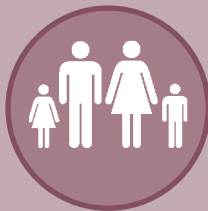




Ministry
of Defence

Pay16

The Armed Forces Pay Model





Foreword

It is important that the “offer” we make to our Service men and women is sufficiently attractive to recruit and retain the right people to deliver our operational capability. While that offer is very broad, it is no surprise that pay is a key element, and an important consideration for Service personnel, their families, and for Defence as a whole.

Over the years, Service personnel have highlighted concerns with the previous pay model (Pay2000) to the Armed Forces Pay Review Body (AFPRB). The pay model for Other Ranks and for Officers up to and including 1 Star (Commodore / Brigadier / Air Commodore) has therefore been updated with the introduction of Pay16 on 1 Apr 16.

What will Pay16 look like?

Defence staff have worked with the Service Chiefs to establish a new pay model that addresses Service personnel’s concerns whilst continuing to meet the needs of the Armed Forces.

The new pay model, called Pay16, was also discussed during the recent Strategic Defence and Security Review; it was agreed that the military pay model would be protected, that existing pay resources would be rebalanced and that it would not become a savings exercise.

Rank continues to be the primary determinant of pay; incremental progression has been maintained. In addition Other Ranks will receive a trade-related supplement to pay, with placement in Supplements based on extensive Job Evaluation evidence.

This will provide a pay model that is simpler and more transparent than Pay2000, is able better to target pay, and is more efficient. It also addresses key areas of Other Ranks’ dissatisfaction with the Pay2000, including elements known as ‘flip flop’, ‘pay overtaking’, and ‘overlap’, the details of which are described in this booklet. Retargeting resources within the pay structure

has required some difficult decisions. Defence has recognised the need to protect those whose pay might otherwise decrease immediately on transition to the new model; additional investment has therefore been allocated to provide pay protection for at least 3 years. In the long term, the through-career pay for approximately two thirds of Other Ranks will either increase or remain broadly the same relative to Pay2000.

The pay rates in this booklet include the 1% pay rise with effect 1 April 16, as recommended by the AFPRB and accepted by the Government, applied in advance of the transition to Pay16.

This booklet is concise, informative, and is designed to be read by every Service man and woman. It is not just for the HR specialist. I commend it to you. ■

General Sir Nicholas Houghton
Chief of the Defence Staff

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What Is This Booklet For?

This booklet is a guide to the new pay model, called Pay16, which will be introduced on 1 Apr 16. It replaces the Armed Forces Pay Reform Booklet¹ which provided an initial outline of the changes and used indicative pay rates. This booklet has 3 key purposes:

- To provide information about the new pay structure and changes to core pay that will be introduced as part of NEM on 1 Apr 16.
- To explain 'transition' i.e. how you will be transferred from the current pay model (Pay2000) to the Pay16 pay structure.
- To be used as a reference guide to explain how the new pay structure works and how you will move through the new pay structure.

Who is Affected?

- Pay16 will apply to all Regular and Reserve personnel on the Main Pay Spines up to and including the rank of OF6 (Commodore / Brigadier / Air Commodore).
- Special Forces, Nurses, Royal Navy Clearance Divers, and the Military Provost Guard Service will continue to have bespoke pay spines² but the

¹ Issued in DIB2016/01 on 7 Jan 16.

² Some specialist groups have separate (Pensionable) pay structures, known as Bespoke Pay Spines.

incremental structures of the ranges have been adjusted to mirror those of the main pay tables.

- It will not apply to personnel paid from the following pay spines: the Professional Aviators'; Medical and Dental Officers'; Chaplains'; Veterinary Officers'; and Late Entry Officers/Officer Commissioned from the Ranks.

What is Changing?

Pay16 applies to basic pay. The table on page 7 shows how pay is the basis of the military salary onto which other 'layers' of non-pensionable remuneration are added.

Pay is principally determined by rank. It provides the majority of salary and is the basis for calculating pension entitlement. Allowances, and Recruitment and Retention Payments are unaffected by Pay 16. ■

Service Personnel Remuneration Package

<p style="text-align: center;">Allowances (Enduring or temporary) (Non Pensionable)</p>
<p style="text-align: center;">Targeted Additional Reward (One off: Financial Retention Incentives (FRIs), Golden Hellos (GHs)) (Non Pensionable)</p>
<p style="text-align: center;">Targeted Additional Reward (Enduring recruitment and Retention payments) (Non Pensionable)</p>
<p style="text-align: center;">Annual Salary Core Salary (Based on Rank) + Trade Supplement Rate (Other Ranks only) + X-Factor (Pensionable)</p>

Why Are We Changing Your Pay?

It is important that we have an employment model which meets the expectations of the new generation of Service personnel and allows Defence to recruit the right mix of capable people whilst meeting its operational commitments.

The NEM programme was established as a vehicle to develop this modernised "offer", by reviewing the current Terms

and Conditions of Service for Service personnel. Pay16 provides a system of pay that is simpler and more transparent, making it far easier for an individual to understand their likely pay journey through their career. It is able to target specific trades, and is therefore an aid to retention. It will address key areas of Other Ranks' dissatisfaction with the current pay model.

Issues with Pay2000

- **Flip-Flop** - where individuals move between pay bands when promoting, resulting in them often having to be placed on a Stand Still Rate of Pay or on an incremental level that does not match their seniority, reducing the number of increments available to them.
- **Overtaking** - whereby individuals overtake other Service personnel within the same trade and rank who were promoted earlier, and who have more experience within that rank.
- **Overlap** - where an individual on the upper Increment Level for their rank might have the same, or a greater level of pay, than a colleague in the same trade in the next higher rank.

Pay16 – The New Pay Model

Pay16 has not been designed to reduce the overall pay bill, rather it redistributes the pay bill to provide a more effective and efficient pay model. X-Factor remains

unchanged at the Government approved rates recommended by the AFPRB.

Incremental Progression will be retained, though the number of Increment Levels is reduced for most ranks.

The proportion of pay allocated to each rank range in Pay2000 has been broadly maintained within Pay16. This ensures that one rank range is not advantaged at the expense of another: i.e. the proportion of pay allocated to junior rates/ ranks remains broadly the same in both models.

Trade Supplement Placement

Under the new pay structure, as with Pay2000, rank is the single biggest influence on pay for both Officers and Other Ranks. For Other Ranks, whilst rank remains the key determinant of pay, the High & Low pay bands will be removed and replaced with 4 Supplements to which trades will be allocated. These Supplements differentiate pay primarily based upon Job Evaluation (JE) evidence.

However, unlike Pay2000 under the new pay system, JE informs differentiation on a through career basis so that all Other Ranks in a particular trade will be treated the same for pay supplement purposes. This means that all ranks within a Trade are in the same Supplement which delivers the key benefit of removing situations when flip-flop or overtaking can occur.

The Supplement will apply at all ranks within a trade, providing greater transparency of the pay structure and will enable people to better predict, and understand, their through career pay 'journey'.

From April 16, all hard copy pay statements will include, in the Payroll Information section, information on how your annual pay is calculated and will break down to:

$$\begin{array}{rcl}
 \text{Core Salary} & & \\
 \text{(Rank based)} & & \\
 + & & \\
 \text{Supplement} & = & \text{Annual} \\
 \text{Rate} & & \text{Salary}^3 \\
 + & & \\
 \text{X-Factor} & &
 \end{array}$$

The Job Evaluation Process

The JE process is a tried and tested method of assessing the relative value of different roles and has been used by the MOD since 1970. The MOD JE process is carried out by the tri-Service Joint Service Job Evaluation Team (JSJET) and has been independently assured by external consultants.

The JE process used by the Armed Forces is one which examines representative posts from the various trades, and assesses each one against a set of 6 criteria or 'factors', ranging from Knowledge, Skills and Experience (Factor 1) to Working Conditions (Factor 6).

The first 5 factors used to determine JE scores are widely used and recognised by industry; Factor 6 is slightly different in that it is designed to reflect the often unique environments within which Service personnel operate. More information on the JE process can be found at Annex C.

How are Trades allocated to a supplement?

Unlike Pay2000, supplement boundaries are not governed by a fixed-point boundary. Instead, informed by the JE evidence, the trade-to-supplement placement reflects tri-Service judgement/ agreement on which trades should feature within each of the 4 Supplements. This judgement includes consideration of the need to differentiate (or target) pay, the importance of fairness and the need to ensure affordability.

This approach ensures that decisions on pay supplement groupings can focus on the most important output of JE – the relativity of job weight across different trades.

Details of the allocation of trades to Supplements for each of the Services can be found in the Trade Supplement Placement tables at Annex A.

In a limited number of occasions the Services applied management discretion to: ensure consistency of pay treatment for similar trades across the Services; reflect Service requirements; or to prudently apply JE Light results. Those trades that have been subject to management discretion are detailed at Annex B.

As part of the simplification of pay some Services have also simplified trade structures; full listings of trades including legacy trade titles have been published by the relevant Service.

Incremental Progression

Due to the base fed nature of the Services where individuals progress through the ranks, Incremental Progression will remain a feature of Pay16. The total number of increments will reduce compared to Pay2000, and personnel will remain on Increment Level 1 for the first 2 years in rank⁴.

This is in recognition of the time it takes to gain experience in each rank. In accordance with the design principle that the proportion of pay within each rank range is maintained, the savings have been reinvested within each rank.

For Other Ranks, the end of 'Flip Flop' and the removal of 'Overlap' from pay rates will actually give many personnel access to more increments.

On promotion personnel will move to Increment Level 1 of their new pay range, though during the transition period there will be instances where the minimum pay increase on promotion will mean that individuals may be placed on a higher Increment Level than would normally be the case.

Tables showing the construction and Incremental Progression steps for Pay16 can be found at Annex D (Other Ranks) and Annex E (Officers). The incremental structure for OF1s has also been rationalised.

³Note: the Basic Pay entry on the Pay Statement is the month by month breakdown of your Annual Salary.

⁴Except for OR2s where they will remain on IL2 for 2 years.

All DE officers join on OF1-1 and on completion of Initial Officer Training move to OF1-2. Further progression is in accordance with single Service regulations. ■

Pay Rates

In the Armed Forces Pay Reform Explained Booklet a set of indicative pay rates were published, however the Government has now agreed the AFPRB recommendation of a 1% pay award for 2016/17⁵ which will be applied in advance of transition to Pay16.

The 2016/17 Pay rates for all Regular Service Personnel (including FTRS FC) directly affected by Pay16 changes are at Annex F (Other Ranks) and Annex G (Officers). For Other Ranks, these Pay Rates show that rank will remain the key determinant of pay.

The pay rates for those other bespoke pay spines⁶ that have been amended to reflect the increment level changes Pay16 are available at Annex H. ■

Transition Arrangements

No one will take a pay cut on transition to Pay16

The transition arrangements are the most complex elements of introducing pay reform and require the transfer of more than 140,000 Service Personnel,

Regular and Reserves, from one pay structure to another.

Every individual who transitions into Pay16 will move to a rate of pay that is equal to or higher than their current Pay2000 rate of Pay (i.e. a 'no loss position'). The Annual Pay Award has been factored in to both Pay2000 and Pay16 rates prior to 1 Apr 16, so individuals will find both the Pay Award, as well as Pay16 transition, reflected in their April Pay Statements. ■

How does transition work?

Individuals will find that they are generally within one of three generic groups:

- **Gain** – Where the equivalent Pay16

OR6

Pay 2000 HPB	Pay 16 Supp 3	
Level 7	38,597	
Level 6	37,887	
Level 5	37,176	
Level 4	36,468	
Level 3	36,012	
Level 2	35,122	
Level 1	34,236	
	OR6-5	39,459
	OR6-4	38,474
	OR6-3	37,537
	OR6-2	36,637
	OR6-1 Yr 2	35,724
	OR6-1 Yr 1	35,724

rate appropriate for the individual's time in rank is higher than in Pay2000. The individual will move onto the Pay16 increment level appropriate for that Rank and trade that is the nearest no loss position.

In this example, the individual moves to Pay16 OR6-2 (green), instead of OR6-3 (shown in red), as that is the nearest Pay16 increment equal to, or higher, than their Pay2000 rate. Incremental progression will commence at the anniversary of their Incremental Base Date (IBD).

- **Standstill** – Where the equivalent Pay16 rate appropriate for the

OR4

Pay 2000 HPB	Pay 16 Supp 1	
Level 7	34,681	
Level 6	33,940	
Level 5	33,251	
Level 4	32,468	
Level 3	31,728	
Level 2	30,247	
Level 1	28,839	
	OR4-5	31,573
	OR4-4	31,129
	OR4-3	30,710
	OR4-2	30,262
	OR4-1 Yr 2	29,474
	OR4-1 Yr 1	29,474

individual's time in rank is less than in Pay2000. The individual will move onto the Pay16 increment level appropriate for that rank and trade that is the nearest no loss position.

In this example, the individual moves to Pay16 OR4-2 (green) instead of OR4-1 Yr 2 (shown in red), as that is the nearest Pay16 increment equal to, or higher, than their Pay2000 rate. In this scenario, the individual does gain on transition, but because they have been moved into Pay16 above where their current seniority / time in rank would put them, they would standstill on this rate (in receipt of the Annual Pay Award) and only recommence incremental progression

on the anniversary of their IBD, once they have accrued the seniority / necessary time in rank. The date of when the individual will recommence incremental progression will appear on their hard copy pay statement.

In this case the individual has been pay protected from falling from an annual rate of pay of £30,247 to £29,474.

Past seniority in rank will be counted when determining if an individual is placed on Year 1 or Year 2 of the two increments with the same value within each rank.

- **Specially Determined Rate of Pay** – Where the Pay2000 rate of pay is above

OR4

Pay 2000 HPB	Pay 16 Supp 2	
Level 7	34,681	
Level 6	33,940	
Level 5	33,251	
Level 4	32,468	
Level 3	31,728	
Level 2	30,247	
Level 1	28,839	
	OR4-5	32,633
	OR4-4	32,191
	OR4-3	31,756
	OR4-2	31,138
	OR4-1 Yr 2	30,332
	OR4-1 Yr 1	30,332

the highest Pay16 rate for their trade and supplement.

In this scenario any individual on Pay2000 increments 5, 6, or 7 will transfer to a Specially Determined Rate of Pay (SDRP) because their Pay2000 rates of pay are above the maximum permitted for that rank and supplement under Pay16. In effect, they will not experience any transitional change in their pay. They will remain on an SDRP (in receipt of the Annual Pay Award) until promoted

⁵ In accordance with current policy those individuals who are on Mark Time Rate of Pay will not attract the Annual Pay Award.

⁶ Special Forces, Nurses, Royal Navy Clearance Divers, and the Military Provost Guard Service

or exit from the Service. This transition is categorised as pay protected as these individuals are protected from falling to the NEM rate of £32,633. This pay protection will be in place for at least 3 years.

Changes to Incremental Base Dates.

During the transition there will be a number of personnel who will have an historical IBD from Pay2000 that greatly exceeds what the year should be for their new Increment Level in Pay16.

The IBD will therefore be adjusted where the new Increment Level is lower than the time spent in the rank. The Day and Month data will remain unchanged so, as these individuals become eligible for an increment, they will still receive an award on their IBD Day and Month (e.g. 1 Jan). ■

Calculating Your New Pay

To calculate your new pay from the 1 Apr 16 you will need to know your Rank, current gross pay and, for Other Ranks, the Supplement for your Trade as shown in Annex A.

For Officers

Identify your current increment level and salary, and then look up the Pay Rates at Annex G, which show the Pay16 rates for regular and FTRS Full Commitment. You will move to the increment which either matches or exceeds your current pay.

Direct Entry officers

The incremental structure for OF1s has also been rationalised. All DE officers join

on OF1-1 and on completion of Initial Officer Training move to OF1-2. Further progression is in accordance with single Service regulations.

For Other Ranks

Identify your increment level and salary range for the supplement for your Trade. Then look up the table at Annex F.

- If your current salary is below the pay scales listed you will move to the first increment for your rank on the pay scale.
- If your salary sits within the pay scales listed you will move to the increment which either matches your current pay or if no increment matches then the first increment above your current pay value. Incremental progression will occur when you have sufficient pay seniority.
- If your current pay rate is above the new pay scales for your seniority then you will move to a Specially Determined Rate of Pay, until you are promoted or the maximum pay rate for your rank, seniority and Supplement is increased to above your current pay.

What happens to your pay on promotion?

Under Pay16 individuals who are promoted will move to the bottom of the next rank pay scale for that rank (Increment Level 1, Year 1). For Other Ranks the Pay16 pay tables are structured to provide at

least a 2% increase on promotion (at least 5% on promotion to OR6).

In addition Service personnel benefitting from pay protection will also receive a minimum of 2% (or 5% for OR6). This will mean that some individuals may be placed on a higher increment level after the increase is applied. Individuals will no longer be subject to pay protection and will stand still until their pay Seniority catches up. ■

Reserve Service

Pay16 applies to Regulars and Reserves and details of the new pay rates can be found at: Annex F for FTRS Full Commitment, Annex I for FTRS Home Commitment Pay Rates and Annex J for FTRS Limited Commitment Pay Rates. The current policies on FTRS engagement remain extant. ■

What happens if I transfer to another Service or from the Regulars to the Reserves?

When an individual transfers from one Service to another without a break in service (a period not exceeding 30 days), their rate of pay will be determined as if they were changing branch or trade. The individual's IBD will not change.

Where an individual is transferring to or from the Regulars to the Reserve Forces they will be placed on the Increment Level that they were subject to on the day of transfer.

In some instances where personnel are transferring to or from the Reserve

Forces may do so in a different rank and/or branch or trade, in which case Single-Service Manning Authorities will decide what previous service to include when establishing an individual's appropriate level of seniority. If changing trade they will receive the pay supplement value appropriate to their new trade. ■

What happens if a Reserve contract ends during the period of pay protection?

Whenever an FTRS post is competed the contract is considered to be renewed. If the further period of Service is commenced within 30 days, transitional pay protection will be honoured. After this period a change of contract will have no entitlement to transitional protection. However, at the start of the new/revised contract the SP's seniority will be taken into account to ensure that they are placed on an Increment Level and their pension abatement will be recalculated. ■

The Annual Pay Award?

The role of AFPRB in recommending pay rates for Service personnel will continue and Service personnel will continue to be eligible for any annual pay award. ■

What happens to your pension?

The Core Salary, Supplement and X-Factor will continue to be pensionable and the Armed Forces Pension Scheme rules will not change as a result of Pay16.

Pensions will continue to accrue and will be awarded based on the rules of each scheme. In summary these are calculated as:

- AFPS 75: For other ranks and officers at OF6 and below their pension is based on the representative rate of pay for the final rank held by the member and the number of years reckonable service. The representative rates used for AFPS75 have been adjusted to reflect Pay16 and the 2016 Annual Pay Award.
- AFPS 05: The pension is based on the best pensionable annual salary in the last three years of service, multiplied by 1/70 and the number of years served.
- AFPS 15 (only applies to service from 1 April 2015): Every year your 'pension pot' grows by 1/47th of your annual pensionable earnings. This process is repeated each year (each year is uprated by the respective index) until you leave the Services. Predicting your future pension will depend upon the total value of your pot. This will depend upon a number of factors including your salary now; your future pay; how long you continue in Service; and any promotions.

For those with service in both AFPS15 and an earlier scheme, their accrued

rights are as previously described in the relevant AFPS15 DINs. ■

Can the pension's calculator be used to forecast the impact of pay on your pension?

The pension calculator will be updated to reflect the Pay16 pay rates; however the revised calculator will not be available until the end of April 2016 at the earliest. ⁷ ■

Will there be a future review of trade placements in Supplements?

The placement of trades to Supplements will continue to be based on JE evidence and there will be a rolling programme of JE reviews of each trade by the Joint Services Job Evaluation Team (JSJET).

The mechanism for future review of the placements of trades to Supplements will be considered by the Defence People and Training Board later this year. ■

Where can I get further information?

If you have any questions or require any further help please discuss with your NEM Champion or Unit HR in the first instance.

Additionally JSP 754 provides full details of the regulations for Pay16. ■

Glossary of Terms

Armed Forces Pay Review Body (AFPRB)

An independent Body which provides advice to the Prime Minister and the Secretary of State for Defence on the remuneration and charges for Service personnel.

Annual Salary

Annual Salary is the element of remuneration that is determined by rank, Trade Supplement and X-Factor; it is pensionable.

Financial Retention Incentive (FRI)

A taxable, non-pensionable, lump sum payment that may be used to address critical personnel shortages. Such payments are conditional on an individual commitment to a specified period of further service.

Job Evaluation (JE)

A method of assessing the roles, skills and responsibilities of different trades. The JE process results in a numerical Whole Trade Score (WTS) which enables relative valuing of different trades.

Incremental Base Date (IBD)

The date upon which, in normal circumstances, the yearly incremental progression is awarded. This date is calculated initially from the date of enlistment and thereafter normally changes on the effective date of promotion to a subsequent higher paid rank.

Management Discretion (MD)

A mechanism which, in exceptional circumstances, is used to determine which Supplement a Trade is placed within for pay purposes.

Mark Time Rate of Pay

A rate of pay that is higher than that to which an individual would normally be entitled for their rank, experience in rank, employment category or qualifications and is applied in certain circumstances to ensure that an individual does not take a cut in pay. A MTRP does not attract annual pay uplifts.

⁷Please not an earlier version of the Pay16 Booklet identified the pension calculator would be available from the 4 Apr - this was the planned timeline, however due to some technical issues this date has been delayed.

Pay Protection

A mechanism to ensure that no individual will take a cut in pay on transition. This will either be through Stand Still Rate of Pay or Specially Determined Rate of Pay. Pay protection will be in place for at least 3 years.

Recruitment and Retention Payment (RRP)

A taxable, non-pensionable, monthly Payment (RRP) payment that is made to certain groups such as pilots and divers to mitigate particular retention issues. It may be paid on a continuous or non-continuous basis.

Specially Determined Rate of Pay (SDRP)

This is a rate of pay that does not exist on the main pay tables. It usually applies to those people who for whatever reason are being paid at a rate that is higher than the normal entitlement for their rank and Trade. SDRP attracts any Government approved annual pay award.

Standstill Rate of Pay (SSRP) This is a rate of pay that exists on the main pay table but that is higher than that to which the individual is entitled. The individual would remain on this rate of pay until their time in rank catches up or until they are promoted. SSRP attracts any Government approved annual pay award.

Trade Supplement(s)

For Other Ranks a trade will be allocated to a pay supplement according to its Through Career Whole Trade Score. All Other Rank personnel will be placed in one of the 4 Supplements which will be paid in addition to core pay. The Supplements are pensionable and attract X Factor.

JE Through Career Whole Trade Score (TC WTS)

A trade's Through Career Whole Trade Score is derived from the scores of each rank within that trade. Defence Statistics devised a methodology, that was approved by the Service Chiefs, whereby a score could be produced for each trade that allowed a relative comparison to be made between them.

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Annex A: Trade Supplement Placement Tables

Supplement 1

		TC WTS ⁷
RAF	Aerospace Systems Operating and Air Traffic Control including Aerospace Systems Operator/Manager, Flight Operations Assistant/Manager	287.4 - 297.8
ARMY	Army Welfare Worker	296.2
ARMY	Custodial NCO	289.4
AHP	Dental Nurse	285.0
RN/RM	Family Services	298.6
RAF	Firefighter	289.2
AHP	Health Care Assistant	295.3
RN/RM	Hydrography & MET (including legacy NA(MET))	293.0
RN/RM	Logs (Writer) inc SM	297.4
RAF	Logistics (Caterer) including Logistics (Catering Manager)	280.4
RAF	Logistics (Chef) including Logistics (Catering Manager (Chef))	295.0
RN/RM	Logs (Steward) inc SM	292.8
RN/RM	Logs (Chef) inc SM	299.0
RAF	Logistics (Driver)	298.0
RAF	Logistics (Supplier)	293.0
ARMY	ME Trade Gp 2	299.0
ARMY	Mil Pol (GPD)	298.7
ARMY	Mil Pers Admin	285.9
ARMY	Musician	298.6
RAF	Musician	301.5
RN/RM	Naval Airman (Phot)	287.5
RAF	Personnel (Support)	286.6
RAF	Photographer	296.8
RN/RM	PTI	288.0
ARMY	R Sigs Gp 3	290.4 - 298.7

		TC WTS ⁷
ARMY	RA Command Systems	298.4
ARMY	RA Logistics	289.4
ARMY	RA Strike	297.8
ARMY	RAPTC Instr	284.4
RAF	RAF Medic	298.2
RAF	RAF Physical Training Instructor	285.5
ARMY	RAVC Dog Trainer	293.9
ARMY	RAVC Veterinary Tech	293.9
RN/RM	Regulator	291.5
ARMY	REME Tech Support Spec	298.0
ARMY	RLC Chef	301.4
ARMY	RLC Driver	293.4
ARMY	RLC Dvr Comms Spec	299.4
ARMY	RLC Dvr TK Tptr	295.0
ARMY	RLC Laundry Op	No parent Reg Trade
ARMY	RLC Log Spec (Sup)	298.6
ARMY	RLC Pet Op	301.7
ARMY	RLC Photographer	301.8
ARMY	RLC Pioneer	295.5
ARMY	RLC Port Op	298.3
ARMY	RLC Postal & Courier Op	297.9
ARMY	RLC System Analyst	298.7
ARMY	RLC VSS	295.9
RN/RM	RM Musician	299.8

⁷TC WTS - Through Career Whole Trade Score

Annex A: Trade Supplement Placement Tables (contd)

Supplement 2

		TC WTS
ARMY	AAC Groundcrew Sldr	303.6
RAF	Air Cartographer	304.2
RN/RM	Comms Inf Sys inc SM & WS	300.4
ARMY	Crewman 2	302.1 - 305.7
AHP	Dental Hygienist	321.3
AHP	Dental Technician	299.6
RAF	Aircraft Engineering (Weapon) including Engineering Technician Weapon and Weapon Technician	304.5
RAF	General Engineering including General Engineering Technician, General Technician Electrical, General Technician (Mechanical) and General Technician Workshops	305.4
RAF	Gunner RAF Regiment	291.3
RAF	Information and Communications Technology Communications Infrastructure Technician/ Manager	301.8
RAF	Information and Communications Technology Technician/ Manager	304.0
ARMY	Infantry	300.9
ARMY	Instructor SASC	304.9
RN/RM	Logs (Supply Chain) inc SM	305.0
RAF	Logistics (Mover)	299.6
ARMY	ME GEO & Trade Gp 3	314.7 - 317.3
ARMY	Mil Pol (SIB)	302.4
RN/RM	Mine Warfare	300.0
RN/RM	Naval Airman (AH)	301.6
RN/RM	Naval Airman (SE)	298.8
AHP	Pharm Tech	300.0
ARMY	RA GW	299.0
ARMY	RA SPEC OB	304.6
ARMY	RA Targeting	304.6

		TC WTS
ARMY	RA TUAS Pilot	Placed Trade* (new trade)
ARMY	RA UAS	304.6
ARMY	R Sigs Gp 1B	300.5 - 304.8
ARMY	R Sigs Gp 2	304.0 - 310.6
RAF	RAF Police	299.8
ARMY	REME Armourer	305.4
ARMY	REME Metalsmith	304.4
ARMY	REME Rec Mec	299.7
ARMY	REME Shipwright	304.3
ARMY	REME VM	303.6
ARMY	RLC Air Desp	306.7
ARMY	RLC Mariner	309.0
ARMY	RLC Mov Con	301.6
ARMY	RLC Mov Op	301.6
RN/RM	RM GD SQ	303.7
RN/RM	RM MESM, Mech & Tech	303.0
RN/RM	Seaman Spec	305.4
RAF	Survival Equipment Fitter	299.6
RN/RM	Warfare Spec	301.6
RAF	Non-Commissioned Aircrew - Weapon Systems Operator	Placed Trade* (historic score 289.2)

Annex A: Trade Supplement Placement Tables (contd)

Supplement 3

		TC WTS
RAF	Aircraft Engineering (Avionics) including Aircraft Engineering Technician, Aircraft Technician (Avionics) and Aircraft Maintenance Mechanic (Avionics)	310.2
RAF	Air Engineering (Mechanical) including Aircraft Engineering Technician, Aircraft Technician (Mechanical) and Aircraft Maintenance Mechanic (Mechanical)	308.4
RN/RM	Air Engineering Technician	309.7
RN/RM	Aircrewman (RM, ASW, CDO)	329.8
RAF	Air Traffic Controller	323.6
AHP	Biomedical Scientist	314.2
ARMY	Combat Med Tech	308.2
RN/RM	Comms Tech	314.6
RN/RM	Coxn (SM)	329.4
RN/RM	Diver	322.8
RN/RM	Eng Tech (ME & MESM)	311.2
RN/RM	Eng Tech (WE & WESM)	309.2
AHP	Environmental Health Tech	312.2
RAF	Intelligence Analyst	314.2
RAF	Intelligence Analyst (Voice)	315.2
ARMY	MAN ACCT	324.9
ARMY	ME Trade Gp 1	316.4
RN/RM	Naval Airman (AC)	316.8
AHP	Operating Department Practitioner	309.0
ARMY	OP MI	306.2
ARMY	OP TI	309.2
ARMY	R SIGS Gp 1A	320.6 - 325.9
AHP	Radiographer	324.6
ARMY	ME Clk of Wks	323.3
ARMY	REME Artificer	317.9

		TC WTS
ARMY	REME TECH AC/AV	308.5
ARMY	REME Tech Elect	306.5
ARMY	RLC Ammo Tech	324.0
ARMY	RLC Marine Engineer	309.9
RN/RM	RM Art Veh & Y of S	319.6
RN/RM	RM Comms Tech	313.8
RN/RM	RM Info Sys	306.8
RN/RM	RN & RM Medic	311.0
RAF	SNCO Weapons Controller	323.2

Supplement 4

		TC WTS
ARMY	Army Air Corps Pilot	377.4

Annex B: Management Discretion

The Services exercised management discretion where there was a need to ensure consistency of pay treatment for similar trades across the Services and ensure consistency across Services. In some cases, this resulted in a single Service trade being moved to another Supplement. ■

Trade	Management Discretion Action
RLC Photographer	TSP placement with sister trades in other Services (RAF and RN Photog) noting that RLC Photog was previously amalgamated with other RLC trades placed in Supp 1.
RLC Air Desp	TSP placement with sister trade in RAF (RAF MOV) noting the JE Light TC WTS.
RLC Pet Op	TSP placement with sister trade in RAF (RAF Logs Supplier) noting that RLC Pet Ops was previously amalgamated with other RLC trades placed in Supp 1.
RLC Mariner	TSP placement with sister trade in RN (RN Seaman Spec) noting the JE Light TC WTS.
ME GEO	Historical JE score placed this trade in Supp 1. The JE Light results suggested a significant change in the scores which would have resulted in a move of two Supplements. Recognising that JE Light is a relatively new process, the Board elected to limit moves following a JE Light review to one supplement only: therefore move limited to Supp 2 pending a full JE Review.
ME Trade Gp 3	Historical JE score placed this trade in Supp 1. The JE Light results suggested a significant change in the scores which would have resulted in a move of two Supplements. Recognising that JE Light is a relatively new process, the Board elected to limit moves following a JE Light review to one supplement only: therefore move limited to Supp 2 pending a full JE Review.
RLC Chef	TSP placement with direct sister trades in other Services (RAF Chef and RN Logs Chef).

Trade	Management Discretion Action
Dental Hygienist	Historical JE score placed this trade in Supp 1. The JE Light results suggested a significant change in the scores which would have resulted in a move of two Supplements. Recognising that JE Light is a relatively new process, the Board elected to limit moves following a JE Light review to one supplement only: therefore move limited to Supp 2 pending a full JE Review.
Naval Airman (SE)	TSP placement with sister trade in RAF (RAF Survival Equipment Fitter).
RM Musician	TSP placement with sister trades (RAF Musician and Army Musician).
RAF Musician	TSP placement with sister trades (RM Musician and Army Musician).
RAF Regiment	TSP placement with equivalent trades in other Service (RM DG SQ and Army Infantry).
RAF NCA / WSOp	TSP placement in Supp 2 whilst trade is in transition and awaiting assessment of future roles.
Crewman 2	Crewman 2 scored in Supp 2. Army request to amalgamate Comd AFV within this trade.
RA TUAS Pilot / RA UAS	New trades that have been placed into Supp 2 based on original placing of RA Targeting.

Annex C: The Job Evaluation Process Explained

Many large organisations make use of Job Evaluation (JE) to inform their pay strategies, and the MoD has used JE since 1970 to deliver a ‘consistent and systematic means of defining relativities between jobs’.

JE is a very detailed process which examines trades against a set of common questions, or Factors, to enable a relative assessment of ‘job weight’ of different trades. Job weight is expressed in a numerical score, known as a Whole Trade Score (WTS) which is used to inform pay differentiation of one group compared to another. ■

Who conducts JE for the Armed Forces?

JE is conducted by the Joint Services JE Team (JSJET) which consists of a C1 Civil Servant, as Team Leader, supported by 4 WO1 military JE analysts, including at least one from each Service.

The rank by rank JE scores are determined by an independent judging panel of 3 x OF5s; one from each Service. Unlike many other organisations that choose to ‘buy in’ JE assessments on a periodical basis, the Ministry of Defence has for many years invested in a permanent JE capability: importantly, this provides continuity of understanding of the many variations of military jobs, and enables a more agile response to dealing with change. ■

What are the JE Factors?

The JE process used by Defence assesses positions against 6 Factors, described in the following table:

JE FACTOR	DESCRIPTION
1	Knowledge, skills and experience needed for the post and the range of application required.
2	Complexity and mental challenge of the job.
3	Judgement and decision-making, and the impact of the job’s output on the success of the organisation.
4	Use of resources (Personnel, Equipment, Budgets, etc.); the level of supervision undertaken and the jobholder’s influence in the organisation.
5	Communication; the level of internal and external communications and their significance.
6	Working conditions; health and safety aspects, bodily constraints and physical environment of the job in question.

Each factor has two or more elements, each of which has ‘level descriptors’ which set out to define and rank the demands of the job. The levels accorded to each element are used to generate a numerical score for the factor by reference to a pre-determined Scoring Matrix.

Each factor has a different weight within the overall score and the proportion of the overall score generated by each factor can vary significantly from job to job, depending on its range of duties and its level within the organisation. Added together, the combined scores of the factors provide the WTS and reflect the ‘job weight’. ■

How Does the JE Process Work?

A detailed analysis is undertaken of how a trade is employed at each rank (this is known as Statistics of Coverage). This analysis determines how each rank within the trade is sampled. Each job sampled should be representative of a number of other jobs within the same trade. Statistics of Coverage are agreed with the appropriate Trade Sponsor/Branch Manager who also select individual jobs for evaluation in accordance with the criteria set out in the Statistics of Coverage and, where appropriate, representing a cross section of experience.

Each representative job is analysed and a detailed job description prepared for it. Each job is examined in detail against the JE Factors described above to define and rank the demands of the job. Once all the representative jobs have been evaluated to provide the ‘job weight’ a Whole Trade Score (WTS) is calculated.

The WTS is a weighted average score for the rank/trade, based on the Statistics of Coverage. In practice, this means that if one job is representative of 30% of the trade and rank, the resultant job score will make a 30% contribution to the WTS. The greater the percentage covered by a representative job or jobs, the greater the impact on the WTS.

The representative posts evaluated must amount to a minimum of 70% of the total liability for that trade and rank; this is designed to ensure that resultant JE scores are indeed representative of

employment within each trade. Typically, statistical coverage of 85% or more is achieved, providing a very extensive evidence base on which the JE Judges can base their decisions.

The process includes considerable interaction with members of the trade undergoing the JE. This includes JE analyst interviews (conducted by Service WOs who form part of the JSJET) with personnel serving in representative posts. In addition, ‘benchmark visits’ are conducted by JE Judges who visit a unit or units where there is an opportunity for the trade to ‘showcase’ itself by demonstrating and explaining the requirements of their jobs. These visits are invaluable to understanding the nuances contained in the written job descriptions and enable the Judges to gain a genuine understanding of the trade and the requirements of individual jobs. Service personnel are generally good at explaining what they do, and are keen to have a role in a process that affects their pay.

The whole JE process is open and transparent to the trade managers/ sponsors/advisers and those involved in the process. Full judging sessions are formal affairs held in front of trade managers and specialist advisors each of whom emerges from the experience feeling that their trade has been fairly examined. The Judges have to achieve consensus in their scores for each factor of each job; this can lead to rigorous debate on any contentious issues, demonstrating the very careful consideration that underpins JE.

Defence recently commissioned an independent re-validation of the JE process by an external consultant.

This assessment found the Armed Forces approach to JE was the most detailed and comprehensive examination of any identified in the Public or Private Sectors, and was deemed to be fit for purpose. Defence is reassured that the process delivers accurate outcomes. ■

Application of the JE WTS Under Pay2000

Under Pay2000, pay differentiation for Other Ranks is achieved through the use of two Pay Bands – High and Low. The 2 bands are separated by a High/Low Pay Boundary Line (PBL), and the level of the PBL is set at a different score for each rank (as agreed by the single Services).

For example, the PBL for OR6 (Petty Officer/Sergeant) is set at a WTS of 290 points. Ordinarily, a trade scoring above or below this line at OR6 would be placed (respectively) in the High or Low Pay Band.

However, in instances where the WTS for a particular rank/trade is very close to the PBL⁹, the relevant single Service is able to make a case for placing the group in either Pay Band, under a process known as 'Management Discretion' (MD).

Pay2000 applies differentiation at each rank within OR Trades. One of the consequences of this approach is that, within a single trade, individuals can find themselves placed in the High Pay Band at one rank and then, on promotion, find

themselves placed in the Lower Pay Band at the higher rank; or vice versa. This is known as 'flip-flop'.

Other Ranks have expressed considerable dissatisfaction with 'flip-flop' and the resultant effects which include early topping out of incremental pay progression. This dissatisfaction, relayed to - and highlighted by - the independent Armed Forces Pay Review Body, has been addressed in the design of the new Pay System.

Additionally, the Pay Boundary Lines have not been reviewed under Pay2000 and we have seen the number of roles in the High Pay Band increase as the nature of roles change through the advent of new technology or changing operational requirements. This has resulted in an increasing pay bill, and at the same time has reduced the effectiveness of the pay model in terms of its ability to differentiate pay across the wide range of different OR Trades. ■

Application of WTS under the new Pay Structure

The new pay structure will continue to use JE evidence to inform pay differentiation. However, informed by Other Ranks' dissatisfaction with some of the Pay2000 outcomes (such as 'flip flop') it will apply JE evidence in a different way to Pay2000. The changes are as follows:

a. The rank by rank JE scores are incorporated¹⁰ into a Through Career Whole Trade Score (TC WTS) which enables

the relative job weight of trades to be assessed and compared on a through career basis. This avoids situations such as 'flip-flop' and better enables personnel to understand their through career pay 'journey'.

b. Pay16 replaces the 2 band (High/Low) differentiation with a 4-Supplement structure for Other Ranks. Importantly, and unlike Pay2000, Supplement boundaries are not governed by a fixed-point boundary (PBL). Instead, and informed by the JE evidence, the trade-to-supplement placement reflects tri-Service judgement/agreement on which trades should feature within each of the 4 Supplements. This judgement includes consideration of the need to differentiate (or target) pay, fairness, and affordability.

This approach is more agile and resilient than the prescriptive PBL approach of Pay2000, and ensures that decisions on pay supplement groupings can focus on the most important output of JE – the relativity of job weight across different trades. ■

JE & JE Light

When Pay2000 was introduced there was a full re-evaluation of all trades, which took nearly 6 years to complete.

A work programme was then introduced to re-examine all trades on a rolling basis. This was subsequently amended to focus specifically on re-evaluating trades where there had been significant changes to structure and/or role. With the arrival of

New Employment Model Programme, the primary focus for work became updating JE data in preparation for Pay16.

Since then the JE team has completed all the full evaluations that had already been started and introduced a new process entitled JE Light to update the scores of those trades not evaluated in the previous 5 years or so, on a case by case basis. The JE Light process focuses on what has changed since the last full evaluation. The Judges are briefed thoroughly on each trade in terms of numbers, structure, training and role. A one day benchmark visit is undertaken, with the opportunity to speak to trade personnel in depth about their jobs. This information is compared with any historical JE data for that trade. Representative jobs are selected for each rank and the judges make evidence based judgments on variations to the scores for each factor. This is completed in front of trade managers and specialists.

All this activity has been undertaken to ensure good quality JE evidence, with the work programmes agreed with the single Service Pay Colonels. It was completed at the end of February 2015 to enable subsequent decisions by the three Service's Principal Personnel Officers on where different trades will be placed within the new pay model.

Looking ahead, the JSJET will continue to conduct JE for Other Ranks, and this information will continue to be used by the independent Armed Forces Pay Review Body to inform pay comparability assessments. ■

⁹ Fundamentally, where the WTS is within 5% above or below the PBL (e.g. for OR6, with a Pay Boundary of 290 points, the Discretionary Zone is between 275-305 points).

¹⁰ Using a mathematical formula developed by statistical experts in the Defence Statistics (Def Stats) organisation.

Annex D: Royal Navy Other Ranks' Pay Table

Pay Range	Rank	Increment Level							
5	Warrant Officer	OR9-5	Core Pay	+	Supplement Rate	+	X-Factor	=	Annual Salary
		OR9-4							
		OR9-3							
		OR9-2							
		OR9-1 (Yr 2)							
		OR9-1 (Yr 1)							
4	Chief Petty Officer / Warrant Officer 2	OR7-10 / OR8-5	Core Pay	+	Supplement Rate	+	X-Factor	=	Annual Salary
		OR7-9 / OR8-4							
		OR7-8 / OR8-3							
		OR7-7 / OR8-2							
		OR7-6 (YR 2) / OR8-1 (YR 2)							
		OR7-6 (YR 1) / OR8-1 (YR 1)							
		OR7-5							
		OR7-4							
		OR7-3							
		OR7-2							
		OR7-1 (YR 2)							
		OR7-1 (YR 1)							
		3							
OR6-4									
OR6-3									
OR6-2									
OR6-1 (YR 2)									
OR6-1 (YR 1)									
2	Leading Hand	OR4-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary
		OR4-4							
		OR4-3							

Pay Range	Rank	Increment Level																
1	Able Rating	OR4-2	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary									
		OR4-1 (YR 2)																
		OR4-1 (YR 1)																
		OR2-9																
		OR2-8																
		OR2-7																
		OR2-6																
		OR2-5																
1	Able Rating	OR2-4	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary									
		OR2-3																
		OR2-2 (YR 2)																
		OR2-2 (YR 1)																
		OR2-1																
		NERP								New Entrant	1	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary

Annex D: Royal Marines Other Ranks' Pay Table

Pay Range	Rank	Increment Level														
5	Warrant Officer	OR9-5	Core Salary	+	Supplement Rate	+	X-Factor	= Annual Salary								
		OR9-4														
		OR9-3														
		OR9-2														
		OR9-1 (Yr 2)														
		OR9-1 (Yr 1)														
4	Warrant Officer 2	OR8-5	Core Salary	+	Supplement Rate	+	X-Factor	= Annual Salary								
		OR8-4														
		OR8-3														
		OR8-2														
		OR8-1 (YR 2)														
		OR8-1 (YR 1)														
	Colour Sergeant	OR7-5														
		OR7-4														
		OR7-3														
		OR7-2														
		OR7-1 (YR 2)														
		OR7-1 (YR 1)														
		3							Sergeant	OR6-5	Core Salary	+	Supplement Rate	+	X-Factor	= Annual Salary
										OR6-4						
OR6-3																
OR6-2																
OR6-1 (YR 2)																
OR6-1 (YR 1)																
2	Corporal	OR4-5	Core Salary	+	Supplement Rate	+	X-Factor	= Annual Salary								
		OR4-4														
		OR4-3														
		OR4-2														

Pay Range	Rank	Increment Level													
1		OR4-1 (YR 2)	Core Salary	+	Supplement Rate	+	X-Factor	= Annual Salary							
		OR4-1 (YR 1)													
	L/Cpl	OR2-9/OR3-3													
		Marine/ LCpl							OR2-8/OR3-2						
	OR2-7/OR3-1														
	Marine	OR2-6													
		OR2-5													
		OR2-4													
		OR2-3													
		OR2-2 (YR 2)													
		OR2-2 (YR 1)													
		OR2-1													
		NERP							New Entrant	1	Core Salary	+	Supplement Rate	+	X-Factor

Annex D: Army Other Ranks' Pay Table

Pay Range	Rank	Increment Level																
5	Warrant Officer 1	OR9-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary									
		OR9-4																
		OR9-3																
		OR9-2																
		OR9-1 (Yr 2)																
		OR9-1 (Yr 1)																
4	Warrant Officer 2	OR8-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary									
		OR8-4																
		OR8-3																
		OR8-2																
		OR8-1 (YR 2)																
		OR8-1 (YR 1)																
	Staff Sergeant	OR7-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary									
		OR7-4																
		OR7-3																
		OR7-2																
		OR7-1 (YR 2)																
		OR7-1 (YR 1)																
		3								Sergeant	OR6-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary
											OR6-4							
OR6-3																		
OR6-2																		
OR6-1 (YR 2)																		
OR6-1 (YR 1)																		
2	Corporal	OR4-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary									
		OR4-4																
		OR4-3																
		OR4-2																

Pay Range	Rank	Increment Level															
1		OR4-1 (YR 2)	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary								
		OR4-1 (YR 1)															
	L/Cpl	OR3-3															
		Private/ LCpl								OR2-8/OR3-2							
										OR2-7/OR3-1							
		Private								OR2-6							
										OR2-5							
										OR2-4							
										OR2-3							
										OR2-2 (YR 2)							
										OR2-2 (YR 1)							
										OR2-1							
	NERP									New Entrant	1	Core Salary	+	Supplement Rate	+	X-Factor	=

Annex D: Royal Air Force Other Ranks' Pay Table

Pay Range	Rank	Increment Level																
5	Warrant Officer/ MACR	OR9-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary									
		OR9-4																
		OR9-3																
		OR9-2																
		OR9-1 (Yr 2)																
		OR9-1 (Yr 1)																
4	Flight Sergeant (LL6 is the entry point for Chief Techs promoted to FS)	OR7-10	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary									
		OR7-9																
		OR7-8																
		OR7-7																
		OR7-6 (YR 2)																
		OR7-6 (YR 1)																
	Chief Tech/ Flight Sergeant	OR7-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary									
		OR7-4																
		OR7-3																
		OR7-2																
		OR7-1 (YR 2)																
		OR7-1 (YR 1)																
		3								Sergeant	OR6-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary
											OR6-4							
OR6-3																		
OR6-2																		
OR6-1 (YR 2)																		
OR6-1 (YR 1)																		

Pay Range	Rank	Increment Level														
2	Corporal	OR4-5	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary							
		OR4-4														
		OR4-3														
		OR4-2														
		OR4-1 (YR 2)														
		OR4-1 (YR 1)														
1	SAC / SAC(T) / LCpl	OR2-9/OR3-3	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary							
		OR2-8/OR3-2														
	SAC/SAC(T) / LCpl / Gnr	OR2-7/OR3-1								Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary
		OR2-6														
		OR2-5														
	SAC/Gnr	OR2-4								Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary
		OR2-3														
		OR2-2 (YR 2)														
		OR2-2 (YR 1)														
	LAC / Gnr	OR2-1								Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary
NERP	New Entrant	1	Core Salary	+	Supplement Rate	+	X-Factor	=	Annual Salary							

Annex E: Officers' Pay Table

Pay Range	Rank	Increment Level					
6	Commodore/ Brigadier/ Air Commodore	OF6-5	Core Salary	+	X-Factor	=	Annual Salary
		OF6-4					
		OF6-3					
		OF6-2					
		OF6-1 (YR 2)					
		OF6-1 (YR 1)					
5	Captain (Royal Navy)/ Colonel/ Gp Captain	OF5-7	Core Salary	+	X-Factor	=	Annual Salary
		OF5-6					
		OF5-5					
		OF5-4					
		OF5-3					
		OF5-2					
		OF5-1 (YR 2)					
OF5-1 (YR 1)							
4	Commander/ Lt Colonel/ Wg Commander	OF4-7	Core Salary	+	X-Factor	=	Annual Salary
		OF4-6					
		OF4-5					
		OF4-4					
		OF4-3					
		OF4-2					
		OF4-1 (YR 2)					
		OF4-1 (YR 1)					

Pay Range	Rank	Increment Level					
3	Lieutenant Commander (Royal Navy)/ Major/ Squadron Leader	OF3-7	Core Salary	+	X-Factor	=	Annual Salary
		OF3-6					
		OF3-5					
		OF3-4					
		OF3-3					
		OF3-2					
		OF3-1 (YR 2)					
		OF3-1 (YR 1)					
2	Lieutenant (Royal Navy)/ Captain (Army)/ Fit Lieutenant	OF2-7	Core Salary	+	X-Factor	=	Annual Salary
		OF2-6					
		OF2-5					
		OF2-4					
		OF2-3					
		OF2-2					
		OF2-1 (YR 2)					
		OF2-1 (YR 1)					
1	Below Lieutenant (Royal Navy)/ Below Captain (Army)/ Below Fit Lieutenant	OF1-5	Core Salary	+	X-Factor	=	Annual Salary
		OF1-4					
		OF1-3					
		OF1-2					
		OF1-1					

* Note: X-Factor tapers from OF5 onwards (75% - OF5 & 50% - OF6)

**Annex F: Other Ranks' Pay Rates
(Including FTRS FC) 2016/17**

PAY 2000 RATES (2016 PAY AWARD)			REGULAR (INC FTRS FC) OTHER RANKS PAY 16 RATES (2016 PAY AWARD)				
RANK/IL	Lower	Higher	RANK / IL	SUPP1	SUPP2	SUPP3	SUPP4
OR9 IL7	46,113	48,865					
OR9 IL6	44,846	48,129	OR9-5	48,865	48,865	48,865	50,183
OR9 IL5	43,622	47,286	OR9-4	48,370	48,370	48,370	49,737
OR9 IL4	42,787	46,455	OR9-3	47,830	47,830	47,830	49,263
OR9 IL3	41,957	45,617	OR9-2	47,289	47,289	47,289	48,795
OR9 IL2	41,127	44,846	OR9-1 (YR 2)	47,018	47,018	47,018	48,381
OR9 IL1	40,343	43,981	OR9-1 (YR 1)	47,018	47,018	47,018	48,381
	-	-	OR7-10 / OR8-5	43,738	45,125	46,095	47,421
	-	-	OR7-9 / OR8-4	43,005	44,545	45,821	47,147
	-	-	OR7-8 / OR8-3	42,288	43,948	45,530	46,856
OR7 IL9 / OR8 IL5	41,418	45,206	OR7-7 / OR8-2	41,466	43,347	45,206	46,509
OR7 IL8 / OR8 IL4	40,502	44,568	OR7-6 (YR 2) / OR8-1 (YR 2)	40,596	42,478	44,568	46,022
OR7 IL7 / OR8 IL3	39,984	43,943	OR7-6 (YR 1) / OR8-1 (YR 1)	40,596	42,478	44,568	46,022
OR7 IL6 / OR8 IL2	39,380	43,318	OR7-5	39,724	41,385	43,343	44,768
OR7 IL5 / OR8 IL1	37,677	42,381	OR7-4	39,109	40,771	42,490	44,077
OR7 IL4	37,172	41,439	OR7-3	38,521	40,183	41,749	43,335
OR7 IL3	36,320	40,502	OR7-2	37,913	39,573	41,026	42,614
OR7 IL2	35,177	39,556	OR7-1 (YR 2)	37,325	38,895	40,305	41,932
OR7 IL1	34,724	38,623	OR7-1 (YR 1)	37,325	38,895	40,305	41,932
OR6 IL7	35,653	38,597					
OR6 IL6	35,383	37,887	OR6-5	36,582	38,123	39,459	41,030
OR6 IL5	34,202	37,176	OR6-4	35,707	37,178	38,474	39,978
OR6 IL4	33,333	36,466	OR6-3	34,840	36,134	37,537	38,965

PAY 2000 RATES (2016 PAY AWARD)			REGULAR (INC FTRS FC) OTHER RANKS PAY 16 RATES (2016 PAY AWARD)				
RANK/IL	Lower	Higher	RANK / IL	SUPP1	SUPP2	SUPP3	SUPP4
OR6 IL3	32,999	36,012	OR6-2	33,985	35,184	36,637	37,963
OR6 IL2	32,190	35,122	OR6-1 (YR 2)	33,159	34,275	35,724	36,897
OR6 IL1	31,368	34,236	OR6-1 (YR 1)	33,159	34,275	35,724	36,897
OR4 IL7	31,188	34,681					
OR4 IL6	30,962	33,940	OR4-5	31,573	32,633	34,011	35,028
OR4 IL5	30,718	33,251	OR4-4	31,129	32,191	33,405	34,341
OR4 IL4	30,478	32,468	OR4-3	30,710	31,756	32,716	33,537
OR4 IL3	30,247	31,728	OR4-2	30,262	31,138	31,996	32,769
OR4 IL2	28,839	30,247	OR4-1 (YR 2)	29,474	30,332	31,166	31,939
OR4 IL1	27,597	28,839	OR4-1 (YR 1)	29,474	30,332	31,166	31,939
	-	-	OR2-9 / OR3-3	27,672	28,437	29,037	29,603
OR2 IL9 / OR3 IL5	25,325	30,247	OR2-8 / OR3-2	26,443	27,137	27,667	28,157
OR2 IL8 / OR3 IL4	24,439	28,839	OR2-7 / OR3-1	25,272	25,859	26,364	26,824
OR2 IL7 / OR3 IL3	23,369	27,597	OR2-6	24,173	24,652	25,157	25,479
OR2 IL6 / OR3 IL2	22,410	26,386	OR2-5	23,103	23,435	23,851	24,160
OR2 IL5 / OR3 IL1	22,034	25,162	OR2-4	22,034	22,281	22,613	22,922
OR2 IL4	20,934	22,757	OR2-3	20,939	21,186	21,443	21,443
OR2 IL3	19,290	21,687	OR2-2 (YR 2)	19,635	19,635	19,635	19,635
OR2 IL2	18,798	19,693	OR2-2 (YR 1)	19,635	19,635	19,635	19,635
OR2 IL1	18,306	18,306	OR2-1	18,306	18,306	18,306	18,306
New Entrants	14,784		New Entrants	14,784			

Annex G: Officers' Pay Rates 2016/17

REGULAR OFFICERS (INC FTRS FC) PAY 2000 RATES (2016 PAY AWARD)		REGULAR OFFICERS (INC FTRS FC) PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
		OF6-5	105,240
OF6 IL5	105,240	OF6-4	104,217
OF6 IL4	104,210	OF6-3	103,194
OF6 IL3	103,191	OF6-2	102,171
OF6 IL2	102,169	OF6-1 (YR 2)	101,147
OF6 IL1	101,147	OF6-1 (YR 1)	101,147
OF5 IL9	93,304		
OF5 IL8	92,248	OF5-7	93,304
OF5 IL7	91,193	OF5-6	91,900
OF5 IL6	90,141	OF5-5	90,496
OF5 IL5	89,089	OF5-4	89,091
OF5 IL4	88,037	OF5-3	87,687
OF5 IL3	86,985	OF5-2	86,282
OF5 IL2	85,929	OF5-1 (YR 2)	84,878
OF5 IL1	84,878	OF5-1 (YR 1)	84,878
OF4 IL9	81,123		
OF4 IL8	80,073	OF4-7	81,123
OF4 IL7	79,024	OF4-6	79,279
OF4 IL6	77,984	OF4-5	77,435
OF4 IL5	73,749	OF4-4	75,591
OF4 IL4	72,829	OF4-3	73,747
OF4 IL3	71,908	OF4-2	71,909
OF4 IL2	70,988	OF4-1 (YR 2)	70,059
OF4 IL1	70,059	OF4-1 (YR 1)	70,059
OF3 IL9	59,783		
OF3 IL8	58,546	OF3-7	59,783
OF3 IL7	57,318	OF3-6	58,139
OF3 IL6	56,085	OF3-5	56,495
OF3 IL5	54,844	OF3-4	54,851

REGULAR OFFICERS (INC FTRS FC) PAY 2000 RATES (2016 PAY AWARD)		REGULAR OFFICERS (INC FTRS FC) PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
OF3 IL4	53,616	OF3-3	53,207
OF3 IL3	52,374	OF3-2	51,562
OF3 IL2	51,150	OF3-1 (YR 2)	49,918
OF3 IL1	49,918	OF3-1 (YR 1)	49,918
OF2 IL9	47,127		
OF2 IL8	46,592	OF2-7	47,127
OF2 IL7	46,048	OF2-6	45,877
OF2 IL6	44,983	OF2-5	44,628
OF2 IL5	43,908	OF2-4	43,378
OF2 IL4	42,843	OF2-3	42,128
OF2 IL3	41,764	OF2-2	40,879
OF2 IL2	40,690	OF2-1 (YR 2)	39,629
OF2 IL1	39,629	OF2-1 (YR 1)	39,629
OF1 IL10	34,180		
OF1 IL9	33,362	OF1-5	34,180
OF1 IL8	32,554	OF1-4	33,094
OF1 IL7	31,741	OF1-3	32,009
OF1 IL6	30,923	OF1-2	30,923
OF1 IL5	25,727	OF1-1	25,727

**Annex H: Bespoke Pay rates 2016/17
(With incremental Progression mirroring Pay16)**

Special Forces Other Ranks (incl FTRS FC)			
REGULAR OTHER RANKS (INC FTRS FC) PAY 2000 RATES (2016 PAY AWARD)		REGULAR OTHER RANKS (INC FTRS FC) PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	SF	RANK / IL	SF
OR9 IL7	61,208		
OR9 IL6	60,309	OR9-6	61,208
OR9 IL5	59,411	OR9-5	60,608
OR9 IL4	58,512	OR9-4	60,007
OR9 IL3	57,617	OR9-3	59,407
OR9 IL2	56,715	OR9-2	58,806
OR9 IL1	55,815	OR9-1	58,206
		OR8-6	57,064
		OR8-5	56,408
		OR8-4	55,751
OR7 IL9 / OR8 IL5	55,109	OR8-3	55,095
OR7 IL8 / OR8 IL4	54,433	OR8-2	54,438
OR7 IL7 / OR8 IL3	53,749	OR8-1	53,782
OR7 IL6 / OR8 IL2	53,072	OR7-6	52,727
OR7 IL5 / OR8 IL1	52,391	OR7-5	52,071
OR7 IL4	51,715	OR7-4	51,414
OR7 IL3	51,030	OR7-3	50,758
OR7 IL2	50,354	OR7-2	50,101
OR7 IL1	49,674	OR7-1	49,445
OR6 IL7	48,475		
OR6 IL6	47,696	OR6-6	48,475
OR6 IL5	46,909	OR6-5	47,975
OR6 IL4	46,134	OR6-4	47,475

Special Forces Other Ranks (incl FTRS FC)			
REGULAR OTHER RANKS (INC FTRS FC) PAY 2000 RATES (2016 PAY AWARD)		REGULAR OTHER RANKS (INC FTRS FC) PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	SF	RANK / IL	SF
OR6 IL3	45,351	OR6-3	46,974
OR6 IL2	44,628	OR6-2	46,474
OR6 IL1	43,802	OR6-1	45,974
OR4 IL7	45,206		
OR4 IL6	44,568	OR4-6	43,784
OR4 IL5	43,943	OR4-5	43,128
OR4 IL4	43,318	OR4-4	42,471
OR4 IL3	42,381	OR4-3	41,815
OR4 IL2	41,439	OR4-2	41,159
OR4 IL1	40,502	OR4-1	40,502
		OR2-10 / OR3-3	39,556
OR2 IL9 / OR3 IL5	39,556	OR2-9 / OR3-2	38,965
OR2 IL8 / OR3 IL4	39,098	OR2-8 / OR3-1	38,373
OR2 IL7 / OR3 IL3	38,597	OR2-7	37,782
OR2 IL6 / OR3 IL2	37,887	OR2-6	37,191
OR2 IL5 / OR3 IL1	37,176	OR2-5	36,600
OR2 IL4	36,466	OR2-4	36,009
OR2 IL3	36,012	OR2-3	35,418
OR2 IL2	35,122	OR2-2	34,827
OR2 IL1	34,236	OR2-1	34,236

Annex H: (Contd)

Annex H: (Contd)

Nurses Other Ranks (incl FTRS FC)			
REGULAR OTHER RANKS (INC FTRS FC) PAY 2000 RATES (2016 PAY AWARD)		REGULAR OTHER RANKS (INC FTRS FC) PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	NURSES	RANK / IL	NURSES
OR9 IL7	50,820		
OR9 IL6	50,054	OR9-5	50,820
OR9 IL5	49,177	OR9-4	50,284
OR9 IL4	48,313	OR9-3	49,748
OR9 IL3	47,441	OR9-2	49,213
OR9 IL2	46,640	OR9-1 (YR 2)	48,677
OR9 IL1	45,741	OR9-1 (YR 1)	48,677
		OR7-10 / OR8-5	47,722
		OR7-9 / OR8-4	47,034
		OR7-8 / OR8-3	46,345
OR7 IL9 / OR8 IL5	47,466	OR7-7 / OR8-2	45,657
OR7 IL8 / OR8 IL4	46,796	OR7-6 (YR 2) / OR8-1 (YR 2)	44,968
OR7 IL7 / OR8 IL3	46,140	OR7-6 (YR 1) / OR8-1 (YR 1)	44,968
OR7 IL6 / OR8 IL2	45,483	OR7-5	44,087
OR7 IL5 / OR8 IL1	44,500	OR7-4	43,391
OR7 IL4	43,511	OR7-3	42,696
OR7 IL3	42,527	OR7-2	42,001
OR7 IL2	41,534	OR7-1 (YR 2)	41,306
OR7 IL1	40,554	OR7-1 (YR 1)	41,306
OR6 IL7	41,261		
OR6 IL6	40,500	OR6-5	40,456
OR6 IL5	39,741	OR6-4	39,683
OR6 IL4	38,982	OR6-3	38,911
OR6 IL3	38,497	OR6-2	38,138
OR6 IL2	37,546	OR6-1 (YR 2)	37,365

Nurses Other Ranks (incl FTRS FC)			
REGULAR OTHER RANKS (INC FTRS FC) PAY 2000 RATES (2016 PAY AWARD)		REGULAR OTHER RANKS (INC FTRS FC) PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	NURSES	RANK / IL	NURSES
OR6 IL1	36,598	OR6-1 (YR 1)	37,365
OR4 IL7	36,068		
OR4 IL6	35,298	OR4-5	35,552
OR4 IL5	34,581	OR4-4	34,604
OR4 IL4	33,766	OR4-3	33,655
OR4 IL3	32,997	OR4-2	32,707
OR4 IL2	31,456	OR4-1 (YR 2)	31,759
OR4 IL1	29,993	OR4-1 (YR 1)	31,759
		OR2-9 / OR3-3	30,247
OR2 IL9 / OR3 IL5	30,247	OR2-8 / OR3-2	28,738
OR2 IL8 / OR3 IL4	28,839	OR2-7 / OR3-1	27,230
OR2 IL7 / OR3 IL3	27,597	OR2-6	25,722
OR2 IL6 / OR3 IL2	26,386	OR2-5	24,214
OR2 IL5 / OR3 IL1	25,162	OR2-4	22,705
OR2 IL4	22,757	OR2-3	21,197
OR2 IL3	21,687	OR2-2 (YR 2)	19,689
OR2 IL2	19,693	OR2-2 (YR 1)	19,689
OR2 IL1	18,306	OR2-1	18,306

Annex H: (Contd)

Annex H: (Contd)

Clearance Divers Other Ranks' Pay Rates (Including FTRS FC) 2016/17			
REGULAR OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)		REGULAR OTHER RANKS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	CLEARANCE DIVERS	RANK / IL	CLEARANCE DIVERS
OR9 IL7	65,572		
OR9 IL6	64,836	OR9-5	65,572
OR9 IL5	63,992	OR9-4	64,967
OR9 IL4	63,162	OR9-3	64,361
OR9 IL3	62,323	OR9-2	63,756
OR9 IL2	61,553	OR9-1 (YR 2)	63,151
OR9 IL1	60,688	OR9-1 (YR 1)	63,151
		OR7-10 / OR8-5	61,913
		OR7-9 / OR8-4	61,372
		OR7-8 / OR8-3	60,832
OR7 IL9 / OR8 IL5	61,913	OR7-7 / OR8-2	60,292
OR7 IL8 / OR8 IL4	61,275	OR7-6 (YR 2) / OR8-1 (YR 2)	59,752
OR7 IL7 / OR8 IL3	60,650	OR7-6 (YR 1) / OR8-1 (YR 1)	59,752
OR7 IL6 / OR8 IL2	60,025	OR7-5	58,580
OR7 IL5 / OR8 IL1	59,088	OR7-4	58,051
OR7 IL4	58,146	OR7-3	57,522
OR7 IL3	57,209	OR7-2	56,994
OR7 IL2	56,263	OR7-1 (YR 2)	56,465
OR7 IL1	55,330	OR7-1 (YR 1)	56,465
OR6 IL7	55,304		
OR6 IL6	54,594	OR6-5	55,304
OR6 IL5	53,191	OR6-4	53,809
OR6 IL4	52,481	OR6-3	52,315
OR6 IL3	51,103	OR6-2	50,821
OR6 IL2	50,213	OR6-1 (YR 2)	49,327
OR6 IL1	49,327	OR6-1 (YR 1)	49,327

MPGS Other Ranks (incl FTRS FC) Pay Rates 2016/17			
REGULAR OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)		REGULAR OTHER RANKS PAY 16 RATES (2016 PAY AWARD)	
MPGS	MPGS	RANK / IL	MPGS
OR5 IL7	42,287		
OR5 IL6	41,125	OR9-5	42,287
OR5 IL5	40,002	OR9-4	41,581
OR5 IL4	39,237	OR9-3	40,875
OR5 IL3	38,476	OR9-2	40,169
OR5 IL2	37,714	OR9-1 (YR 2)	39,462
OR5 IL1	36,996	OR9-1 (YR 1)	39,462
		OR8-5	38,688
		OR8-4	38,045
		OR8-3	37,410
OR4 IL9	37,981	OR8-2	36,682
OR4 IL8	37,141	OR8-1 (YR 2)	35,913
OR4 IL7	36,666	OR8-1 (YR 1)	35,913
OR4 IL6	36,113	OR7-5	35,151
OR4 IL5	34,551	OR7-4	34,607
OR4 IL4	34,088	OR7-3	34,088
OR4 IL3	33,307	OR7-2	33,548
OR4 IL2	32,259	OR7-1 (YR 2)	33,027
OR4 IL1	31,843	OR7-1 (YR 1)	33,027
OR3 IL7	32,694		
OR3 IL6	32,447	OR6-5	32,370
OR3 IL5	31,364	OR6-4	31,595
OR3 IL4	30,567	OR6-3	30,829
OR3 IL3	30,261	OR6-2	30,072
OR3 IL2	29,519	OR6-1 (YR 2)	29,333
OR3 IL1	28,766	OR6-1 (YR 1)	29,333

Annex H: (Contd)

Annex H: (Contd)

MPGS Other Ranks (incl FTRS FC) Pay Rates 2016/17			
REGULAR OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)		REGULAR OTHER RANKS PAY 16 RATES (2016 PAY AWARD)	
MPGS	MPGS	RANK / IL	MPGS
OR2 IL7	28,600		
OR2 IL6	28,393	OR4-5	27,934
OR2 IL5	28,169	OR4-4	27,537
OR2 IL4	27,949	OR4-3	27,166
OR2 IL3	27,737	OR4-2	26,775
OR2 IL2	26,446	OR4-1 (YR 2)	26,074
OR2 IL1	25,308	OR4-1 (YR 1)	26,074
		OR3-3	24,806
OR1 IL9	23,224	OR2-8 / OR3-2	23,664
OR1 IL8	22,411	OR2-7 / OR3-1	22,430
OR1 IL7	21,430	OR2-6	21,352
OR1 IL6	20,551	OR2-5	20,384
OR1 IL5	20,206	OR2-4	19,497
OR1 IL4	19,197	OR2-3	18,524
OR1 IL3	17,690	OR2-2 (YR 2)	17,425
OR1 IL2	17,239	OR2-2 (YR 1)	17,425
OR1 IL1	16,787	OR2-1	16,787
New Entrants	13,557	New Entrants	13,557

Nursing Officers (Incl FTRS FC) Pay Rates 2016/17			
REGULAR OFFICERS PAY 2000 RATES (2016 PAY AWARD)		REGULAR OFFICERS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
OF5 IL9	95,306		
OF5 IL8	94,226	OF5-7	95,306
OF5 IL7	93,146	OF5-6	93,861
OF5 IL6	92,064	OF5-5	92,416
OF5 IL5	90,979	OF5-4	90,971
OF5 IL4	89,894	OF5-3	89,526
OF5 IL3	88,810	OF5-2	88,082
OF5 IL2	87,723	OF5-1 (YR 2)	86,637
OF5 IL1	86,637	OF5-1 (YR 1)	86,637
OF4 IL9	83,384		
OF4 IL8	82,302	OF4-7	83,384
OF4 IL7	81,220	OF4-6	81,485
OF4 IL6	80,151	OF4-5	79,586
OF4 IL5	75,868	OF4-4	77,687
OF4 IL4	74,901	OF4-3	75,788
OF4 IL3	73,933	OF4-2	73,895
OF4 IL2	72,966	OF4-1 (YR 2)	71,990
OF4 IL1	71,990	OF4-1 (YR 1)	71,990
OF3 IL9	63,563		
OF3 IL8	61,263	OF3-7	63,563
OF3 IL7	59,981	OF3-6	61,683
OF3 IL6	58,699	OF3-5	59,802
OF3 IL5	57,409	OF3-4	57,922
OF3 IL4	56,132	OF3-3	56,041
OF3 IL3	54,859	OF3-2	54,161
OF3 IL2	53,574	OF3-1 (YR 2)	52,280
OF3 IL1	52,280	OF3-1 (YR 1)	52,280
OF2 IL9	49,628		
OF2 IL8	48,532	OF2-7	49,628
OF2 IL7	47,436	OF2-6	48,153
OF2 IL6	46,341	OF2-5	46,679
OF2 IL5	45,238	OF2-4	45,205

Annex H: (Contd)

Annex I: FTRS Home Commitment

Nursing Officers (Incl FTRS FC) Pay Rates 2016/17			
REGULAR OFFICERS PAY 2000 RATES (2016 PAY AWARD)		REGULAR OFFICERS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
OF2 IL4	44,141	OF2-3	43,731
OF2 IL3	43,034	OF2-2	42,256
OF2 IL2	41,900	OF2-1 (YR 2)	40,782
OF2 IL1	40,782	OF2-1 (YR 1)	40,782
OF1 IL10	35,390		
OF1 IL9	34,517	OF1-5	35,390
OF1 IL8	33,657	OF1-4	34,266
OF1 IL7	32,796	OF1-3	33,142
OF1 IL6	31,929	OF1-2	32,018
OF1 IL5	26,637	OF1-1	26,637

FTRS HC Other Ranks Pay Rates 2016/17							
FTRS HC OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)			FTRS HC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)				
RANK / IL	Lower Band	Higher Band	RANK / INCREMENT	SUPP 1	SUPP 2	SUPP 3	SUPP 4
OR9 IL7	40,273	42,677					
OR9 IL6	39,167	42,034	OR9-5	42,677	42,677	42,677	43,828
OR9 IL5	38,098	41,297	OR9-4	42,245	42,245	42,245	43,438
OR9 IL4	37,369	40,572	OR9-3	41,773	41,773	41,773	43,024
OR9 IL3	36,643	39,840	OR9-2	41,301	41,301	41,301	42,616
OR9 IL2	35,918	39,167	OR9-1 (YR 2)	41,064	41,064	41,064	42,254
OR9 IL1	35,234	38,412	OR9-1 (YR 1)	41,064	41,064	41,064	42,254
	-	-	OR7-10 / OR8-5	38,199	39,410	40,257	41,415
	-	-	OR7-9 / OR8-4	37,559	38,904	40,018	41,176
	-	-	OR7-8 / OR8-3	36,933	38,383	39,764	40,922
OR7 IL9 / OR8 IL5	36,173	39,481	OR7-7 / OR8-2	36,215	37,858	39,481	40,619
OR7 IL8 / OR8 IL4	35,373	38,924	OR7-6 (YR 2) / OR8-1 (YR 2)	35,455	37,098	38,924	40,194
OR7 IL7 / OR8 IL3	34,920	38,378	OR7-6 (YR 1) / OR8-1 (YR 1)	35,455	37,098	38,924	40,194
OR7 IL6 / OR8 IL2	34,393	37,832	OR7-5	34,694	36,144	37,854	39,099
OR7 IL5 / OR8 IL1	32,905	37,014	OR7-4	34,157	35,608	37,109	38,495
OR7 IL4	32,465	36,191	OR7-3	33,643	35,094	36,462	37,847
OR7 IL3	31,721	35,373	OR7-2	33,111	34,562	35,831	37,218
OR7 IL2	30,722	34,547	OR7-1 (YR 2)	32,598	33,970	35,201	36,622
OR7 IL1	30,326	33,732	OR7-1 (YR 1)	32,598	33,970	35,201	36,622
OR6 IL7	31,138	33,709					
OR6 IL6	30,902	33,089	OR6-5	31,950	33,295	34,462	35,834
OR6 IL5	29,870	32,468	OR6-4	31,185	32,470	33,602	34,915
OR6 IL4	29,112	31,848	OR6-3	30,428	31,558	32,783	34,030
OR6 IL3	28,820	31,452	OR6-2	29,681	30,728	31,997	33,156
OR6 IL2	28,113	30,674	OR6-1 (YR 2)	28,959	29,935	31,200	32,225
OR6 IL1	27,396	29,900	OR6-1 (YR 1)	28,959	29,935	31,200	32,225
OR4 IL7	27,239	30,289					
OR4 IL6	27,041	29,642	OR4-5	27,574	28,501	29,704	30,592
OR4 IL5	26,828	29,040	OR4-4	27,187	28,114	29,175	29,992
OR4 IL4	26,618	28,356	OR4-3	26,821	27,735	28,573	29,290
OR4 IL3	26,416	27,710	OR4-2	26,430	27,194	27,944	28,619
OR4 IL2	25,187	26,416	OR4-1 (YR 2)	25,742	26,490	27,219	27,895
OR4 IL1	24,102	25,187	OR4-1 (YR 1)	25,742	26,490	27,219	27,895
	-	-	OR2-9 / OR3-3	24,168	24,836	25,360	25,854
OR2 IL9 / OR3 IL5	22,118	26,416	OR2-8 / OR3-2	23,094	23,700	24,163	24,591

Annex I: (Contd)

Annex I: (Contd)

FTRS HC Other Ranks Pay Rates 2016/17							
FTRS HC OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)			FTRS HC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)				
RANK / IL	Lower Band	Higher Band	RANK / INCREMENT	SUPP 1	SUPP 2	SUPP 3	SUPP 4
OR2 IL8 / OR3 IL4	21,344	25,187	OR2-7 / OR3-1	22,072	22,584	23,025	23,427
OR2 IL7 / OR3 IL3	20,410	24,102	OR2-6	21,111	21,530	21,971	22,252
OR2 IL6 / OR3 IL2	19,572	23,045	OR2-5	20,177	20,467	20,831	21,101
OR2 IL5 / OR3 IL1	19,243	21,976	OR2-4	19,244	19,459	19,749	20,019
OR2 IL4	18,283	19,875	OR2-3	18,287	18,503	18,727	18,727
OR2 IL3	16,847	18,941	OR2-2 (YR 2)	17,148	17,148	17,148	17,148
OR2 IL2	16,418	17,199	OR2-2 (YR 1)	17,148	17,148	17,148	17,148
OR2 IL1	15,988	15,988	OR2-1	15,988	15,988	15,988	15,988
New Entrants	12,912		New Entrants	12,912			

Special Forces FTRS HC Other Ranks Pay Rates 2016/17			
FTRS HC OTHER PAY 2000 RATES (2016 PAY AWARD)		FTRS HC OTHER RANKS PAY 16 RATE	
RANK / IL	SF	RANK / IL	SF
OR9 IL7	53,457		
OR9 IL6	52,672	OR9-6	53,457
OR9 IL5	51,887	OR9-5	52,933
OR9 IL4	51,102	OR9-4	52,408
OR9 IL3	50,321	OR9-3	51,884
OR9 IL2	49,532	OR9-2	51,359
OR9 IL1	48,747	OR9-1	50,835
		OR8-6	49,838
		OR8-5	49,265
		OR8-4	48,691
OR7 IL9 / OR8 IL5	48,130	OR8-3	48,118
OR7 IL8 / OR8 IL4	47,540	OR8-2	47,544
OR7 IL7 / OR8 IL3	46,942	OR8-1	46,971
OR7 IL6 / OR8 IL2	46,351	OR7-6	46,050
OR7 IL5 / OR8 IL1	45,757	OR7-5	45,477
OR7 IL4	45,166	OR7-4	44,903
OR7 IL3	44,568	OR7-3	44,330
OR7 IL2	43,977	OR7-2	43,757
OR7 IL1	43,383	OR7-1	43,183
OR6 IL7	42,337		
OR6 IL6	41,656	OR6-6	42,337
OR6 IL5	40,968	OR6-5	41,900
OR6 IL4	40,292	OR6-4	41,463
OR6 IL3	39,608	OR6-3	41,026
OR6 IL2	38,976	OR6-2	40,589
OR6 IL1	38,255	OR6-1	40,152
OR4 IL7	39,481		
OR4 IL6	38,924	OR4-6	38,240
OR4 IL5	38,378	OR4-5	37,666
OR4 IL4	37,832	OR4-4	37,093

Annex I: (Contd)

Annex I: (Contd)

Special Forces FTRS HC Other Ranks Pay Rates 2016/17			
FTRS HC OTHER PAY 2000 RATES (2016 PAY AWARD)		FTRS HC OTHER RANKS PAY 16 RATE	
RANK / IL	SF	RANK / IL	SF
OR4 IL3	37,014	OR4-3	36,520
OR4 IL2	36,191	OR4-2	35,946
OR4 IL1	35,373	OR4-1	35,373
		OR2-10 / OR3-3	34,546
OR2 IL9 / OR3 IL5	34,546	OR2-9 / OR3-2	34,030
OR2 IL8 / OR3 IL4	34,146	OR2-8 / OR3-1	33,514
OR2 IL7 / OR3 IL3	33,709	OR2-7	32,998
OR2 IL6 / OR3 IL2	33,089	OR2-6	32,481
OR2 IL5 / OR3 IL1	32,468	OR2-5	31,965
OR2 IL4	31,848	OR2-4	31,449
OR2 IL3	31,451	OR2-3	30,933
OR2 IL2	30,674	OR2-2	30,417
OR2 IL1	29,900	OR2-1	29,900

FTRS HC Other Ranks Nurses Pay Rates 2016/17			
FTRS HC OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)		FTRS HC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	NURSES	RANK / IL	NURSES
OR9 IL7	44,384		
OR9 IL6	43,715	OR9-5	44,384
OR9 IL5	42,950	OR9-4	43,916
OR9 IL4	42,195	OR9-3	43,448
OR9 IL3	41,433	OR9-2	42,980
OR9 IL2	40,734	OR9-1 (YR 2)	42,513
OR9 IL1	39,948	OR9-1 (YR 1)	42,513
		OR7-10 / OR8-5	41,679
		OR7-9 / OR8-4	41,078
		OR7-8 / OR8-3	40,476
OR7 IL9 / OR8	41,455	OR7-7 / OR8-2	39,875
OR7 IL8 / OR8 IL4	40,870	OR7-6 (YR 2) / OR8-1 (YR 2)	39,274
OR7 IL7 / OR8 IL3	40,297	OR7-6 (YR 1) / OR8-1 (YR 1)	39,274
OR7 IL6 / OR8	39,723	OR7-5	38,504
OR7 IL5 / OR8	38,864	OR7-4	37,896
OR7 IL4	38,001	OR7-3	37,289
OR7 IL3	37,142	OR7-2	36,682
OR7 IL2	36,274	OR7-1 (YR 2)	36,075
OR7 IL1	35,418	OR7-1 (YR 1)	36,075
OR6 IL7	36,036		
OR6 IL6	35,371	OR6-5	35,333
OR6 IL5	34,708	OR6-4	34,658
OR6 IL4	34,045	OR6-3	33,983
OR6 IL3	33,622	OR6-2	33,308
OR6 IL2	32,791	OR6-1 (YR 2)	32,633
OR6 IL1	31,963	OR6-1 (YR 1)	32,633
OR4 IL7	31,500		
OR4 IL6	30,828	OR4-5	31,050
OR4 IL5	30,202	OR4-4	30,222
OR4 IL4	29,490	OR4-3	29,393
OR4 IL3	28,818	OR4-2	28,565
OR4 IL2	27,473	OR4-1 (YR 2)	27,737
OR4 IL1	26,195	OR4-1 (YR 1)	27,737

Annex I: (Contd)

Annex I: (Contd)

FTRS HC Other Ranks Nurses Pay Rates 2016/17			
FTRS HC OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)		FTRS HC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	NURSES	RANK / IL	NURSES
		OR2-9 / OR3-3	26,416
OR2 IL9 / OR3	26,416	OR2-8 / OR3-2	25,099
OR2 IL8 / OR3	25,187	OR2-7 / OR3-1	23,782
OR2 IL7 / OR3	24,102	OR2-6	22,464
OR2 IL6 / OR3	23,045	OR2-5	21,147
OR2 IL5 / OR3	21,976	OR2-4	19,830
OR2 IL4	19,875	OR2-3	18,513
OR2 IL3	18,941	OR2-2 (YR 2)	17,196
OR2 IL2	17,199	OR2-2 (YR 1)	17,196
OR2 IL1	15,988	OR2-1	15,988

FTRS HC Officers Pay Rates 2016/17			
FTRS HC PAY 2000 RATES (2016 PAY AWARD)		FTRS HC PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
		OF6-5	100,104
OF6 IL5	100,104	OF6-4	99,080
OF6 IL4	99,073	OF6-3	98,057
OF6 IL3	98,055	OF6-2	97,034
OF6 IL2	97,033	OF6-1 (YR 2)	96,011
OF6 IL1	96,011	OF6-1 (YR 1)	96,011
OF5 IL9	85,599		
OF5 IL8	84,543	OF5-7	85,599
OF5 IL7	83,488	OF5-6	84,195
OF5 IL6	82,436	OF5-5	82,791
OF5 IL5	81,384	OF5-4	81,386
OF5 IL4	80,332	OF5-3	79,982
OF5 IL3	79,281	OF5-2	78,577
OF5 IL2	78,225	OF5-1 (YR 2)	77,173
OF5 IL1	77,173	OF5-1 (YR 1)	77,173
OF4 IL9	70,850		
OF4 IL8	69,933	OF4-7	70,850
OF4 IL7	69,017	OF4-6	69,240
OF4 IL6	68,109	OF4-5	67,629
OF4 IL5	64,409	OF4-4	66,019
OF4 IL4	63,606	OF4-3	64,408
OF4 IL3	62,802	OF4-2	62,802
OF4 IL2	61,998	OF4-1 (YR 2)	61,187
OF4 IL1	61,187	OF4-1 (YR 1)	61,187
OF3 IL9	52,212		
OF3 IL8	51,132	OF3-7	52,212
OF3 IL7	50,059	OF3-6	50,777
OF3 IL6	48,983	OF3-5	49,341
OF3 IL5	47,899	OF3-4	47,905
OF3 IL4	46,826	OF3-3	46,469
OF3 IL3	45,742	OF3-2	45,033
OF3 IL2	44,673	OF3-1 (YR 2)	43,596
OF3 IL1	43,596	OF3-1 (YR 1)	43,596
OF2 IL9	41,159		
OF2 IL8	40,692	OF2-7	41,159

Annex I: (Contd)

Annex I: (Contd)

FTRS HC Officers Pay Rates 2016/17			
FTRS HC PAY 2000 RATES (2016 PAY AWARD)		FTRS HC PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
OF2 IL7	40,217	OF2-6	40,068
OF2 IL6	39,286	OF2-5	38,976
OF2 IL5	38,348	OF2-4	37,885
OF2 IL4	37,417	OF2-3	36,793
OF2 IL3	36,475	OF2-2	35,702
OF2 IL2	35,537	OF2-1 (YR 2)	34,610
OF2 IL1	34,610	OF2-1 (YR 1)	34,610
OF1 IL10	29,852		
OF1 IL9	29,137	OF1-5	29,852
OF1 IL8	28,431	OF1-4	28,903
OF1 IL7	27,721	OF1-3	27,955
OF1 IL6	27,007	OF1-2	27,007
OF1 IL5	22,469	OF1-1	22,469

FTRS HC NURSING OFFICERS			
FTRS HC OFFICERS PAY 2000 RATES (2016 PAY AWARD)		FTRS HC OFFICERS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
OF5 IL9	87,387		
OF5 IL8	86,306	OF5-7	87,387
OF5 IL7	85,226	OF5-6	85,942
OF5 IL6	84,145	OF5-5	84,497
OF5 IL5	83,060	OF5-4	83,052
OF5 IL4	81,975	OF5-3	81,607
OF5 IL3	80,890	OF5-2	80,162
OF5 IL2	79,803	OF5-1 (YR 2)	78,717
OF5 IL1	78,717	OF5-1 (YR 1)	78,717
OF4 IL9	72,824		
OF4 IL8	71,879	OF4-7	72,824
OF4 IL7	70,935	OF4-6	71,166
OF4 IL6	70,000	OF4-5	69,507
OF4 IL5	66,260	OF4-4	67,849
OF4 IL4	65,415	OF4-3	66,190
OF4 IL3	64,570	OF4-2	64,537
OF4 IL2	63,726	OF4-1 (YR 2)	62,874
OF4 IL1	62,874	OF4-1 (YR 1)	62,874
OF3 IL9	55,514		
OF3 IL8	53,505	OF3-7	55,514
OF3 IL7	52,385	OF3-6	53,871
OF3 IL6	51,266	OF3-5	52,229
OF3 IL5	50,139	OF3-4	50,587
OF3 IL4	49,024	OF3-3	48,945
OF3 IL3	47,912	OF3-2	47,302
OF3 IL2	46,789	OF3-1 (YR 2)	45,660
OF3 IL1	45,660	OF3-1 (YR 1)	45,660
OF2 IL9	43,343		
OF2 IL8	42,386	OF2-7	43,343
OF2 IL7	41,428	OF2-6	42,055
OF2 IL6	40,473	OF2-5	40,768
OF2 IL5	39,509	OF2-4	39,480
OF2 IL4	38,551	OF2-3	38,193
OF2 IL3	37,584	OF2-2	36,905
OF2 IL2	36,594	OF2-1 (YR 2)	35,618
OF2 IL1	35,618	OF2-1 (YR 1)	35,618

Annex I: (Contd)

Annex J: FTRS Limited Commitment Pay Rates 2016/17

FTRS HC NURSING OFFICERS			
FTRS HC OFFICERS PAY 2000 RATES (2016 PAY AWARD)		FTRS HC OFFICERS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
OF1 IL10	30,908		
OF1 IL9	30,146	OF1-5	30,908
OF1 IL8	29,395	OF1-4	29,927
OF1 IL7	28,642	OF1-3	28,945
OF1 IL6	27,885	OF1-2	27,963
OF1 IL5	23,264	OF1-1	23,264

FTRS LC Other Ranks Pay Rates 2016/17							
FTRS LC OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)			FTRS LC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)				
RANK / IL	Lower Band	Higher Band	RANK / IL	SUPP 1	SUPP 2	SUPP 3	SUPP 4
OR9 IL7	42,287	44,811					
OR9 IL6	41,125	44,135	OR9-5	44,811	44,811	44,811	46,019
OR9 IL5	40,002	43,362	OR9-4	44,357	44,357	44,357	45,610
OR9 IL4	39,237	42,601	OR9-3	43,861	43,861	43,861	45,176
OR9 IL3	38,476	41,832	OR9-2	43,366	43,366	43,366	44,747
OR9 IL2	37,714	41,125	OR9-1 (YR 2)	43,117	43,117	43,117	44,367
OR9 IL1	36,996	40,332	OR9-1 (YR 1)	43,117	43,117	43,117	44,367
	-	-	OR7-10 / OR8-5	40,109	41,381	42,270	43,486
	-	-	OR7-9 / OR8-4	39,437	40,849	42,019	43,235
	-	-	OR7-8 / OR8-3	38,779	40,302	41,752	42,968
OR7 IL9 / OR8 IL5	37,981	41,455	OR7-7 / OR8-2	38,025	39,751	41,455	42,650
OR7 IL8 / OR8 IL4	37,141	40,870	OR7-6 (YR 2) / OR8-1 (YR 2)	37,228	38,953	40,871	42,203
OR7 IL7 / OR8 IL3	36,666	40,297	OR7-6 (YR 1) / OR8-1 (YR 1)	37,228	38,953	40,871	42,203
OR7 IL6 / OR8 IL2	36,113	39,724	OR7-5	36,429	37,951	39,747	41,054
OR7 IL5 / OR8 IL1	34,551	38,864	OR7-4	35,865	37,388	38,964	40,420
OR7 IL4	34,088	38,001	OR7-3	35,325	36,849	38,285	39,740
OR7 IL3	33,307	37,141	OR7-2	34,767	36,290	37,622	39,078
OR7 IL2	32,259	36,274	OR7-1 (YR 2)	34,228	35,668	36,961	38,453
OR7 IL1	31,843	35,418	OR7-1 (YR 1)	34,228	35,668	36,961	38,453
OR6 IL7	32,694	35,395					
OR6 IL6	32,447	34,743	OR6-5	33,547	34,960	36,185	37,626
OR6 IL5	31,364	34,092	OR6-4	32,744	34,094	35,282	36,661
OR6 IL4	30,567	33,440	OR6-3	31,949	33,136	34,422	35,732
OR6 IL3	30,261	33,024	OR6-2	31,165	32,264	33,597	34,813
OR6 IL2	29,519	32,208	OR6-1 (YR 2)	30,407	31,432	32,760	33,836
OR6 IL1	28,766	31,395	OR6-1 (YR 1)	30,407	31,432	32,760	33,836

Annex J: (Contd)

Annex J: (Contd)

FTRS LC Other Ranks Pay Rates 2016/17							
FTRS LC OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)			FTRS LC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)				
RANK / IL	Lower Band	Higher Band	RANK / IL	SUPP 1	SUPP 2	SUPP 3	SUPP 4
OR4 IL7	28,600	31,803					
OR4 IL6	28,393	31,124	OR4-5	28,953	29,926	31,189	32,122
OR4 IL5	28,169	30,492	OR4-4	28,547	29,520	30,633	31,492
OR4 IL4	27,949	29,774	OR4-3	28,162	29,122	30,001	30,755
OR4 IL3	27,737	29,095	OR4-2	27,751	28,554	29,341	30,050
OR4 IL2	26,446	27,737	OR4-1 (YR 2)	27,029	27,815	28,580	29,289
OR4 IL1	25,308	26,446	OR4-1 (YR 1)	27,029	27,815	28,580	29,289
	-	-	OR2-9 / OR3-3	25,376	26,077	26,628	27,147
OR2 IL9 / OR3 IL5	23,224	27,737	OR2-8 / OR3-2	24,249	24,885	25,372	25,821
OR2 IL8 / OR3 IL4	22,411	26,446	OR2-7 / OR3-1	23,175	23,714	24,177	24,598
OR2 IL7 / OR3 IL3	21,430	25,308	OR2-6	22,167	22,607	23,070	23,365
OR2 IL6 / OR3 IL2	20,551	24,197	OR2-5	21,186	21,491	21,872	22,156
OR2 IL5 / OR3 IL1	20,206	23,075	OR2-4	20,206	20,432	20,737	21,020
OR2 IL4	19,197	20,869	OR2-3	19,201	19,428	19,663	19,663
OR2 IL3	17,690	19,888	OR2-2 (YR 2)	18,005	18,005	18,005	18,005
OR2 IL2	17,239	18,059	OR2-2 (YR 1)	18,005	18,005	18,005	18,005
OR2 IL1	16,787	16,787	OR2-1	16,787	16,787	16,787	16,787
New Entrants	13,557		New Entrants	13,557			

FTRS LC Special Forces Other Ranks Pay Rates 2016/17			
FTRS LC OTHER PAY 2000 RATES (2016 PAY AWARD)		FTRS LC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	SF	RANK / IL	SF
OR9 IL7	56,130		
OR9 IL6	55,306	OR9-6	56,130
OR9 IL5	54,481	OR9-5	55,579
OR9 IL4	53,657	OR9-4	55,029
OR9 IL3	52,837	OR9-3	54,478
OR9 IL2	52,009	OR9-2	53,927
OR9 IL1	51,184	OR9-1	53,376
		OR8-6	52,330
		OR8-5	51,728
		OR8-4	51,126
OR7 IL9 / OR8 IL5	50,537	OR8-3	50,524
OR7 IL8 / OR8 IL4	49,917	OR8-2	49,922
OR7 IL7 / OR8 IL3	49,289	OR8-1	49,320
OR7 IL6 / OR8 IL2	48,669	OR7-6	48,353
OR7 IL5 / OR8 IL1	48,045	OR7-5	47,751
OR7 IL4	47,425	OR7-4	47,149
OR7 IL3	46,797	OR7-3	46,547
OR7 IL2	46,176	OR7-2	45,945
OR7 IL1	45,552	OR7-1	45,343
OR6 IL7	44,453		
OR6 IL6	43,739	OR6-6	44,453
OR6 IL5	43,017	OR6-5	43,995
OR6 IL4	42,307	OR6-4	43,536
OR6 IL3	41,588	OR6-3	43,077
OR6 IL2	40,925	OR6-2	42,618
OR6 IL1	40,168	OR6-1	42,159
OR4 IL7	41,455		
OR4 IL6	40,870	OR4-6	40,152

Annex J: (Contd)

Annex J: (Contd)

FTRS LC Special Forces Other Ranks Pay Rates 2016/17			
FTRS LC OTHER PAY 2000 RATES (2016 PAY AWARD)		FTRS LC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	SF	RANK / IL	SF
OR4 IL5	40,297	OR4-5	39,550
OR4 IL4	39,724	OR4-4	38,948
OR4 IL3	38,864	OR4-3	38,346
OR4 IL2	38,001	OR4-2	37,744
OR4 IL1	37,141	OR4-1	37,141
		OR2-10 / OR3-3	36,274
OR2 IL9 / OR3 IL5	36,274	OR2-9 / OR3-2	35,732
OR2 IL8 / OR3 IL4	35,854	OR2-8 / OR3-1	35,190
OR2 IL7 / OR3 IL3	35,395	OR2-7	34,648
OR2 IL6 / OR3 IL2	34,743	OR2-6	34,106
OR2 IL5 / OR3 IL1	34,092	OR2-5	33,564
OR2 IL4	33,440	OR2-4	33,021
OR2 IL3	33,024	OR2-3	32,479
OR2 IL2	32,208	OR2-2	31,937
OR2 IL1	31,395	OR2-1	31,395

FTRS LC Nurses Other Ranks Pay Rates 2016/17			
FTRS LC OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)		FTRS LC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	NURSES	RANK / IL	NURSES
OR9 IL7	46,603		
OR9 IL6	45,901	OR9-5	46,603
OR9 IL5	45,097	OR9-4	46,112
OR9 IL4	44,305	OR9-3	45,621
OR9 IL3	43,505	OR9-2	45,129
OR9 IL2	42,770	OR9-1 (YR 2)	44,638
OR9 IL1	41,946	OR9-1 (YR 1)	44,638
		OR7-10 / OR8-5	43,763
		OR7-9 / OR8-4	43,132
		OR7-8 / OR8-3	42,500
OR7 IL9 / OR8 IL5	43,528	OR7-7 / OR8-2	41,869
OR7 IL8 / OR8 IL4	42,914	OR7-6 (YR 2) / OR8-1 (YR 2)	41,237
OR7 IL7 / OR8 IL3	42,312	OR7-6 (YR 1) / OR8-1 (YR 1)	41,237
OR7 IL6 / OR8 IL2	41,710	OR7-5	40,429
OR7 IL5 / OR8 IL1	40,807	OR7-4	39,791
OR7 IL4	39,901	OR7-3	39,154
OR7 IL3	38,999	OR7-2	38,516
OR7 IL2	38,088	OR7-1 (YR 2)	37,878
OR7 IL1	37,189	OR7-1 (YR 1)	37,878
OR6 IL7	37,837		
OR6 IL6	37,140	OR6-5	37,100
OR6 IL5	36,444	OR6-4	36,391
OR6 IL4	35,748	OR6-3	35,682
OR6 IL3	35,303	OR6-2	34,974
OR6 IL2	34,431	OR6-1 (YR 2)	34,265
OR6 IL1	33,561	OR6-1 (YR 1)	34,265

Annex J: (Contd)

Annex J: (Contd)

FTRS LC Nurses Other Ranks Pay Rates 2016/17			
FTRS LC OTHER RANKS PAY 2000 RATES (2016 PAY AWARD)		FTRS LC OTHER RANKS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	NURSES	RANK / IL	NURSES
OR4 IL7	33,075		
OR4 IL6	32,370	OR4-5	32,602
OR4 IL5	31,712	OR4-4	31,733
OR4 IL4	30,965	OR4-3	30,863
OR4 IL3	30,259	OR4-2	29,993
OR4 IL2	28,846	OR4-1 (YR 2)	29,124
OR4 IL1	27,504	OR4-1 (YR 1)	29,124
OR2 IL9 / OR3 IL5	27,737	OR2-9 / OR3-3	27,737
OR2 IL8 / OR3 IL4	26,446	OR2-8 / OR3-2	26,354
OR2 IL7 / OR3 IL3	25,307	OR2-7 / OR3-1	24,971
OR2 IL6 / OR3 IL2	24,197	OR2-6	23,588
OR2 IL5 / OR3 IL1	23,075	OR2-5	22,205
OR2 IL4	20,869	OR2-4	20,822
OR2 IL3	19,888	OR2-3	19,438
OR2 IL2	18,059	OR2-2 (YR 2)	18,055
OR2 IL1	16,787	OR2-2 (YR 1)	18,055
		OR2-1	16,787

FTRS LC Officers Pay Rates 2016/17			
FTRS LC PAY 2000 RATES (2016 PAY AWARD)		FTRS LC PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
		OF6-5	101,177
OF6 IL5	101,177	OF6-4	100,154
OF6 IL4	100,146	OF6-3	99,131
OF6 IL3	99,128	OF6-2	98,107
OF6 IL2	98,106	OF6-1 (YR 2)	97,084
OF6 IL1	97,084	OF6-1 (YR 1)	97,084
OF5 IL9	87,746		
OF5 IL8	86,690	OF5-7	87,746
OF5 IL7	85,635	OF5-6	86,342
OF5 IL6	84,583	OF5-5	84,938
OF5 IL5	83,531	OF5-4	83,533
OF5 IL4	82,479	OF5-3	82,129
OF5 IL3	81,427	OF5-2	80,724
OF5 IL2	80,371	OF5-1 (YR 2)	79,320
OF5 IL1	79,320	OF5-1 (YR 1)	79,320
OF4 IL9	72,997		
OF4 IL8	72,080	OF4-7	72,997
OF4 IL7	71,164	OF4-6	71,386
OF4 IL6	70,256	OF4-5	69,776
OF4 IL5	67,630	OF4-4	68,166
OF4 IL4	66,786	OF4-3	67,629
OF4 IL3	65,942	OF4-2	65,943
OF4 IL2	65,098	OF4-1 (YR 2)	64,247
OF4 IL1	64,247	OF4-1 (YR 1)	64,247
OF3 IL9	54,823		
OF3 IL8	53,688	OF3-7	54,823
OF3 IL7	52,562	OF3-6	53,315
OF3 IL6	51,432	OF3-5	51,808
OF3 IL5	50,294	OF3-4	50,300
OF3 IL4	49,167	OF3-3	48,792
OF3 IL3	48,029	OF3-2	47,284
OF3 IL2	46,906	OF3-1 (YR 2)	45,776
OF3 IL1	45,776	OF3-1 (YR 1)	45,776
OF2 IL9	43,217		
OF2 IL8	42,726	OF2-7	43,217
OF2 IL7	42,228	OF2-6	42,071
OF2 IL6	41,251	OF2-5	40,925
OF2 IL5	40,265	OF2-4	39,779

Annex J: (Contd)

Annex J: (Contd)

FTRS LC Officers Pay Rates 2016/17			
FTRS LC PAY 2000 RATES (2016 PAY AWARD)		FTRS LC PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
OF2 IL4	39,288	OF2-3	38,633
OF2 IL3	38,299	OF2-2	37,487
OF2 IL2	37,314	OF2-1 (YR 2)	36,341
OF2 IL1	36,341	OF2-1 (YR 1)	36,341
OF1 IL10	31,344		
OF1 IL9	30,594	OF1-5	31,344
OF1 IL8	29,853	OF1-4	30,348
OF1 IL7	29,107	OF1-3	29,353
OF1 IL6	28,357	OF1-2	28,357
OF1 IL5	23,593	OF1-1	23,593

FTRS LC Nursing Officers Pay Rates 2016/17			
FTRS LC OFFICERS PAY 2000 RATES (2016 PAY AWARD)		FTRS LC OFFICERS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
OF5 IL9	89,595		
OF5 IL8	88,515	OF5-7	89,595
OF5 IL7	87,435	OF5-6	88,150
OF5 IL6	86,354	OF5-5	86,705
OF5 IL5	85,268	OF5-4	85,260
OF5 IL4	84,183	OF5-3	83,816
OF5 IL3	83,099	OF5-2	82,371
OF5 IL2	82,012	OF5-1 (YR 2)	80,926
OF5 IL1	80,926	OF5-1 (YR 1)	80,926
OF4 IL9	75,033		
OF4 IL8	74,088	OF4-7	75,033
OF4 IL7	73,144	OF4-6	73,374
OF4 IL6	72,209	OF4-5	71,716
OF4 IL5	69,573	OF4-4	70,058
OF4 IL4	68,686	OF4-3	69,500
OF4 IL3	67,799	OF4-2	67,764
OF4 IL2	66,912	OF4-1 (YR 2)	66,017
OF4 IL1	66,017	OF4-1 (YR 1)	66,017
OF3 IL9	58,290		
OF3 IL8	56,181	OF3-7	58,290
OF3 IL7	55,005	OF3-6	56,565
OF3 IL6	53,829	OF3-5	54,841
OF3 IL5	52,646	OF3-4	53,116
OF3 IL4	51,475	OF3-3	51,392
OF3 IL3	50,307	OF3-2	49,667
OF3 IL2	49,128	OF3-1 (YR 2)	47,943
OF3 IL1	47,943	OF3-1 (YR 1)	47,943
OF2 IL9	45,510		
OF2 IL8	44,505	OF2-7	45,510
OF2 IL7	43,500	OF2-6	44,158
OF2 IL6	42,496	OF2-5	42,806
OF2 IL5	41,485	OF2-4	41,454
OF2 IL4	40,479	OF2-3	40,102
OF2 IL3	39,463	OF2-2	38,750
OF2 IL2	38,424	OF2-1 (YR 2)	37,398
OF2 IL1	37,398	OF2-1 (YR 1)	37,398

Annex J: (Contd)

FTRS LC Nursing Officers Pay Rates 2016/17			
FTRS LC OFFICERS PAY 2000 RATES (2016 PAY AWARD)		FTRS LC OFFICERS PAY 16 RATES (2016 PAY AWARD)	
RANK / IL	OFFICERS	RANK / IL	OFFICERS
OF1 IL10	32,453		
OF1 IL9	31,653	OF1-5	32,453
OF1 IL8	30,865	OF1-4	31,423
OF1 IL7	30,075	OF1-3	30,392
OF1 IL6	29,280	OF1-2	29,361
OF1 IL5	24,427	OF1-1	24,427

Annex K: Pay16 Calculation Template - Other Ranks

How to Calculate your new Pay

To establish your new rate you require three pieces of information: Your rank, Your Trade Supplement Placement and your current Pay.

Enter your Rank

Note in Box opposite.

Establish your Trade Supplement Placement

Identify which supplement your Trade sits in from reference table at Annex A. (The table provides a breakdown of trades against Supplement 1 – 4).

Note in Box opposite.

Trade Supplement 1-4

Your salary before tax

This can be found on your pay slip.

Note in Box opposite.

Establishing your new rate of pay:

Go to new pay scales in the Annexes. Look up supplement table relevant to (b) above and identify pay scale for your Rank (a).

New Pay Rate



Deciding your new salary

- a. If your salary (c) is below the pay scales for your rank go to the bottom of the new scale.
- b. If you salary (c) s within the range of salaries for your Rank go to nearest salary either equal to or first step above your salary.
- c. If your salary (c) is above the salary range then your pay remains at your current level.

Notes

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