not be entitled to travelling expenses outside the United Kingdom.

Other Employment

289. An officer of the Regular Army Reserve of Officers may, with his own consent and the sanction of the Defence Council, be employed on Army service at any time. The conditions of such employment shall be those laid down in Articles [239](#) to [242](#), except for those who are not remunerated from Army Funds.

Service under a Foreign power

290. Officers of the Regular Army Reserve of Officers shall not enter the service of a Commonwealth country or of a Foreign power without the consent of the Defence Council.

Conversion to Home Service terms

291. *Reserved.*

Section 11 - Home Service Part Time (HSPT) Liability for Call-out

292 - 294 *Reserved.*

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Part IV

Officers of Queen Alexandra's Royal Army Nursing Corps

295-347. *Reserved.* (Note: These provisions have been absorbed into Part III).

Part V

**Officers of the Women's Royal Army
Corps and any Female Officer
Cap-Badged to any other Corps (other
than ALC, RAMC, RAVC and RADC)**

348-404. *Reserved.* (Note: These provisions have been absorbed into Part III).

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Part VI

**Warrant Officers
Non Commissioned Officers
and Privates**

(other than those provided for in Part VII)

Section 1 – Rank and Appointment.

- 405.** The ranks and appointments of Warrant Officers, Non Commissioned Officers and Privates are as laid down in Queen's Regulations.

Section 2 – Promotion

General

406. Promotion means advancement in substantive rank. It is granted normally to fill vacancies within the number of such ranks authorised for the particular arm or corps. Acting rank may be granted in certain circumstances when promotion is not possible. The conditions under which normal promotion may be made and acting rank granted are laid down in Queen's Regulations.
407. Exceptions to the normal procedure for promotion are made:
- a. in certain employments in which promotion is governed by time or qualification, and
 - b. for distinguished service.

Promotion by Time

408. *General.* The employments in which the promotion of soldiers is governed by time are detailed in Article [415](#), Time Promotion Table. No soldier in such employment shall be promoted unless he has acquired the necessary educational and other qualifications laid down in Queen's Regulations and has been recommended by his commanding officer. Promotion thus made shall be within the total number of soldiers allowed by the respective corps establishment for each employment. The employments in which the promotion of a soldier is governed by gaining a trade qualification are detailed in Article [415](#).
409. *Acting rank.* Except where otherwise provided by the Defence Council⁶² a soldier in any of the employments listed in Article [415](#) shall not be granted acting rank in a rank or appointment, promotion to which is governed by time without the authority of DM(A).

Reckoning of Service for Time Promotion

410. Subject to the provisions of Article [412](#), service while mustered in an employment listed in the Time Promotion Table, under the conditions laid down by the Defence Council⁶³, shall count as reckonable service for time promotion in that employment. Additionally, subject also to Article [412](#) the following service may count for this purpose:
- a. Former service in a specified vacancy in an employment listed in Article [415](#), on a current or previous regular engagement on whole-time service or as a member of the reserve or auxiliary forces on mobilized or embodied service, or, in the case of a young soldier entrant, service from date of posting to an adult unit having completed Phase 1 and Phase 2 training and been classified in a technician employment or from age 17½ years, whichever is the later.
 - b. Service as an emergency commissioned officer which immediately followed service in an employment listed in Article [415](#).
 - c. Service as an Army pilot or as a member of the Special Air Service, subject to the provisions of current Army General and Administrative Instructions.
411. Subject to the provisions of Article [412](#) the following service in a specified vacancy in an employment listed in Article [415](#), shall count as reckonable service for time promotion in that employment:

Defence Council's instruction

⁶² Article 409. Acting rank may be granted under the provisions of Queen's Regulations, para 9.152e to soldiers on long courses.

⁶³ Article 410 See Regulations for Army Employments 1972 (Code No 13466 – for Army use only).

Warrant Officers, Non-Commissioned Officers and Privates

- a. Service as a man on a regular engagement or, in the case of a junior entrant, service from date of posting to an adult unit having completed junior entrant training and been classified in his employment, or from the age of 17½ years, whichever is the later.
- b. Non regular mobilised or embodied service, except that the amount of such service admissible shall be restricted to the amount necessary to qualify for the first step in promotion prescribed in the time scale concerned.

Additionally, service as an emergency commissioned officer which, immediately followed service in an employment listed in Article [415](#), may count as reckonable service for time promotion on return to that employment.

Non reckonable service

- 412.** The following service shall not count as reckonable service for time promotion:
- a. Any period of service not admissible as “reckonable service” for pay purposes under the provisions of Articles **450** to **452**.
 - b. For the employments listed in Article [415](#) – any service rendered before a break exceeding 12 months in colour service.
 - c. For a soldier reduced in rank by court martial or under the Army Act 1955, section 201 – service rendered before such reduction in previous higher ranks than the rank to which he is reduced. Initial promotion after reduction may be granted at any time after the expiry of the minimum period specified in Queen’s Regulations for the Army 1975, paragraph 9.181.
 - d. For a soldier sentenced to forfeit seniority in rank – any service in that rank before the date specified in the sentence as that from which is to take rank and precedence.
 - e. For a soldier with former service in an employment referred to in Article [415](#), who re-enlists, voluntarily rejoins the Colours or is recalled to the Colours, but who is not immediately qualified for his former rank – any service between the date of rejoining and the date of re-qualification in that rank except as specified by the Defence Council.⁶⁴
 - f. Service on the Long Service List.
- 413.** If a soldier promoted to the rank of Lance Corporal or Lance Bombardier in accordance with the time scale is reduced by his commanding officer, he may subsequently be repromoted at any time, at the discretion of the Colonel Manning and Career Management Division, on the recommendation of his commanding officer. On repromotion the service rendered in the rank of Lance Corporal or Lance Bombardier before his reduction shall be allowed to reckon for the purpose of subsequent promotion.
- 414.** A soldier eligible for promotion by time who becomes a prisoner of war may continue, during his period of captivity, to be granted promotion by time. The recommendation required by Article [408](#) shall be waived in such cases. Such promotion shall be reviewed at the end of the period of 12 months from the date on which the soldier is taken on the posted or attached strength of a British unit after the soldier’s escape or release from captivity. If the soldier then fails to fulfil the qualifications appropriate to their new rank or appointment, or has not been recommended in accordance with Article [408](#), the soldier

⁶⁴ See Regulations for Army Employments 1972 (Code No 13466 – for army use only).

Warrant Officers, Non-Commissioned Officers and Privates

shall revert from the day following the completion of the 12 months period defined above, to the substantive rank held at the time of capture or to the rank or appointment for which the soldier is qualified and recommended under Article [408](#) if this is higher.

- 415.** Subject to the conditions laid down in Articles **410** to **412**, and except as otherwise provided by the Defence Council, soldiers of the employments shown in the following tables may be promoted to the rank specified therein on completion of the requisite number of years of reckonable service for time promotion. The requisite number of years of reckonable service for time promotion may be varied in such circumstances as may be decided by the Defence Council. A soldier transferring from some other employment to one of the employments covered in the following Tables may be transferred in their substantive rank provided the soldier is eligible under Regulations for Army Employment 1972. For time promotion purposes, it may be assumed that a soldier has completed the specified years reckonable service for promotion to the rank held on transfer. In addition, the soldier may count towards promotion to the next rank any period of service before the date of transfer, in the substantive rank held on transfer.

Time Promotion

Serial	Employment Trade CEG	Cap Badge	Rank on appt to trade/ qualification	Pte - LCpl	LCpl - Cpl	Cpl - Sgt	Sgt- SSgt	SSgt- WO2
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1	Clerk of Works – E, M & C	RE	SSgt					6 years
2	TeleTech Sys	R Signals	LCpl		1 year	4 years		
3	TeleTech Radio	R Signals	LCpl		1 year	4 years		
4	Tech Ac	REME	LCpl		1 year	4 years		
5	Tech Av	REME	LCpl		1 year	4 years		
6	Tech CE	REME	LCpl		1 year	4 years		
7	Tech Inst	REME	LCpl		1 year	4 years		
8	Tech Radar	REME	LCpl		1 year	4 years		
9	Tech Tels	REME	LCpl		1 year	4 years		
10	Ammo Tech	RLC	LCpl		1 year			
12	Dental Tech	RADC	LCpl		1 year	4 years		
13	Dental Hygienist	RADC	LCpl		1 year			
14	Radiographer	RAMC	LCpl		1 year	4 years		
14	Lab Tech	RAMC	LCpl		1 year	4 years		
16	RGN	QARANC	LCpl		1 year	4 years		
17	RMN	QARANC	LCpl		1 year	4 years		
18	Instructor SASC	SASC	Sgt				2 years	2 years
19	Tailor	Guards Div & Scottish Div	Gdsm/Pte	3 years	3 years	4 years		

Trades Granting Rank on Qualification/Appointment – With No Further Time Promotion

Serial	Employment Trade CEG	Cap Badge	Rank on appt to trade/qualification
(a)	(b)	(c)	(d)
1	Foreman of Signals	R Signals	SSgt
2	Yeoman of Signals	R Signals	SSgt
3	Supervisor Radio	R Signals	SSgt
4	Tele Op Linguist	R Signals	LCpl
5	Tele Op Spec	R Signals	LCpl
6	Mil Police	AGC(RMP)	LCpl
7	MPGS Sy NCO	AGC(MPGS)	Sgt
8	Op MI	Int Corps	LCpl
9	Op MI(L)	Int Corps	Cpl
10	Artificer – All Disicplines	REME	SSgt
11	PTI	APTC	Sgt

Promotion for distinguished service

416. A soldier may be granted substantive promotion for distinguished or exceptional service in the field, subject to the approval of the Defence Council, as follows:

- a. Where promotion is governed by the procedure described in Article [406](#), a soldier may be promoted up to and including the rank of Sergeant, provided that the establishment is not exceeded by more than five per cent and that soldiers so promoted are absorbed in the vacancies to which they would have succeeded in the ordinary course.
- b. Where promotion is governed by a time scale, a soldier may be promoted up to and including the rank of Staff Sergeant. A soldier so promoted shall be absorbed in due course into the position he would have attained in the ordinary way and will not qualify for promotion to the next higher rank earlier than he would have done had he progressed by time throughout.

417-430. *Reserved.*

Section 3 – Pay

Issue of Pay

431. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 1

432. A soldier enlisted for the Regular Army shall receive pay from and including the date on which he joins for duty.

Enlistment Bounty

432A. *Withdrawn.*

Pay on Substantive Promotion

433. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 7

Advances of Pay

434. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 5

434A. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 5

434B. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 5

434C. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 5

435. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 5

435A. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 5

435B. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 5

Forfeiture of Pay

436. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 13

437. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 13

438. *Prisoners of war.*

- a. The pay of a soldier shall not be forfeited for absence by reason of his having been made a prisoner of war unless the Defence Council or an officer authorized by them,⁶⁵ are satisfied:
 - (i) That he was made a prisoner of war through disobedience to orders or wilful neglect of his duty; or
 - (ii) That having been made a prisoner of war he failed to take any reasonable steps available to him to rejoin Her Majesty's service; or
 - (iii) That having been made a prisoner of war he served with or aided the enemy in the prosecution of hostilities or measures calculated to influence morale or in any other manner whatsoever not authorized by international usage.

but pay for any day⁶⁶ of such absence may be provisionally withheld under such conditions as may be laid down by the Defence Council.⁶⁷

⁶⁵ Article 438. For the officers authorised by the Defence Council see Army Order 11 of 1956.

⁶⁶ Day of absence. See Defence Council's instruction* to Article 436 a and c.

⁶⁷ Withholding of pay

- b. where the Defence Council or an officer authorised by them are satisfied that the conditions of a. (1), (2) and (3) above are fulfilled, pay shall be forfeited for every day of absence from the date of capture or from the first day of the month in which the Defence Council or authorized officer are so satisfied whichever is the later; provided that where pay has been provisionally withheld under the provisions of a. above the whole of the pay so withheld shall be forfeited.

Pay during Absence from Duty

439. *Absence through sickness.* The conditions governing the grant of pay to a soldier while absent from duty owing to sickness or injury shall be those laid down in Articles [149](#) and [150](#) for officers except where such conditions are inconsistent with the provisions of Article [436c](#).

Cessation of Pay

440. **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 13**
- 440A. **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 13**

Deductions from Pay

441. *Charges for food and accommodation.* **General – Pay Warrant Part 2, JSP 754, Chapter 9, Section 10**

Remission of Deductions

442. Without prejudice to the power of the Defence Council under section 149 of the Army Act 1955, to remit any forfeiture or any deduction imposed under section 145, 146, 147, or 148 of that Act or under this Warrant, any deduction of pay imposed under section 147 of the Army Act, 1955, may be remitted by an officer superior in command to the officer who imposed the deduction.
- 443-444. *Reserved.*

Maintenance of families etc

445. *Deductions in respect of maintenance.* **General – Pay Warrant Part 2, JSP 754, Chapter 2, Section 6**
446. *Cotswold Family Centre charges.* **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 9**
447. *Prisoners of war.* The provisions of Articles [141](#) and [142](#) shall apply equally to soldiers
448. *Voluntary allotment of pay.* A soldier may make an allotment from his pay in multiples of £1 a week (minimum allotment £4 a month) to any one relative (or to any two relatives if one is his wife or the guardian of his child) or to the mother of his illegitimate child or to the Navy, Army and Air Forces Institutes, provided that the soldier's commanding officer is satisfied that the sum remaining for issue after such allotment and any deductions under

a. When a soldier who has been absent as a prisoner of war rejoins for duty, pay for the period from the first day of the month in which he was released to the day before that on which he rejoins for duty will be withheld pending an investigation of the circumstances of his case.

b. Except as provided in a. above the pay of a soldier will not be withheld by reason of his absence as a prisoner of war unless there is reason to suppose that the conditions of a (1), (2) or (3) of this article apply and then only by order of the Defence Council or one of the under mentioned officers:

(1) MOD DPS(A), (2) [REDACTED]

(3) Where a board of inquiry is to be held immediately following capture and there is reason to believe that the individual was made prisoner of war through disobedience to orders or wilful neglect of his duty, the commander (not below the rank of Brigadier or corresponding rank) of the body of troops concerned.

Articles [441](#), [445](#) and [446](#) is sufficient to meet personal out-of-pocket expenses and amounts chargeable to the soldier's pay account.

449. Liability of a soldier who forfeits pay - General – JSP 754, Chapter 2, Section 6

Reckoning of Service for Pay

450. General – JSP 754, Chapter 3, Section 12

- 451.**⁶⁸
- a. *Forfeiture of pay (more than 28 days pay).* Any period in excess of 28 days shall reckon as "army service" only and not "reckonable service".
 - b. *Unpaid Leave.* Unpaid leave shall not reckon as "reckonable service" but any period of unpaid leave on a current engagement and any continuous period of unpaid leave not exceeding six months on a former engagement shall reckon as "army service".

Non-reckonable Service

452. The following shall not count as either "army service" or "reckonable service":-

- a. *Service on a current engagement.*
 - (i) Any period of service forfeited under section 81 of the Army Act 1955 by reason of desertion or fraudulent enlistment or under section 17, 37 or 81 of that Act, by reason of desertion, unless such service is restored in accordance with Queen's Regulations.
 - (ii) Any service rendered before a period in excess of five years for which pay has been forfeited.
- b. *Former service.*
 - (i) Former service which terminated while the soldier was declared to be in a state of desertion, but in respect of which he has neither been tried by court-martial nor had his trial dispensed with under the provisions of Queen's Regulations.
 - (ii) Former service terminated by discharge in any of the following circumstances:-
 - Dismissal⁶⁹
 - Dismissal with disgrace
 - On conviction by the civil power.
 - For misconduct.
 - Services no longer required owing to misconduct.
 - (iii) Former service as a commissioned officer which was terminated for misconduct.
 - (iv) Former service in the Royal Navy, Royal Marines, Royal Air Force that was terminated under conditions similar to those in sub-para. (1), (2) or (3) above.

⁶⁸ Article 451. A period of more than 28 days which will not be regarded as reckonable service may be either a continuous period for which pay is forfeited or separate periods relating to one offence which when aggregated amount to more than 28 days, e.g. where a soldier is absent for 12 days is under open arrest on rejoining and is later sentenced to 21 days' detention for the absence, the total number of days for which pay is forfeited, viz. 33, will not be regarded as reckonable service.

⁶⁹ Article 452a(2) A case will not normally be regarded as deserving special dispensation until the soldier has rendered at least one year's satisfactory service on his current engagement or has shown exceptional merit, e.g. by having earned promotion to the paid acting rank or sergeant or by distinguished service in the field.

The Defence Council may exceptionally allow former service which was not acknowledged on enlistment or re-enlistment, or is not reckonable under sub-paragraphs. (1) to (4) above, to count as "army service" or "reckonable service", if otherwise admissible under Articles [450](#) and [451](#).

Assessment of Pay

General – Chapter 3, Section 3

453A *Pay on initial entry/enlistment*

On initial entry into the Army individuals (other than officer cadets) will be allocated the New Entrant Rate of Pay as shown at Annex B – [Table 1](#) from the date of reporting for duty for initial training. .

453B. *R IRISH Home Service Full Time.* Soldiers enlisted on R IRISH Home Service Full Time terms of service (including former members of the former UDR(PC)) shall be paid on a separate pay scale in accordance with Article **633**.

453C. *Military Provost Guard Service.* **General – Pay Warrant Part 2, JSP 754, Chapter 5, Section 9**

Soldiers of the Military Provost Guard Service serving on Military Local Service Engagement (MLSE) shall be paid in accordance with Annex B – [Table 4](#).

454A *Incremental Progression.* **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 4**
Accelerated progression **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 6**

454B. *Band Allocation.* **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 2**

454C. *Promotion.* **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 7**

454D. *Transfer between Bands.* **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 10**

454E. *Reduction in Rank.* **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 9**

455. *Reserved.*

455A. *Substitution Pay.* **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 5**

456. *Assessment of pay on Re-enlistment and Re-engagement.* **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 12**

457A. *Assessment of pay on recall to the Colours.* On recall to the Colours from Section A, B or D of the Regular Reserve, or under the Recall of Army and Air Force Pensioners' Act 1948, the Army Reserve Act 1962 or the Navy, Army and Air Force Reserves Act 1964, a soldier shall be paid on the incremental point appropriate to his former service in the rank and band appropriate to his EQ in which he rejoins. If the individual re-joins in a rank lower than that in which he was discharged, paid time in the higher ranks once confirmed will count towards incremental pay in the lower rank from the date of re-joining.

457B. *Reservists on Full Time Employment.* **General – Pay Warrant Part 2, JSP 754, Chapter 4**

457C. *Reservists on Full Time Reserve Service.* **General – Pay Warrant Part 2, JSP 754, Chapter 4**

458. *Open Engagement Commitment Bonuses.*

- a. Soldiers enlisting on an Open Engagement from 1 January 1991, and soldiers enlisting on Royal Irish Home Service Full Time terms of service from 1 April 1998, may be paid an Open Engagement Commitment Bonus at rates issued by MOD SP Pol PC2 Directed Letter, on completion of 5 years and 8 years reckonable service. Receipt of these bonuses will subject the recipient to complete a minimum of 12 months service under terms of the Open Engagement; any individual failing to complete such service may be required to repay the bonus on a pro rata basis for any incomplete return of service. Soldiers serving on Home Service Part Time terms of service are not eligible to receive these bonuses.
- b. Individuals who re-enlist on an Open Engagement with former reckonable service on an engagement other than an Open Engagement may be eligible for Commitment Bonuses for Open Engagements as follows:
 - (i) At the 5 year point if previous service plus the minimum period of service required under the Open Engagement⁷⁰ does not exceed 6 years.
 - (ii) At the 8 year point if previous service plus the minimum period of service required under the Open Engagement⁷¹ exceeds 6 years but is less than 9 years.
- c. Individuals on the Open Engagement who re-join from the Regular Reserve may be eligible for Commitment Bonuses if they are in Regular service at the 5 or 8 year point of reckonable service and they have not given notice to terminate. Individuals who fail to complete such service may be required to re-pay the bonus in accordance with Article [458a](#) above.

458A. *Reserved.*

459. *Rates of pay.* The rates of pay laid down in Annex B – [Table 1](#).

460. *Reserved.*

- 461.**⁷²
- a. WO1 in receipt of pay in the higher band by virtue of his appointment as a RSM of a major unit who on posting to a WO1 appointment in which he would normally be entitled to pay in the lower band, or to attend a resettlement course, may retain the higher range rates of pay on a mark time basis until such time as his normal rate of pay in the lower band for his seniority and qualifications in rank overtakes the rate he was receiving in relinquishment of the RSM appointment.
 - a. WO1s reduced in rank shall be dealt with in accordance with Article [454E](#).
 - b. A WO1 removed from the appointment of RSM of a major unit for reasons other than normal posting shall revert to the pay range appropriate to his EQ with effect from the date of removal from post.

462 *Pay Band Profile Change due to JSJET Action.* **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 2**

Defence Council Instruction

⁷⁰ 3 years min period of service required up to and including 31 Oct 99 and 4 years min period of service since 1 Nov 99.

⁷¹ As footnote 24.

⁷² A major unit is defined as: "A unit commanded by a Col or Lt. Col which has on all ranks established strength of 300 or more with a number of sub units commanded by Majors".

Warrant Officers, Non-Commissioned Officers and Privates

- 462A.** *Voluntary Change of Pay Band due to Transfer of Regt/Corps, Relinquishment of Qualifications or Re-Categorisation from One Employment Category to Another. General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 10*
- 462B.** *Dual Career Employment Qualifications - General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 11*
- 462C.** *Reserved.*
- 462D.** *Long Service List/Continuance.* Soldiers who transfer to the Long Service List or who serve on an extended career regimentally and who suffer a reduction in rank or down banding on transfer, may retain the rate of pay in issue immediately prior to transfer/reduction on a mark-time basis until such time as this rate is overtaken by the pay of the lower rank and/or pay band; if this does not occur within 2 years the individual is to be re-aligned to the appropriate incremental point in the lower rank or band taking into account all previous time spent in the held and any higher rank/s. Soldiers in receipt of a mark-time rate of pay will receive the allowances and pay the charges of the actual rank held, not the rank to which their pay relates, where allowances and charges are determined by rank.
- 463.** *Reserved.*
- 464.** *Rates of pay.* The daily rates of pay for Military Provost Guard Service personnel are as outlined at Annex B – [Table 4](#).

Order of March

- 465** **General – Pay Warrant Part 2, JSP 754, Chapter 3, Section 1**
- 466 – 471** *Reserved.*

Section 4 - Specialist Pay

General

472. General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 1

Specialist pay shall be granted to a soldier or junior entrant under the conditions laid down in Articles **475** to **497** and at the rates as outlined at [Annex C](#).

473 - 474. Reserved.

Flying Pay for Army Pilots, Flying Instructors and Maintenance Pilots

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 17

475. Rates. The daily rates of Flying Pay (FP) shall be as outlined at Annex C – [Table 1](#).

476. Reserved.

Parachute Pay

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 10

477. General. The daily rates of parachute pay shall be as outlined at Annex C – [Table 2](#). Parachute pay shall be payable while occupying an annotated parachute post on the establishment of a parachute unit, and remaining liable for parachute duties.

Parachute Jumping Instructors and Assistant Parachute Jumping Instructors

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 20

478. The daily rates of specialist pay for soldiers qualified as parachute jump instructors (PJI) and assistant parachute jump instructors while actually employed as such shall be as outlined at Annex C – [Table 2](#).

Air Dispatch Pay

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 9

479. The daily rates of Air Dispatch Pay shall be outlined at Annex C – [Table 1](#).

Joint Helicopter Support Unit Helicopter Crew Pay (JHSU HCP).

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 11

480. The daily rate outlined at [Annex C – Table 1](#). Detailed qualifying criteria are:

Aircrewmen Pay

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 18

481. Aircrewmen pay is paid to qualified AAC personnel filling annotated Islander posts, at the daily rates as outlined at Annex C – [Table 1](#).

Specialist Pay (Special Forces) (SP(SF))

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 12

481A. *Rates:* Specialist Pay (Special Forces) (SP(SF)) will be paid to Regular SF personnel in accordance with the rates outlined at Annex C – [Table 3](#).

Specialist Pay (Special Forces Communications Pay)

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 14

481B. *Entitlement.* All ranks will be eligible to receive Specialist Pay (Special Forces Communications Pay) (SP(SFCP)) in accordance with the rates outlined at Annex C – [Table 6](#) on completion of SP(SFCP) training.

Special Communications Pay

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 13

482. The rates of SC Pay will be as outlined at Annex C – [Table 6](#). Eligibility will cease upon posting away from an annotated post.

Specialist Pay (Special Intelligence Pay)

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 16

482A. *Rates.* Specialist Pay (Special Intelligence Pay) (SP(SIP)) will be paid to qualified personnel serving as AAH (Advanced Agent Handler) in SP(SIP) authorised posts. Eligibility will commence from the day of completion of the Defence Research Course, or the date of assuming the post for second and subsequent qualifying tours. The rates of SP(SIP) will be as promulgated by SP Pol PC1.

Specialist Pay (Special Duties Pay)

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 15

482B. *Rates.* Specialist Pay (Special Duties Pay) (SP(SDP)) will be paid to SD qualified personnel serving in SP(SDP) authorised posts. Eligibility will commence from the day of completion of SD training, or the date of assuming the post for second and subsequent qualifying tours. The rates of SP(SDP) will be as outlined by separate Directed Letter issued by SP Pol PC1.

Special Service Pay (Diving)

General – Pay Warrant Part 2, JSP 754, Chapter 6, Section 12

483. The daily rates of Special Service Pay (Diving) (SSP(D)) shall be as outlined at Annex C – [Table 4](#).

484. Intentional Deletion.

485. Intentional Deletion.

486. Intentional Deletion.

487 - 488. *Reserved.*

Experimental Pay

489. **JSP 752, this is now an allowance**

490 - 491. *Reserved.*

492. Intentional Deletion.

Increased Rate of Pay - Temporary AFV Commander

493. Lance Corporals, Corporals and Sergeants who are Crewmen Class 1 and 2, but who are not yet fully qualified NCO Armoured Fighting Vehicle (AFV) Commanders Class 1, may receive the appropriate rate of pay for the EQ of Temp AFV Comd, whilst temporarily in command of an AFV. In all cases they must have competently commanded an AFV for an initial qualifying period of 30 days before receiving the appropriate rate of pay for the EQ, but this rate of pay may then be backdated to the start of the 30 day period. Mark time rates of pay are not to be paid on cessation of entitlement.

494 - 495. *Reserved.*

Soldiers serving with Commonwealth and Associated Forces

496. a. *Certain Commonwealth and Associated Forces in which individuals are paid from United Kingdom funds.* Soldiers who voluntarily serve in or with the forces specified by the Defence Council the rate of specialist pay and secondment credit or loan service pay as determined from time to time by the Defence Council and as detailed in the terms and conditions of service for secondment to or loaned service with the force concerned; subject to a limit of six tenths of basic pay.
- b. Specialist pay under this article shall be granted from the first day of joining for duty with the force. It shall cease from the date the soldier ceases to do such duty. It shall remain in issue during periods of leave or sick leave taken during the tour of duty and also during inter tour leave and associated voyage periods provided that the soldier remains on the strength of the force, mission or organisation. It shall not be granted during any period of accumulated leave (other than that which forms part of inter tour leave) or during leave accruing as the result of a tour of duty.
- c. Specialist pay may be granted to soldiers on secondment where their terms and conditions of service may specify provisions for payments in circumstances where such payment is not admissible under **b.** above.
- d. *Cessation of specialist pay.* Specialist pay under this article shall cease to be Issuable from a date to be notified by the Defence Council should they decide that the military situation necessitates the compulsory posting of all British personnel required for service with the specified forces.

497. Intentional Deletion.

Northern Ireland Resident Supplement (NIRS)

498. **JSP 752, this is now an allowance**

499-500. *Reserved.*

Section 5 - Conditions of Transfer to the Reserve and of Discharge

General

501. The conditions governing the transfer to the reserve and the discharge of warrant officers, non-commissioned officers and Privates are laid down in the Army Act 1955, the Army Terms of Service Regulations, the Army Act (Part 1) (Regular Army) Regulations, and Queen's Regulations for the Army.

Premature Transfer to the Reserve or Discharge at own Request - Free or by Purchase

502. *General rule.* The number and categories of soldiers to be prematurely transferred to the reserve or discharged free or by purchase, and the method of their selection, shall be as laid down from time to time in Army Terms of Service Regulations, with the following exceptions:

- a. recruits having a statutory right to purchase their discharge.
- b. soldiers serving in the Armed Services Youth Training Scheme.

A soldier shall not be permitted to purchase, transfer or discharge unless serving on a normal regular engagement, short service engagement, or supplemental service engagement. A soldier on the Open Engagement may not purchase release from Army Service.

Amount of Purchase Money

503. Unless otherwise decided by the Defence Council, a soldier who is permitted to purchase his transfer to the reserve or discharge shall pay such a sum as is prescribed in the table on page 175. For those categories covered by columns 2, 3, 4, 5 and 6 of the date of formal application for discharge, ie the day on which the soldier signs the AF B 132A, shall govern the rate to be paid regardless of whether or not discharge is deferred under the terms of Queen's Regulations.

Refund of Bounty

- 504.**
- a. A soldier who is permitted to purchase transfer to the reserve or discharge before the expiration of the period of service for which a bounty has been received, shall be required to refund the whole or such part of the bounty as the Defence Council may determine in addition to paying the amount of the purchase money.
 - b. In the case of a female soldier who is to be discharged under Queen's Regulations for the Army para 9.395, the appropriate overseas command/United Kingdom district commander concerned may reduce by any amount, or remit entirely, any due refund or bounty.

Remission of Purchase Costs on Compassionate and Conscientious Grounds

505.⁷³ The Defence Council may, in very special circumstances, grant a soldier transfer to the reserve or discharge free, but the soldier's liability to refund any bounty under Article [504](#) shall remain.

⁷³ *Article 505.* The appropriate overseas command/United Kingdom district commander concerned may, in cases other than those of officer cadets, authorize transfer to the reserve or discharge on compassionate grounds, and where appropriate on conscientious grounds, with full remission of the sum required to be paid under Article 503. Remission for officer cadets may be authorized only by the DM(A).

Conditions of Transfer to the Reserve and of Discharge

	1 Junior soldiers and apprentices (Note 4)	2 Young soldiers	3 Soldiers on engagements of 6 years or less (Note 2)	4 Soldiers on engagements of 6 years but less than 9 years (Note 2)	5 Soldiers on engagements of 9 years or more (Note 2)	6 Soldiers on Notice Engage- ments (Note 9)	7 Officer cadets
	£	£	£	£	£	£	£
Enlistment before age 17 years 6 months - within 6 months after joining for duty	Nil	Nil	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Enlistment between the ages of 17 years and 6 months and 18 years - within 6 months of joining or until attaining the age of 18 years 3 months, whichever is the earlier (recruits only) (Note 3)	Not applicable	Not applicable	7 days gross pay (Notes 5 and 6)	7 days gross pay (Notes 5 and 6)	7 days gross pay (Notes 5 and 6)	7 days gross pay (Notes 5 and 6)	7 days gross pay (Notes 5 and 6)
Enlistment over the age of 18 years - at any time after 8 weeks and within 3 months of joining for duty.	Not applicable	Not applicable	7 days gross pay (Note 5)	7 days gross pay (Note 5)	7 days gross pay (Note 5)	7 days gross pay (Note 5)	7 days gross pay (Notes 5 and 7)
1st year (Note 8)			200 (Note 8)	200 (Note 8)	200 (Note 8)	200 (Note 8)	300 (Note 8)
2nd year: 1st quarter (Note 1)			200	200	350	200	and thereafter
2nd quarter			200	200	375	200	during officer
3rd quarter			200	200	400	200	cadet training
4th quarter			200	200	425	200	
3rd year: 1st quarter			200	225	550	200	
2nd quarter			200	250	575	200	
3rd quarter			200	275	600	200	
4th quarter			200	300	600	200	
4th year: 1st quarter			200	325	600	200	
2nd quarter	Not applicable	The rates in serials 3 to 6 apply as appropriate	200	300	700	200	
3rd quarter			200	275	700	200	
4th quarter			200	250	700	200	
6th year: 1st quarter			200	225	700	200	
2nd quarter			200	200	700	200	
3rd quarter			200	200	700	200	
4th quarter			200	200	700	200	
7th year: 1st quarter			200	200	600	200	
2nd quarter			200	200	550	200	
3rd quarter			200	200	450	200	
4th quarter			Not applicable	200	400	200	
8th year: 1st quarter			200	200	300	200	
2nd quarter			200	200	250	200	
3rd quarter			200	200	200	200	
4th quarter			200	200	200	200	
9th to 16th years			Not applicable	Not applicable	200	200	

NOTES

1. A quarter of a year is to be taken as three calendar months.
2. Soldiers serving on 22 year engagements are to be regarded for this purpose as on engagements of 3, 4, 6, 9 or more years according to the points to which they are committed on their engagements. For soldiers enlisted after 1st January 1962 their periods reckon from attaining the age of 18 years or the date of attestation, whichever is the later.
3. Applies only to recruits as defined in the Army Terms of Service Regulations and covers also discharge claimed by them under these regulations.
4. Junior soldiers and apprentices under training continue to be allowed free discharge as of right.
5. With effect from 1st July 1980, the payment of £20 by male recruits (including officer cadets) enlisted between the ages of 17 years 6 months and 18 years (and attested on or after 1st July 1980) within six months of joining for duty, and by male recruits (including officer cadets) enlisted over the age of 18 years (and attested on or after 1st July 1980) within three months of joining for duty, will be replaced by payment of seven days gross pay (Private class IV, Band 1, Scale a rates apply), rounded down to the nearest £5. With effect from 1st July 1980 the payment of £15 by female recruits (including officer cadets) attested on or after that date will be replaced by payment of 7 days gross pay (Private class IV, Band 1, scale A rates apply) rounded down to the nearest £5.
6. A recruit who enlists under the age of 18 years but who does not join for duty until he has passed that age will be permitted to purchase his discharge at the rate given in Note (5) within 3 months of joining for duty, although this may take him beyond the age of 18 years 3 months.
7. For exceptions see Commissioning Manual (Army Code 13452).
8. Except while serving as an apprentice, junior soldiers on recruit these rates apply up to and until the end of the first year of the fixed term of the engagement - vide Note (2) above.
9. Applies only to soldiers on Notice Engagements who wish to terminate their service without giving 12 months notice, or who, after giving 12 months notice, wish to leave before completing the period of notice. Soldiers who, by waiving their right to give notice until the 5 and 8 year points are committed to 6 or 9 years service, will be required to pay the rates laid down in Serials 3, 4 or 5.

Refund of Purchase Money

- 506.** a. If, after having been transferred to the reserve or discharge by purchase at the full purchase rate, with a character not below "fair", a soldier is granted a direct commission, rejoins from the reserve or re-enlists into the Royal Navy, Royal Marines, Army or Royal Air Force for an initial period of not less than three years on the Active List or with the Colours, a portion of the purchase money may be refunded to the person who paid it. To qualify for such a refund, which is subject to Article 3, the former service must have been declared on commissioning, rejoining or re-enlistment. A partial refund will not be made until three months reckonable service has been completed after rejoining. The portions shall be:
- (i) Where a soldier rejoins within six weeks of purchasing his discharge or transfer to the reserve the full amount of purchase money. This only applies to a man who rejoins the service from which he purchased his discharge or transferred to the reserve.
 - (ii) Where a soldier rejoins after six weeks from the date of purchasing his discharge or transfer to the reserve:
 - (a) In the case of a soldier who claimed his discharge under the provisions of the Army Terms of Service Regulations - one-half of the purchase money;
 - (b) *Reserved.*
 - (c) All other cases - two thirds of the purchase money.
- b. The soldier's record of service, AF B 200 (Manual), in which the purchase of transfer to the reserve or discharge was *recorded, will be endorsed accordingly.*
- c. The refunds apply to recalled reservists except that the rule given in sub para a. that re-enlistment must be for a period of not less than three years does not apply.

Free Discharge

- 507.** A soldier who has completed 16 years service on a current engagement or who has completed 22 years reckonable service for pension after the age of 18 years on a number of engagements may be granted his discharge without payment, but his liability to refund any bounty under Article [504](#) shall remain.
- 508.** A soldier who is allowed to terminate his service within three months of the end of his engagement or the expiry of his period of notice in order to take up civil employment or further educational training is to be discharged without payment but his liability under Article [504](#) to refund any bounty remains.
- 509.** A soldier enlisted under the Armed Services Youth Training Scheme has the right to free discharge at any time during his service, subject to his having given 14 days' notice in writing to his Commanding Officer, under the provisions of the Army Terms of Service Regulations.
- 510.** *Reserved.*

Part VII - Warrant Officers, Non Commissioned Officers and Privates of the Brigade of Gurkhas, and Non European Warrant Officers, Non Commissioned Officers and Privates Enlisted locally for service with units of the British Army

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Part VII
Warrant Officers, Non Commissioned
Officers and Privates of the
Brigade of Gurkhas, and
Non European Warrant Officers,
Non Commissioned Officers and
Privates Enlisted locally for
service with units of the British Army

Section 1 - Rank and Appointment

General

- 511.** The ranks and appointments of warrant officers, non commissioned officers and privates are laid down in Queen's Regulations.

Section 2 - Promotion

General

- 512.** Except as otherwise provided below, the promotion of warrant officers, non commissioned officers and Privates of the Brigade of Gurkhas and of non European warrant officers, non commissioned officers and Privates enlisted locally for service with the British Army shall be governed by the conditions of part VI, Section 2 of this Warrant.

Promotion by time

- 513.** The trades and employments in which promotion of soldiers is governed by time and the conditions under which such promotion may be granted shall be as laid down by the Defence Council.

514-520. *Reserved.*

Section 3 - Pay

521-531 *Reserved.*

522. *Reserved.*

Basic Pay

532.⁷⁴ The basic pay of non-tradesmen and tradesmen of the Brigade of Gurkhas shall be based on Indian Army rates of pay converted to Sterling using the general accounting rate of exchange as at 1 April each year. The rates shall be as outlined in Annex D – [Table 3](#), and will be updated annually by AG Gurkha’s Policy Directed Letter.

Increments of pay

533. *Length of service increments.* A warrant officer, non commissioned officer or soldier shall be paid a length of service increment at the rate appropriate to his present rank and number of years reckonable service rendered. Rates of length of service increments shall be as outlined in Annex D – [Table 4](#), and will be updated annually by AG Policy Gurkha’s Directed Letter.

534. *Good Service Pay.* In addition to any increments admissible under Article [533](#) Gurkhas of the rank of Corporal and above shall receive a good service pay award subject to satisfactory conduct and efficiency. Unless a Part 2 order is published to the contrary, the pay of warrant officers and non commissioned officers who complete the required periods of service will be automatically credited with the appropriate award. Rates of good service pay shall be outlines in Annex D – [Table 5](#), and will be updated annually by AG Gurkha’s Policy Directed Letter.

534A. *Reserved.*

Reckonable service

535. *Reserved.*

536-537. *Reserved.*

Dearness Allowance

538. An addition to Indian Army pay elements, termed Dearness Allowance (Nepal), shall be paid while a soldier is on authorised leave in India or Nepal. The percentages rates of this allowance shall be promulgated annually by AG Gurkha’s Policy Directed Letter.

539. *Reserved.*

540 – 548 *Reserved.*

⁷⁴ Article 532. A tradesman or non-tradesman who is in receipt of a rate of pay higher than that laid down for his class may retain that rate so long as it is more favourable to him

Section 4 – Specialist Pay

General

549 – 560 *Reserved.*

Section 5 – Conditions of Discharge

General

561. The conditions governing the discharge of warrant officers, non commissioned officers and men are laid down in Queen’s Regulations for the Army, the Army Act 1955, and the Army Terms of Service Regulations for the time being, under the Act.

Premature discharge at own request – free or by purchase

562. *General rule.* Except for recruits having a statutory right to purchase their discharge under the provisions of section 14 of the Army Act 1955, the number and categories of soldiers to be prematurely discharged free or by purchase, and the method of their selection, shall be as laid down from time to time by the Defence Council.

Amount of purchase money

563. Unless otherwise decided by the Defence Council, a soldier who is permitted to purchase his discharge shall pay such a sum as is prescribed in the table on p.159.

Refund of bounty

564. A soldier, if permitted to purchase his discharge before the expiration of the period of service for which he has received a bounty, be required to refund the whole or such part of the bounty as the Defence Council may determine in addition to paying the amount of the purchase money.

Reduction of rate on compassionate grounds

565. ⁷⁵The Defence Council may, in very special circumstances, grant a soldier his discharge free or on payment of such amount less than that prescribed by Article [563](#) as they may determine, but his liability to refund any bounty under Article [564](#) will remain.

Refund of purchase money

566. If, after having been discharged by purchase with a character not below “fair”, a soldier re-enlists into the Royal Navy, Royal Marines, Army or Royal Air Force, for a period of not less than three years with the Colours, a portion of the purchase money may be refunded to the person who paid it, provided that the former service was declared on re-enlistment and that three months reckonable service on the new engagement has been completed.

The portion shall be:

- a. If the soldier purchased his discharge before the completion of three months service – one half of the purchase money.
- b. If the soldier purchased his discharge after the completion of three months service – two-thirds of the purchase money.

⁷⁵ Article 565.

The appropriate overseas command/United Kingdom district commander concerned may, in exceptional cases, authorize remission of up to 50 per cent, and with the prior concurrence of the Command Secretary overseas or GOC UK district, up to 100 per cent of the sum which a soldier would be required to pay under Articles 563 and 564.

Conditions of Discharge

Serial	Category	Rates (service reckoned on current engagement only)														13 To 16 years	ter years	
		During the first 8 weeks of service	Within 3 months A.A. 1955, see.14	3 months to 1 year	2 nd year	3 rd year	4 th year	5 th year	6 th year	7 th year	8 th year	9 th year	10 th year	11 th year	12 th year			
Gurkhas																		
1	Boys and men		£ 3	Discharge by purchase will not be permitted after the completion of 3 months service														
(i)	(ii) Non-European soldiers enlisted locally in service with units of the Regular Forces.																	
(Rates in Hong Kong Dollars)																		
2	Hong Kong Tradesmen	Discharge by purchase not permitted	250	850	850	700	700	700	550	550	550	400	400	400	400	400		
3	Non-Tradesmen	Discharge by purchase not permitted	250	700	700	700	600	600	450	450	450	300	300	300	300	300		

Conditions of Discharge

Part VIII

**Warrant Officers, Non
Commissioned Officers and
Privates of Queen Alexandra's
Royal Army Nursing Corps and
The Women's Royal Army Corps**

567-610. *Reserved.*

(Note: These provisions have been absorbed into Part VI).

Rewards and Awards

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Part IX
Rewards and Awards to
Officers and Other Ranks

Section 1 – Awards to holders of Decorations and Medals

Victoria Cross and George Cross

- 611.** ⁷⁶If an officer or soldier who has been awarded the Victoria Cross or the George Cross dies before he has received a total of £50 in respect of either of the special pensions of £100 a year which are payable to holders of the Victoria Cross or the George Cross, there shall be credited to his estate, without deduction of any military debt, a sum equal to the balance needed to complete the £50. Where an officer or soldier has been awarded both the Victoria Cross and the George Cross he will be entitled to both special pensions.

Where the Victoria Cross or the George Cross is awarded posthumously to an officer or soldier the sum of £50 shall be credited to his estate without deduction of military debts.

Gratuities for other Gallantry Medals

- 612.** A soldier who has been awarded the Military Cross, the Distinguished Conduct Medal, the Conspicuous Gallantry Medal (Naval), the Conspicuous Gallantry Medal (Flying), the Distinguished Service Medal, the Military Medal or the Distinguished Flying Medal, shall be paid a gratuity of £20 on appointment to a commission, on transfer to the Royal Army Reserve or on discharge without pension. An additional gratuity of £20 shall be paid for each bar added. Where a soldier receives an addition to pension under Article 205 of the Army Pensions Warrant 1977 in respect of any of the medals referred to in this article that addition shall be in place of the gratuity of £20 or, where a soldier qualifies for the award of two or more gratuities, the addition to pension shall be in place of one gratuity of £20.

Meritorious Service Medal

- 613.** A sum of £7500 a year shall be distributed in annuities, not exceeding £10 each, to pensioners selected from among those awarded the Meritorious Service Medal before 1st April 1981.
- 614.** Those pensioners already in receipt of Annuities or who are on the waiting list on 1st April 1981 will remain eligible for an annuity. The award of the Meritorious Service Medal after 1st April 1981 will not attract any payment.

Forfeiture and Restoration

- 615.** If an officer or soldier forfeits any decoration or medal he shall forfeit any monetary award appertaining thereto, except that forfeiture shall not extend to any sums of money already paid. If such decoration or medal, having been forfeited, is subsequently restored, any monetary award appertaining thereto shall also be restored as from the date of the restoration of the decoration or medal.

⁷⁶ Article 611. Provision for the payment of the special pension for the Victoria Cross was made by Her Majesty by Royal Warrant dated 30th September 1961 published as Army Order 65 of 1961, and for the George Cross by Royal Warrant dated 19th May 1965. The special pensions may be drawn concurrently with any addition to pension which may be awarded under Article 205 of the Army Pensions Warrant 1977.

Rewards and Awards

Payment if Soldier Dies

- 616.** If a soldier to whom any gratuity under Articles [612](#) and [614](#) is due, dies before the gratuity has been paid to him, it shall be credited to his estate without deduction of any military debts.

The Brigade of Gurkhas

- 617.** The provisions of Articles **612** to **616** shall not apply to Gurkha personnel of the Brigade of Gurkhas, who will continue to be governed by the conditions which were, on 1st January 1948, applicable to Gurkha personnel of the Indian Army.

* With effect from 15th February 1971.

Section 2 – Rewards for Proficiency in Languages⁷⁷

- 618.** *Officers.* Officers who have qualified in certain foreign languages may, at the discretion of the Defence Council, be granted such rewards, or may be given such grants in aid of the expenses incurred in the course of their study, as may from time to time be determined.
- 619.** *Soldiers.* Warrant Officers, non-commissioned officers and Privates who have qualified in certain foreign languages may, at the discretion of the Defence Council, be granted such rewards as may from time to time be determined.

⁷⁷ See AGAI Vol 1 Chap 21 and JSP 752 Chap 9 Sect 13.

Section 3 – Medical and Dental Services Scholarships

General

- 620.** Scholarships may be awarded under such conditions as may be approved, from time to time, by the Defence Council to the sons of serving officers and soldiers, or of ex-officers and soldiers, of the regular forces, and to sons of officers and soldiers of the Reserve and the auxiliary forces who served in the wars of the years 1914 to 1918 and 1939 to 1945, for the purposes of assisting them to take a course of study to qualify themselves to practice medicine and surgery or dental surgery with a view to obtaining regular commissions in the Royal Army Medical Corps or the Royal Army Dental Corps.

Section 4 – Pay of Yeoman Warders of the Tower of London

General

- 621.** A Yeoman Warder of the Tower of London appointed by the Constable under Regulations for the Tower of London 1946 shall receive, as a reward for distinguished military service and while employed on the active list in the Tower of London, pay at the rate of £0.06⁷⁸ a day. On transfer from the active list to the supernumerary list a Yeomanry Warder shall receive pay at the rate of £0.06* a day. Pay shall cease to be issuable if a Yeoman Warder voluntarily terminates his appointment before attaining the age of 60 years or if his appointment is terminated by the Constable on account of misconduct or inefficiency or because his services are no longer required.

The pay of a Yeoman Warder on the supernumerary list, but not that of a Yeoman Warder employed on the active list in the Tower of London, may be increased in accordance with the provisions of the Army Pensions Warrant 1977.

622-624. *Reserved.*

⁷⁸ With effect from 15th February 1971.

Bounties

Part X
Bounties

General

625. **Pay Warrant Part 2, JSP 754, Chapter 4, Section 5**

Grants

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Part XI
Grants

Permanent Commission Grants

626.⁷⁹ **JSP 752, this is now an allowance**

627. The grant of £4000⁸⁰ subject to income tax, will be paid in full on appointment to a regular/full or intermediate regular/Medium commission as a medical or dental officer.

628-629. *Reserved.*

Education Grants

630.⁸¹ An officer granted a university, medical or dental cadetship, may be awarded an annual grant to assist him with his education. The grant will be at the following daily rate:

	£ ⁸²
University, medical and dental cadet	£6.21

The grant will be issued only during periods in which the officer is in receipt of pay under Article 176 or 179 and may be withheld or withdrawn at the sole discretion of the Defence Council or an officer authorized by them.

⁷⁹ Articles 626 and 627. Acceptance of a permanent or special regular commission implies an undertaking to serve until the normal retiring age or to complete the initial period of the special regular commission, as appropriate. The Defence Council, therefore, reserve the right to make their approval of an application by any officer to retire before the normal retiring age or to resign voluntarily, or to transfer to the Regular Army Reserve of Officers, class 3 as an alternative to resignation, conditional upon a refund of the whole or part of the commission grant. In addition, officers will be required to undertake to refund the whole of any grant paid during the first year of service as a medical or dental officer if their commission is terminated within one year for reasons of unsuitability as an officer.

Claims for payment of the grant will be made in the form laid down in War Office letter 48/Medical/213 (F2) dated 12th November 1962.

⁸⁰ With effect from 1st April 1983.

⁸¹ Article 630. The education grant, which will be subject to income tax, will be issued in instalments by the Paymaster with the officer's pay from the same period. Award of the grant will be subject to the officer undertaking to complete certain minimum periods of service. An officer who has received an education grant, if he fails to fulfil the conditions and obligations of his undertaking, may be required to refund the total amount of that grant. The grant will normally be withheld or withdrawn only when in the opinion of the Defence Council or the officer authorised by them there are indications that the officer may not fulfil the conditions and obligations of his undertaking.

⁸² With effect from 1st July 1986.

**Part XII - Home Service Full Time (HSFT) Personnel - Pay
and Specialist Pay**

Section 1 – Pay

[Officers](#) 631-632

Section 2 - Pay

[Warrant Officers, Non-Commissioned Officers and Privates](#) 633-635

Section 3 – Additional Pay

[Northern Ireland Pay](#) 636

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[General](#) 637

Section 5 - Retention Incentives

[General](#) 638

Section 6 - Refund of Purchase Money

[General](#) 639

Part XII

**Home Service Full Time (HSFT) Personnel
Pay and Specialist Pay**

Section 1 – Pay

Officers

631. a. HSFT officers who were commissioned into the former Ulster Defence Regiment (UDR) before 21st April 1977, and who signed an option form to receive the revised financial conditions of service promulgated in Army Board letter D/F2(A)/69/1/1 dated 21st August 1977; or commissioned into the former UDR between 21st April 1977; and 30th June 1992; or commissioned for HSFT Service from 1st July 1992 onwards, shall receive the rates of pay shown at Annex A – [Table 4](#).
- b. For the purpose of determining the pay scale and incremental point for HSFT officers paid at the rates shown at Annex A - [Table 4](#), former full time service in the UDR and service in the Regular Forces, including the mobilised or embodied reserves, is allowed to count subject to the provisions of Articles 100-101.
- c. Officers commissioned for service on HSFT terms with former reckonable service may be granted an antedate for seniority purposes in accordance with Article [53](#). If they enter in a lower rank than that previously held, they are to be placed at the top level of pay for their new rank; if they enter in a higher rank, they are to be placed at the bottom level of pay for their rank.
632. a. HSFT Short Service Commission (Late Entry) officers commissioned from the ranks with 9 or more years' reckonable service in the ranks are to be assimilated to the pay scales at Annex A – [Table 7](#). Those commissioned into the former UDR (PC) before 21st April 1977 are to enter at the level at a point determined by their years of reckonable service in the ranks and their length of commissioned service. They are normally to enter the pay scale at level 1 but in cases where their existing rate of soldier's pay (including length of service increments where appropriate) when increased by 5 per cent would exceed level 1 they are to be assimilated to the nearest point on the pay scale equivalent to their existing rate of pay plus 5 per cent.
- b. HSFT (Late Entry) officers commissioned from the ranks with less than 9 years' service in the ranks are to receive the rates of pay shown at Annex A – [Table 7](#). The entry point is to be assessed on their reckonable service in the ranks, all such service as Warrant Officer class 1 or equivalent to count in full and all such service in a lower rank to count as half, subject to a maximum antedate of four and a half years. In cases where the existing rate of soldier's pay (including length of service increments where appropriate) when increased by 5 per cent would produce a higher rate than under the normal assimilation rules, the officer is to enter the scale at the nearest level to his existing rate of pay plus 5 per cent. For a second Lieutenant, where this action results in assimilation on the Lieutenant scale, the officer is to mark time until entitled by seniority to a further increment. A Lieutenant, assimilated on the Lieutenant scale, is to proceed up that scale in the normal manner. Where the result is assimilation on the Captain scale, the officer is to mark time until entitled by seniority to a further increment.

Section 2 - Pay

Warrant Officers, Non-Commissioned Officers and Privates

633. a. HSFT WOs, NCOs and Ptes, who enrolled into the former UDR before 21 April 1977, and who signed an option form to receive the revised financial conditions of service promulgated in Army Board letter D/F2(A)/69/1/1 dated 21 April 1977; or enrolled into the former UDR between 21 April 1977 and 30 June 1992; or enlisted for Full Time Home Service from 1st July 1992 onwards, shall receive daily pay at the following rates shown at Annex B – [Table 1](#)
- b. These soldiers will also be eligible for length of service increments, on completion of 12, 15, 18 and 22 years, at the rates laid down in Article 466a.
- c. For the purpose of determining the pay scale, incremental point and length of service increment for HSFT soldiers paid at the above rates, full time service in the former UDR and service in the Regular Forces, including the mobilised or embodied reserves, is allowed to count, subject to the provisions of Articles 450-452.
- d. Those with reckonable service of less than six years are to be paid Scale A rates; with six but less than nine years, Scale B; and with nine years or more, Scale C. In all cases, reckonable service is deemed to be service from the age of 18.
634. a. HSFT soldiers, who enrolled into the former UDR before 21st April 1977, but who opted not to transfer to the revised financial conditions of service, shall receive pay at the following rates shown at Table
- b. These soldiers may also be paid length of service increments as shown below on completion of the relevant period of reckonable service:
- | Length of service | Daily rate of increment
£ |
|-------------------|------------------------------|
| 9 years | 0.30 |
- c. Service in an equivalent rank in the Ulster Special Constabulary may count towards the above length of service increment.
- d. HSFT soldiers, receiving pay under Article 634a, may be paid the rates of daily pay shown at Table , when it is more favourable in the following circumstances:
- (i) During annual training in camp or a whole time course or attachment in lieu.
 - (ii) Attendance with advance or rear parties at annual camp.
 - (iii) Attendance with reconnaissance for camp for a period not exceeding 7 days including travelling time.
 - (iv) When on military courses of at least five days duration.
635. a. Soldiers enrolled into the former UDR on a period of service of three years, who reach their run-out date on or after 1st July 1992, will be discharged from their UDR enrolment. These soldiers may then be offered enlistment on Regular Army terms of service.
- b. Those soldiers offered enlistment on GS terms of service will receive the rates of pay shown in Article 460a.

Home Service Full Time (HSFT) Personnel – Other Ranks Pay

c. Those soldiers who enlist on HSFT terms on or after 1st July 1992 will do so on Regular Army terms of service. The pay of these soldiers shall be at the rates shown at Article 633a.

Section 3 – Additional Pay

Northern Ireland Pay

636. HSFT officers and soldiers may qualify for Northern Ireland additional pay at the rates shown at Articles 234A and 498 respectively, subject to the following conditions:
- a. An initial qualifying period of 14 days continuous HSFT service must be served. Northern Ireland additional pay will then be issued retrospectively to the date of engagement.
 - b. Absences from the normal duty station on account of leave, sick leave, admittance to hospital or attendance at courses are allowed to qualify for payment of Northern Ireland additional pay provided that the period of absence does not exceed 21 days. When it is known in advance that the absence will exceed 21 days, payment is to cease from the first day of absence. When the absence extends beyond 21 days due to reasons outside the individual's control, payment is to be stopped from the date it is first known that absence will exceed 21 days. Those attending courses on the UK mainland are eligible to receive Northern Ireland additional pay for a period of up to 3 months.
 - c. If, after initial qualification, payment is stopped for any of the reasons above, it may be reinstated when the individual resumes full duties at his normal duty station without a further qualification period, provided that the individual has remained on the strength of the unit. In all other cases, individuals must requalify for payment.

Section 4 - Service Lump Sums

637. a. Soldiers who were serving as members of the Permanent Cadre of the UDR before 1st July 1992, and those enlisted for HSFT service on or after 1st July 1992, and receiving pay at the rates shown at Article 633a, will retain the right to qualify for taxable lump sums in recognition of service given, until such time as they are discharged, or enlisted on GS terms of service. These lump sums may be paid as follows:
- b. (i) Personnel who receive Scale A rates of pay and complete 3 years continuous Full Time Home Service are to receive a lump sum of £250. If, however, they have been paid at a rate higher than Scale A during any part of the relevant period, the lump sum is to be abated by the value of the difference between Scale A and the scale of pay actually received.
- (ii) If without a break in service a further period of 3 years continuous service is completed, a further lump sum of £250 is to be paid unless the soldier has received a rate higher than Scale B during any part of the period, in which case the lump sum is to be abated by the value of the difference between Scales B and C. Subject to the same qualification, personnel who did not qualify for the first lump sum, because of an entitlement to Scale B rates of pay on joining for service, may receive the second lump sum on completion of 3 years' continuous full time Home service.
- (iii) Qualifying service for each lump sum is to count from 21st April 1977, or the date of first joining (a) the Permanent Cadre of the UDR or (b) for Full Time Home Service, whichever is later.

Retention Incentives

Section 5 - Retention Incentives

638. Officers and soldiers commissioned, enlisted or serving on HSFT service are *not* eligible for the retention incentives described at Articles 169A and 458.

Section 6 - Refund of Purchase Money

639. a. If, having been transferred to the reserve or discharged by purchase at the full purchase rate, with a character not below "fair", a soldier is granted a commission or enrolls for HSFT service, a portion of the purchase money may be refunded to the person who paid it. A refund may also be made to former Royal Navy, Royal Marine and Royal Air Force personnel who are commissioned or enlist into the Army for Full Time Home Service. To qualify for such a refund, the serviceman must join the Full Time Home Service within 6 years of purchasing his discharge and must declare his former service on commissioning or enrolment. A refund will not be made until 3 months reckonable Full Time Home Service has been completed.
- b. If the serviceman joins for Full Time Home Service within 6 weeks of purchasing his discharge or transferring to the reserve, the full amount of purchase money may be refunded. In all other cases, two-thirds of the purchase money may be refunded, except in the case of a serviceman who claimed his discharge under the provisions of the Army Terms of Service Regulations, or the equivalent Naval or RAF regulations, when the refund will equal half of the purchase money.
- c. When a serviceman is refunded his purchase money, this fact is to be noted on the record of service on which his purchase of transfer to the reserve or discharge was recorded.

Home Service Part Time (HSPT) Personnel

Part XIII

**Home Service Part Time (HSPT)
Personnel Pay and Specialist Pay**

640-670 *Intentional deletion.*

Medical and Dental Officers of the Army Medical Services

Part XIV - Medical and Dental Officers of the Army Medical Services

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Direct Entry Medical and Dental Officers holding Independent/Fully Accredited Practitioner Status.

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Seniority	692
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Acting Rank

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Acting rank of Lieutenant Colonel and Colonel	739
Acting rank of Brigadier and above	740

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Medical and Dental Officers of the Army Medical Services

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<i>Reserved</i>	744-749

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Part XIV

Medical and Dental Officers of the Army Medical Services

Section 1 – General Provisions

Applicability of Statements

- 671. Pay Warrant Part 2, JSP 754, Chapter 5, Paragraph 05.0101 and 05.0102**
- 672. Articles 34a, 39a, 57, 64, 64a and 103c.**
- 673. Pay Warrant Part 2, JSP 754, Chapter 1, Paragraph 01.0105**
- 674. Daily and annual rates of basic pay are outlined at [Annex E](#) and updated annually by MOS SP Pol P+C2 Directed Letter. Pay Warrant Part 2, JSP 754, Paragraphs 01.0106 and 02.01.02.**

675-686. Reserved.

Antedates and Rank

Direct Entry Medical and Dental Officers requiring Career Professional Training.

- 687. Articles: 56, 62 and 100g**
- 688. Articles: 56, 62 and 100g**
- 689. JSP 527, Chapter 1, Section 9.**
- 690. JSP 527, Chapter 1, Section 4.**

Direct Entry Medical and Dental Officers holding Independent/Fully Accredited Practitioner Status.

- 691. Articles: 56, 62 and 100g.**
- 692. Articles: 56, 62 and 100g.**
- 693. Articles: 56, 62 and 100g.**

694-700. Reserved.

Section 2 – Pay

Pay Spines

701. Pay Warrant Part 2, JSP 754, Chapter 1, Paragraph 05.0105. The pay spines for medical and dental officers of the Army Medical Services are outlined at [Annex A – Tables 9 to 18](#) and are updated annually by MOD SP Pol P+C2 directed letter.

Pay of Direct Entrant and Re-Entrant Officers

702. Articles: 56, 62 and 100g.

Annual incremental progression – Pay Warrant, Part 2, JSP 754, Chapter 5, Section 1, Para 05.0108

703. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Para 05.0108.

704. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Para 05.0109

705. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Para 05.0111

706. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Para 05.0112

707. Pay Warrant Part 2, JSP 754, Chapter 3, Section 13 and Chapter 2 Section 6 Para 02.0605a

Pay on promotion - Pay Warrant, Part 2, JSP 754, Chapter 5, Section 1, Para 05.0113

708. Promotion to Lieutenant. Article 103f.

709. Promotion to Captain. Articles 103e and 103g.

710. Promotion to Major. Article 104 and Pay Warrant, Part 2, JSP 754, Chapter 5, Section 1, Para 05.0113

711. Promotion from Major to Lieutenant Colonel and Lieutenant Colonel to Colonel. Pay Warrant, Part 2, JSP 754, Chapter 5, Section 1, Para 05.0114.

a. Article 111 and 114A

b. Article 111

c. Article 114A.

d. Article 111, 114A and 167

e. Pay Warrant, Part 2, JSP 754, Chapter 5, Section 1, Paras 05.0110 and 05.0115.

712. Promotion from Colonel to Brigadier. Article 114D and Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Paras 05.0121c to 05.0122. Article 114D.

713. Promotion above Brigadier. Article 114E

714. Transfer between pay spines – General – JSP 754, Chapter 5, Section 1, Para 05.0117

Pay

a. *Appointment as a GMP.* Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0117a.

b. *Appointment as a GDP.* Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Paras 05.0777b and c.

715. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0118

716. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Paras 05.01113 to 05.0130.

717. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0119.

718. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0121.

a. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0121a

b. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0121b

Medical Incremental Progression - General – Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Para 05.0125 – 05.0130

719. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Paras 05.0125 and 05.0127

720. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0125.

721. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Paras 05.0125 to 05.0130

722. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0126

723. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0128

724. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0129

725. Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0130

Sustainment Criteria for GMPs in clinical practice⁸³

726. *Intentional deletion.*

727. *Intentional deletion.*

728. *Intentional deletion.*

729. *Intentional deletion.*

730. *Intentional deletion.*

731. *Intentional deletion*

Sustainment Criteria for GDPs in clinical practice⁸⁴

732. *Intentional deletion.*

733. *Intentional deletion.*

734. *Intentional deletion.*

⁸³ Sustainment Criteria have been replaced by Medical Incremental Progression (MIP) rules.

⁸⁴ Sustainment Criteria have been replaced by Medical Incremental Progression rules.

Pay

Arrangements for GMPs and GDPs in Command and Staff Posts (but not those on the HMM pay spine)

735. *Intentional deletion.*

736. *Intentional deletion.*

Appeals

737. **Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Para 05.0105**

Acting Rank - Article 117

738. **Article 117.**

739. **Article 117**

740. *Acting rank of Brigadier and above.*

a. **Article 114 and 114D**

b. **Article 117.**

741. **Article 117**

742. **Article 117**

Substitution Pay

743. Substitution Pay may be paid to an officer who is required temporarily to undertake the duties and responsibilities of an officer or civil servant of a rank/grade higher than their own in accordance with **Pay Warrant Part 2, JSP 754 Chap 3 Sect 8⁸⁵**.

744-749. *Reserved.*

⁸⁵ See also AGAI Vol 2 Chap 35.

Specialist Pay

Section 3 – Specialist Pay

General – Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A

General

750. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Para 05.0103

General Medical Practitioner and General Dental Practitioner Trainer Pay

751. Trainer pay will continue to be paid as specialist pay see [Annex A – Table 16](#) to those officers on the GMP/GDP pay spine who meet the eligibility criteria. See Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A, Paras 1 and 7

752. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A, Appendix A, Para 2

753. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A, Para 3

754. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A, Para 4

755. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A, Para 5

756. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A, Para 6

757. Any case that falls outside of the criteria detailed above should be submitted to SP Pol P+C through DMSD (AD Med Pers) for consideration on a case-by-case basis.

Clinical Excellence Awards For Consultants - General – Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A

758. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A, Paras 8 and 9

759. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A, Para 10

760. Pay Warrant Part 2, JSP 754, Chapter 5, Section 1, Annex A, Para 11.

Mobilised Reserves

Section 4 – Mobilised Reserves

General

- 761. Pay Warrant Part 2, JSP 754, Chapter 4, Section 2 and Chapter 5, Section 1, Para 05.0102 and Articles 56, 62 and 100g.**
- a. **Pay Warrant Part 2, JSP 754 Chapter 5 Section 1 Paras 05.0102 and 05.0103 plus Chapter 4 Section 1 Annex A and Chapter 4 Section 2.**
 - b. *Intentional deletion.*
 - c. *Intentional deletion.*
- 762. Pay Warrant Part 2, JSP 754 Chapter 4 Section 2 Para 04.0203**

Part XV

Financial Incentive Schemes

SECTION 1

General Provisions

General – Pay Warrant Part 2, JSP 754, Chapter 7, Section 2

For details of all Army FRIs please see the appropriate service Authority.

PAY TABLES

ANNEX A

TABLE 1 - RATES OF PAY FOR CDS

Rates of pay effective from 1 April 2007 to 31 March 2008 (£)

Scale Point	Value of Scale Point (£)
4	230,889.00
3	226,362.00
2	221,922.96
1	217,572.00

TABLE 2 - RATES OF PAY FOR SENIOR OFFICERS

Rates of pay effective from 1 April 2007 to 31 March 2008 (£)

SCALE POINT	Value of Scale Point (£)			
	2 – Star Daily	2 – Star Annual	3 – Star Annual	4 – Star Annual
7	293.32	107,060.04		
6	287.15	104,811.00	139,295.04	167,114.04
5	280.99	102,561.00	134,826.96	163,836.00
4	274.82	100,310.04	130,356.96	160,625.04
3	268.66	98,060.04	125,889.00	157,475.04
2	263.49	96,174.96	118,821.96	154,386.96
1 (Minimum)	259.59	94,749.96	111,753.96	151,370.04

TABLE 3A - RATES OF PAY FOR SENIOR MEDICAL OFFICERS

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

	Annual
Two Star Medical and Dental Officers	132,770.64
Three Star Medical and Dental Officers	139,409.16

PAY TABLES

TABLE 4 - RATES OF PAY FOR OFFICERS

RATES OF PAY EFFECTIVE FROM 1 APRIL 2007 TO 31 MARCH 2008 (£)

RANK	JPA ANNUAL		RANK	JPA ANNUAL	
	OF6			OF2	
Army: Brigadier	Level 5	89,443.56	Army: Captain	Level 9	41,544.84
	Level 4	88,522.92		Level 8	41,073.24
	Level 3	87,613.68		Level 7	40,594.08
	Level 2	86,700.60		Level 6	39,654.60
	Level 1	85,787.52		Level 5	38,707.56
	OF5			Level 4	37,768.08
Army: Colonel	Level 9	79,048.68		Level 3	36,817.32
	Level 8	78,105.48		Level 2	35,870.28
	Level 7	77,162.28		Level 1	34,934.52
	Level 6	76,222.80	OF1 **		
	Level 5	75,283.32	Level 10	30,131.40	
	Level 4	74,343.84	Level 9	29,410.80	
	Level 3	73,404.36	Level 8	28,697.76	
	Level 2	72,461.04	Level 7	27,980.88	
Level 1	71,521.56	Level 6	27,260.04		
	OF4		Level 5	22,679.76	
Army: Lieutenant Colonel	Level 9	68,272.92	Level 4	20,095.08	
	Level 8	67,454.28	Level 3	17,110.68	
	Level 7	66,635.52	Level 2	15,680.76	
	Level 6	65,824.32	Level 1 #	14,348.88	
	Level 5	65,013.12	UCE ##		
	Level 4	64,202.04	UCE + 3	Level 4	16,491.96
	Level 3	63,390.72	UCE + 2	Level 3	15,107.64
	Level 2	62,579.52	UCE + 1	Level 2	13,454.64
	Level 1	61,760.76	UCE OA	Level 1	11,718.96
	OF3				
Army: Major	Level 9	52,701.72			
	Level 8	51,611.28			
	Level 7	50,528.52			
	Level 6	49,441.80			
	Level 5	48,347.76			
	Level 4	47,264.76			
	Level 3	46,170.48			
	Level 2	45,091.56			
Level 1	44,004.96				

OF 1 JPA

Non-graduate direct entrants (for pay purposes will be classed as Officer Cadets, but may hold different 'addressable' ranks).		Level 1
2nd Lieutenant	Gap Year Commissions	Levels 2 - 3
		Level 4
Graduate direct entrants during Initial Officer training and non-graduate direct entrants on commissioning ⁸⁶	2nd Lieutenant	Level 5
	Lieutenant	Levels 6-10
	Defence Nursing Services	

Army: Officer cadets will remain on Level 1 rates of pay until commissioned.

DE - Direct Entrant, UCE - University Cadet Entrant, DNS - Defence Nursing Services, GYC - Gap Year Commission

Army: These rates include an educational grant of £6.21 a day in accordance with Article 630 of the Pay Warrant 1964.

⁸⁶ On completion of training non-graduate direct entrants will move to level 5, however progression to level 6 will be dependant on promotion to sub lt/lt/fg off. Graduate direct entrants will enter Service on at least level 5 dependant on seniority awarded for civilian qualifications.

PAY TABLES

TABLE 5 - CHAPLAINS OF ALL DENOMINATIONS

Rates of pay effective from 1 April 2007 to 31 March 2008 (£)

	JPA ANNUAL
Chaplain General	
Level 5	89,443.56
Level 4	88,522.92
Level 3	87,613.56
Level 2	86,700.60
Level 1	85,787.52
Deputy Chaplain General	
Level 5	79,048.80
Level 4	78,105.48
Level 3	77,162.28
Level 2	76,222.80
Level 1	75,283.32
Principal Chaplains	
Level 4	74,343.96
Level 3	73,404.36
Level 2	72,461.16
Level 1	71,521.56
Chaplain Class 1#	
Level 2 **	67,529.76
Level 1 *	65,016.96

JPA ANNUAL	
Chaplain Class 2,3 & 4 or equivalent	
Level 27	67,529.76
Level 26	66,273.24
Level 25	65,016.96
Level 24	63,768.12
Level 23	62,538.00
Level 22	61,281.72
Level 21	60,021.36
Level 20	58,768.92
Level 19	57,512.28
Level 18	56,259.60
Level 17	55,003.32
Level 16	53,750.52
Level 15	52,494.12
Level 14	51,241.44
Level 13	49,989.00
Level 12	48,728.64
Level 11	47,479.92
Level 10	46,223.28
Level 9	44,970.96
Level 8	43,710.48
Level 7	42,461.76
Level 6	41,197.68
Level 5	39,948.96
Level 4	38,696.16
Level 3	37,443.60
Level 2	36,183.36
Level 1	34,934.52

* On Appointment rate with less than 24 years' service
 ** On Appointment rate with more than 24 years' service

PAY TABLES

TABLE 6 - VETERINARY OFFICERS OF THE ARMY VETERINARY AND REMOUNT SERVICES

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

	ANNUAL
Lieutenant Colonel	
Level 5	68,272.92
Level 4	67,239.12
Level 3	66,209.28
Level 2	65,171.52
Level 1	64,145.28
Major, Captain	
Level 22	62,270.28
Level 21	60,983.52
Level 20	59,693.16
Level 19	58,406.64
Level 18	57,123.84
Level 17	55,833.36
Level 16	54,550.56
Level 15	53,256.36
Level 14	51,981.00
Level 13	50,864.40
Level 12	49,762.68
Level 11	48,525.00
Level 10	47,283.72
Level 9	46,046.04
Level 8	44,816.04
Level 7	43,578.48
Level 6	42,340.92
Level 5	41,107.20
Level 4	39,869.64
Level 3	38,635.80
Level 2	37,398.36
Level 1	34,934.52

PAY TABLES

**TABLE 7 - REGULAR COMMISSION (LATE ENTRY) OFFICERS⁸⁷,
SHORT SERVICE COMMISSION (LATE ENTRY) OFFICERS.**

Rates of pay effective from 1 April 2007 to 31 March 2008 (£)

Rank	ANNUAL
Level 15	46,695.12
Level 14	46,389.60
Level 13	46,068.72
Level 12	45,446.16
Level 11	44,827.44
Level 10	44,201.04
Level 9	43,578.48
Level 8	42,956.04
Level 7 (Note 1)	42,178.80
Level 6	41,699.52
Level 5	41,212.80
Level 4 (Note 2)	40,250.64
Level 3	39,771.48
Level 2	39,281.04
Level 1 (Note 3)	38,322.72

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.

⁸⁷ Includes officers of R IRISH(HSPT) serving on revised financial terms of service introduced 21/4/77.

PAY TABLES

TABLE 8 - PROFESSIONAL AVIATOR PAY SPINE

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

RANKS	ANNUAL
Level 35	71,521.56
Level 34	70,540.56
Level 33	69,555.84
Level 32	68,574.84
Level 31	67,597.68
Level 30 ⁸⁸	66,609.12
Level 29	65,635.68
Level 28 ⁸⁹	64,650.96
Level 27	63,662.28
Level 26	62,688.96
Level 25	61,700.28
Level 24	60,723.36
Level 23	59,814.00
Level 22 ⁹⁰	58,674.48
Level 21	57,584.04
Level 20 ⁹¹	56,485.92
Level 19	55,399.56
Level 18	54,309.00
Level 17	53,218.68
Level 16 ⁹²	52,128.36
Level 15	51,037.92
Level 14	49,947.48
Level 13	48,849.48
Level 12 ⁹³	47,762.76
Level 11	46,672.44
Level 10	46,046.04
Level 9	45,329.16
Level 8	44,604.84
Level 7	43,887.84
Level 6	43,167.36
Level 5	42,442.80
Level 4	41,722.20
Level 3	41,001.36
Level 2	40,277.16
Level 1	39,552.72

⁸⁸ Navigators cannot progress beyond Increment Level 30.

⁸⁹ Rear Crew cannot progress beyond Increment Level 28.

⁹⁰ NCO Pilots cannot progress beyond Increment Level 22.

⁹¹ RAF Non-Commissioned Master Aircrew cannot progress beyond Increment Level 20.

⁹² RAF Non-Commissioned Aircrew Flight Sergeants cannot progress beyond Increment Level 16.

⁹³ RAF Non-Commissioned Aircrew Sergeants cannot progress beyond Increment Level 12.

PAY TABLES

TABLE 9 -PAY RATES FOR THE REGULAR GMP/GDP CADETS

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

Sub-Lieutenant, Second Lieutenant, Pilot Officer and Medical Cadets	ANNUAL
On Appointment	13,870.44
After 1 year in Rank	15,602.64
After 2 years in Rank	17,342.52

RATES OF PAY FOR REGULAR MEDICAL AND DENTAL OFFICERS

TABLE 10 - OF1

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

LEVEL	ANNUAL
1	38,343.36

TABLE 11 - OF2 - ACCREDITED

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

LEVEL	ANNUAL
1	63,963.36
2	65,375.16
3	66,791.04
4	68,199.24
5	69,611.16

TABLE 12 - OF2 - NON-ACCREDITED

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

LEVEL	ANNUAL
1	50,652.60
2	52,083.12
3	53,521.20
4	54,970.44
5	56,412.36

PAY TABLES

TABLE 13A - OF3 TO OF5

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

NON-ACCREDITED MEDICAL OFFICER PAY*	
LEVEL	ANNUAL
1	60,927.60
2	64,485.48
3	68,065.92
4	69,135.00
5	70,204.32
6	71,269.92
7	72,346.44
8	73,862.64
9	75,375.24
10	76,273.08
11	77,018.40
12	77,763.36
13	78,512.16
14	79,261.20
15	80,002.32
16	80,755.08
17	81,503.76
18	82,248.96
19	82,994.04
20	83,742.96
21	84,491.76
22	85,233.24
23	85,981.92
24	86,730.84
25	87,475.92
26	88,228.56
27	88,977.24
28	89,722.44
29	90,474.96

*There is a bar to incremental progression at Level 10 for OF3 Medical and Dental Officer

PAY TABLES

TABLE 13B - OF3 TO OF5

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

CONSULTANT PAY		GMP AND GDP PAY	
LEVEL	ANNUAL	LEVEL	ANNUAL
1	72,893.40	1	90,653.04
2	76,436.52	2	91,286.52
3	80,016.72	3	93,220.08
4	81,097.08	4	94,576.08
5	82,155.12	5	95,924.76
6	84,878.52	6	97,280.88
7	87,784.56	7	98,629.56
8	90,686.76	8	99,158.64
9	93,581.52	9	101,103.36
10	96,841.20	10	101,636.16
11	100,101.12	11	102,165.12
12	103,368.60	12	102,697.80
13	104,855.04	13	103,159.92
14	106,337.76	14	103,621.80
15	107,828.04	15	105,559.08
16	109,314.48	16	106,024.80
17	110,800.92	17	106,486.68
18	112,294.92	18	106,952.40
19	113,472.12	19	107,414.40
20	114,656.88	20	107,880.12
21	115,837.92	21	108,327.12
22	117,022.68	22	108,703.44
23	118,203.60	23	109,064.88
24	119,384.64	24	109,437.36
25	120,569.28	25	109,802.52
26	121,057.44	26	110,175.12
27	121,545.36	27	110,540.16
28	122,033.52	28	110,912.64
29	122,275.68	29	111,363.48
30	122,525.28	30	111,646.56
31	122,767.44	31	112,015.56
32	123,013.32	32	112,380.48
		33	112,835.04
		34	113,114.40
		35	113,479.56

PAY TABLES

TABLE 14 - OF5 – HIGHER MEDICAL MANAGEMENT

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

LEVEL	ANNUAL
1	107,574.60
2	108,625.20
3	109,664.64
4	110,704.08
5	111,754.68
6	112,794.12
7	113,837.28
8	114,533.88
9	115,226.88
10	115,930.92
11	116,627.64
12	117,320.64
13	118,017.36
14	118,717.68
15	119,406.96

TABLE 15 - OF6 – HIGHER MEDICAL MANAGEMENT

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

LEVEL	ANNUAL
1	119,846.64
2	120,953.04
3	122,044.80
4	123,147.48
5	124,254.00
6	125,349.24
7	126,448.32

ADDITIONAL PAY

TABLE 16 - GENERAL MEDICAL /DENTAL PRACTITIONER TRAINER PAY

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

DAILY	ANNUAL
20.00	7,320.00

PAY TABLES

TABLE 17 - MOD DISTINCTION AWARDS

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

LEVEL	DAILY	ANNUAL
A+	159.71	58,294.00
A	106.48	38,864.00
B	42.59	15,546.00

TABLE 18 - CLINICAL EXCELLENCE AWARDS

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

LEVEL	DAILY	ANNUAL
Platinum	152.95	55,828.00
Gold	108.20	39,493.00
Silver	78.36	28,603.00
Bronze	49.81	18,180.00

ANNEX B

TABLE 1 - TRI-SERVICE RATES OF PAY FOR RATINGS AND OTHER RANKS (INCLUDING ROYAL IRISH REGIMENT OTHER RANKS)(HSPT)

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

	HIGHER SPINE		LOWER BAND	
	Range 5	ANNUAL	Range 5	ANNUAL
Warrant Officer 1	Level 7	43,076.76	Level 7	40,650.60
	Level 6	42,427.80	Level 6	39,533.88
	Level 5	41,684.52	Level 5	38,454.72
	Level 4	40,952.52	Level 4	37,718.88
	Level 3	40,212.96	Level 3	36,986.88
	Level 2	39,533.88	Level 2	36,255.00
	Level 1	38,771.52	Level 1	35,564.52
Levels 1-7 – Staff Sergeant Levels 5-9 – Warrant Officer II	Range 4		Range 4	
	Level 9	39,850.80	Level 9	36,511.68
	Level 8	39,288.60	Level 8	35,704.20
	Level 7	38,737.80	Level 7	35,247.60
	Level 6	38,186.88	Level 6	34,715.76
	Level 5	37,360.68	Level 5	33,213.96
	Level 4	36,530.52	Level 4	32,768.88
	Level 3	35,704.20	Level 3	32,018.04
Sergeant	Level 2	34,870.32	Level 2	31,010.52
	Level 1	34,047.84	Level 1	30,610.80
	Range 3		Range 3	
	Level 7	34,025.16	Level 7	31,429.32
	Level 6	33,398.88	Level 6	31,191.72
	Level 5	32,772.60	Level 5	30,150.36
	Level 4	32,146.32	Level 4	29,384.40
Corporal	Level 3	31,746.24	Level 3	29,090.04
	Level 2	30,961.56	Level 2	28,377.00
	Level 1	30,180.48	Level 1	27,652.68
	Range 2		Range 2	
	Level 7	30,572.88	Level 7	27,494.16
	Level 6	29,920.20	Level 6	27,294.24
	Level 5	29,312.64	Level 5	27,079.08
Levels 1-7 Private: Levels 5-9 Lance Corporal	Level 4	28,622.16	Level 4	26,867.76
	Level 3	27,969.48	Level 3	26,664.00
	Level 2	26,664.00	Level 2	25,422.84
	Level 1	25,422.84	Level 1	24,328.44
	Range 1		Range 1	
	Level 9	26,664.00	Level 9	22,325.04
	Level 8	25,422.84	Level 8	21,543.96
	Level 7	24,328.44	Level 7	20,600.76
Level 6	23,260.80	Level 6	19,755.72	
Level 5	22,181.64	Level 5	18,963.24	
Level 4	20,061.36	Level 4	17,993.52	
Level 3	18,657.72	Level 3	16,544.64	
Level 2	16,899.48	Level 2	16,110.72	
Level 1	15,677.04	Level 1	15,677.04	

NEW ENTRANT RATE OF PAY

New Entrant Rate of Pay	ANNUAL
	12,571.92

TABLE 2 - ARTIFICER APPRENTICES, PROBATIONARY MEDICAL AND COMMUNICATIONS TECHNICIANS RATES OF PAY

Rates of pay effective from 1 April 2007 to 31 March 2008 (£)

	ANNUAL
Apprentice Year 4	22,181.76
Apprentice Year 3	15,424.20
Apprentice Year 2	14,560.20
On Entry/Apprentice Year 1	12,945.36

Note: On successful completion of their third year of specialist training, Artificer Apprentices, Medical and Communications Technicians will be promoted to Leading Rate in their respective Branches subject to the provisions of BR 1066 (Advancement Regulations). Apprentice Year Incremental Level 4 will be paid to those who have completed their third year specialist training but have not been promoted to Leading Rate.

TABLE 3 - ROYAL IRISH REGIMENT (HS) PART TIME (HSPT) BOUNTY RATES PAYABLE FOR DUTIES UNDERTAKEN IN 2006/2076

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

LEVEL	BOUNTY
Year 1	553.00
Year 2	1,036.00
Year 3	1,515.00
Year 5 and subsequent years	1,746.00

TABLE 4 - MILITARY PROVOST GUARD SERVICE (MPGS)

Rates of pay effective from 1 April 2007 to 31 March 2008 (£)

RANK	Range 4	ANNUAL
Warrant Officers II Level 5 – 9 only Staff Sergeant Level 1 – 7 only	Level 9	33,926.76
	Level 8	33,176.40
	Level 7	32,752.20
	Level 6	32,258.04
	Level 5	30,862.56
	Level 4	30,448.92
	Level 3	29,751.24
	Level 2	28,815.12
	Level 1	28,443.60
	Range 3	
Sergeant	Level 7	29,204.28
	Level 6	28,983.36
	Level 5	28,015.80
	Level 4	27,304.08
	Level 3	27,030.48
	Level 2	26,368.08
	Level 1	25,694.88
	Range 2	
Corporal	Level 7	25,547.64
	Level 6	25,361.88
	Level 5	25,161.96
	Level 4	24,965.64
	Level 3	24,776.28
	Level 2	23,622.96
	Level 1	22,606.08
	Range 1	
Lance Corporal Levels 5 – 9 Only Private Levels 1 – 7 Only	Level 9	20,744.52
	Level 8	20,018.76
	Level 7	19,142.28
	Level 6	18,357.12
	Level 5	17,620.68
	Level 4	16,719.72
	Level 3	15,373.44
	Level 2	14,970.24
	Level 1	14,567.16

NEW ENTRANT RATE OF PAY

	ANNUAL
MPGS New Entrant Rate of Pay	11,681.88

ANNEX C

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

TABLE 1: FLYING PAY (⁹⁴)

Officer aircrew (trained)		Full Rates	Reserve Band 95		
			75%	50%	25%
		DAILY	DAILY	DAILY	DAILY
Major & below ⁹⁶	Initial Rate	12.95	9.71	6.48	3.24
	Middle Rate ⁹⁷	21.97	16.48	10.99	5.49
	Top Rate ⁹⁷	34.93	26.20	17.47	8.73
Pilots Major & below ⁹⁴	Enhanced Rate ⁹⁸	41.12	30.84	20.56	10.28
Navigators & Observers Major & below	Enhanced Rate ⁹⁹	38.87	29.15	19.44	9.72
Lieutenant Colonel ⁹⁴	On appointment	36.06	27.05	18.03	9.02
	After 6 years in rank	33.80	25.35	16.90	8.45
	After 8 years in rank	31.54	23.66	15.77	7.89
Colonel ⁹⁴	On appointment	27.61	20.71	13.81	6.90
	After 2 years in rank	25.91	19.43	12.96	6.48
	After 4 years in rank	24.21	18.16	12.11	6.05
	After 6 years in rank	21.40	16.05	10.70	5.35
	After 8 years in rank	18.58	13.94	9.29	4.65
Brigadier ⁹⁴		11.27	8.45	5.64	2.82

⁹⁴ Flying Pay is not payable to personnel on the Professional Aviator Pay Spine. Flying Pay is to commence on the date when aircrew successfully complete "operational aircraft type training"; defined as Conversion-to-Type. The date of successful completion of OCU/Conversion-to-Type training is recorded in Flying Logbooks and is to be the first day on which aircrew will qualify for Flying Pay.

⁹⁵ For the first 6 years away from SP or SP-Related posts, a Reserve Band system of SP will still be paid. For the first 3 of these years, the Reserve Band will be paid at full rate. SP Reserve Band payments will then continue for the subsequent 3 years at 75% of the full rate in the 4th year, 50% of the full rate in the 5th year and 25% of the full rate in the 6th year. Payment of SP will then cease (at this point the individual would have been away from an SP or SP-related post for 6 years). In addition personnel who submit PVR will be placed on the 50% rate or remain on the 25% rate if this is already in issue.

⁹⁶ Including equivalent ranks in the others Services. However, Pilots in the Army who are not qualified as aircraft commanders do not receive the Officer rate of Flying Pay but receive the Army Pilot rate of Flying Pay.

⁹⁷ After 4 year on the preceding rate.

⁹⁸ Payable only to pilots in the rank of Major who have received the top rate of Flying Pay for 4 years.

⁹⁹ Payable only to Weapon Systems Officers and observers in the rank of Major and below who have received the top rate of flying pay for 4 years.

		Full Rates	Reserve Band ^g		
			75%	50%	25%
		DAILY	DAILY	DAILY	DAILY
Non-commissioned aircrew (trained)					
Army NCO pilots qualified Aircraft Commander	Initial Rate	12.95	9.71	6.48	3.24
	Middle Rate ^h	21.97	16.48	10.99	5.49
	Top Rate ^h	34.93	26.20	17.47	8.73
	Enhanced Rate ⁱ	41.12	30.84	20.56	10.28
RM & Army NCO pilots ^j	Initial Rate	6.77	5.08	3.39	1.69
	Middle Rate ^k	14.64	10.98	7.32	3.66
	Top Rate ^l	17.46	13.10	8.73	4.37
RN/RM, Army and RAF NCA	Initial Rate	6.77	5.08	3.39	1.69
	Middle Rate ^k	14.09	10.57	7.05	3.52
	Top Rate ^l	18.58	13.94	9.29	4.65
Specialist Pay (Aeromedical and Escort Duty) (SP(AED))		7.32		3.66	
Specialist Pay (Air Despatch) (SP(AD)) ^m	Lower Rate	4.50		2.25	
	Higher Rate ^h	7.32		3.66	
Joint Helicopter Support Unit (JHSU) Helicopter Crew Pay (Army),		4.50		2.25	

TABLE 2: SPECIALIST PAY (PARACHUTE JUMP INSTRUCTOR) (SP(PJI))

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

	Full Rate	Reserve Band		
		75% Rate ^q	50% Rate	25% Rate
	DAILY	DAILY	DAILY	DAILY
Less than 8 years' experience	7.32	5.49	3.66	1.83
8 or more year's experience	10.70	8.03	5.35	2.68

TABLE 3: SPECIALIST PAY (PARACHUTE)

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

	Full Rate	Reserve Band		
		75% Rate	50% Rate	25% Rate
	DAILY	DAILY	DAILY	DAILY
SP (Para)	5.07	3.80	2.54	1.27
High Altitude Parachute Pay ^r	9.58		4.79	

^g Rates apply to personnel with more than 3 consecutive years in non flying-related appointments.

^h After 4 year on the preceding rate.

ⁱ Payable only to pilots who have received the top rate of Flying Pay for 4 years.

^j RM and Army pilots not qualified as aircraft commanders

^k After 9 years' total service, subject to a minimum of 3 years' aircrew service.

^l After 18 years reckonable service.

^m Also payable while under training.

^q Rates apply to personnel who have been absent from PJI or PJI-related duties for more than 3 years.

^r Rates apply to members of the Pathfinder Platoon.

TABLE 3: SPECIALIST PAY (SPECIAL FORCES)
RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

SAS/SBS OFFICERS				
	Full Rate	75%	50%	25%
	Daily	Daily	Daily	Daily
Level 1 – On Appt	36.61	27.46	18.31	9.15
Level 2 – After 3 years	42.81	32.11	21.41	10.70
Level 3 – After 6 years	46.75	35.06	23.38	11.69

SAS/SBS Other Ranks				
	Full Rate	75%	50%	25%
	Daily	Daily	Daily	Daily
Level 1 – On Appt	18.03	13.52	9.02	4.51
Level 2 – After 3 years	25.34	19.01	12.67	6.36
Level 3 – After 6 years	29.30	21.98	14.65	7.33
Level 4 - After 9 years	34.93	26.20	17.47	8.73
Level 5 - After 12 years	38.30	28.73	19.15	9.58
Level 6 ^v - After 15 years	42.81	32.11	21.41	10.70
Level 7 ^v - After 18 years	46.75	35.06	23.38	11.69

TABLE 4: DIVING PAY

RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

QUALIFICATION	CATEGORY	Full Rate	Reserve Bands		
			75%	50%	25%
Army Compressed Air Diver (ACAD)	2	7.89	5.92	3.95	1.97
Unit Diving Supervisor (UDS)/Army Advanced Diver (AAD)	3	10.70	8.03	5.35	2.68
Army Diving Supervisor (ADS)/Army Diving Instructor (ADI)	4	18.58	13.94	9.29	4.65

Category 4 rate of pay to be paid to Category 5 diving pay when in post requiring immediate control of diving operations

^v This rate will come into effect from 1 April 2008.

TABLE 6: OTHER MINOR FORMS OF SPECIALIST PAY
RATES OF PAY EFFECTIVE FROM 1 April 2007 to 31 March 2008

	Pay Warrant 1964 Articles	DAILY	Reserve Band 50%
Experimental Pay (Payable per test)	230B/489	2.50	
Specialist Pay (Special Communications) (SP(SC))			
Sergeants to Warrant Officers 1		10.70	5.35
Signalman to Corporal		7.89	3.95

	Full Rate	75% Rate	50% Rate	25% Rate
	DAILY	DAILY	DAILY	DAILY
Specialist Pay (Special Forces Communicator) (SP(SFC)) ^w	16.34	12.26	8.17	4.09

^w SP(SFC) to be paid on a Continuous Career Basis (CCB) for Other Ranks and a Non-Continuous Basis (NCB) for Direct Entry Officers and Officers Commissioned from the Ranks, with the attendant Reserve Band entitlements, as soon as JPA allows in 2007-08.

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