

**TRI SERVICE OFFICER SPOT RATES FOR PENSION CODE 2011/2012**

OFFICER 16 YEAR RATE					
Rank	Formula	Annual Pay Rate	Pension Code		
OF2	28.5% OF 2 Level 7	£44,058	£12,557		
OF3	28.5% of OF 3 Level 5	£52,474	£14,955		
OF4	28.5% of OF 4 Level 3	£68,801	£19,608		
OF5	28.5% of OF 5 Level 3	£83,336	£23,751		
OF6	28.5% of OF 6 Level 3	£98,995	£28,214		
Chaplain 1,2,3,4 Class	28.5% of OF 3 Level 5	£52,474	£14,955		
Principal Chaplain	28.5% of OF 4 Level 3	£68,801	£19,608		
Specialist Aircrew	28.5% of OF2 Level 7	£44,058	£12,557		
OFFICER 34 YEAR RATE					
Rank	Formula	Annual Pay Rate	Pension Code	OF 2 L 7	Comm OF2 Max L 15
OF2	48.5% of the mean of OF 2 Level 7 and the Commissioned OF2 maximum	£47,369	£22,974	£44,058	£50,680
OF3	48.5% of OF 3 Level 9	£57,200	£27,742		
OF4	48.5% of OF 4 Level 9	£77,617	£37,644		
OF5	48.5% of OF 5 Level 9	£89,408	£43,363		
OF6	48.5% of OF 6 Level 3	£98,995	£48,012		
Chaplain 1,2,3,4 Class	48.5% of OF4 maximum salary, plus, 3/5 of the difference between the OF5 34 year rate and the OF4 34 year rate	£84,692	£41,076		
Principal Chaplain	48.5% of OF5 maximum salary, minus, 1/5 of the difference between the OF5 34 year rate and the OF4 34 year rate	£87,050	£42,219		
Specialist Aircrew	99.9% of OF 3 Level 9 for pay rate then 48.5% for pension code	£57,142	£27,714		

**TRI SERVICE OTHER RANKS SPOT RATES FOR PENSION CODE 2011/2012**

OTHER RANKS 22 YEAR RATE						
Rank	Formula	Annual Pay Rate	Pension Code	Spot Rate	Higher Spine	Lower Spine
		mean of higher and lower pay spine				
OR3	31.833% of OR 3 - R1L6	£23,344	£7,431	OR 3 - R1L6	£25,246	£21,442
OR4	31.833% of OR 4 - R2L4	£30,113	£9,586	OR 4 - R2L4	£31,065	£29,161
OR6	31.833% of OR 6 - R3L3	£33,014	£10,509	OR 6 - R3L3	£34,456	£31,573
OR7	31.833% of OR 7 - R4L4	£37,607	£11,971	OR 7 - R4L4	£39,648	£35,565
OR8	31.833% of OR 8 - R4L7	£40,150	£12,781	OR 8 - R4L7	£42,044	£38,256
OR9	31.833% of OR 9 - R5L4	£42,693	£13,590	OR 9 - R5L4	£44,448	£40,938
OTHER RANKS 37 YEAR RATE						
Rank	Formula	Annual Pay Rate	Pension Code			
		mean of higher and lower pay spine				
OR3	48.5% of OR 3 - R1L6	£23,344	£11,322			
OR4	48.5% of OR 4 - R2L4	£30,113	£14,605			
OR6	48.5% of OR 6 - R3L3	£33,014	£16,012			
OR7	48.5% of OR 7 - R4L4	£37,607	£18,239			
OR8	48.5% of OR 8 - R4L7	£40,150	£19,473			
OR9	48.5% of OR 9 - R5L4	£42,693	£20,706			

**SPECIAL FORCES OF AND OR SPOT RATES FOR PENSION CODE 2011/2012**

OFFICER 16 YEAR RATE					
Rank	Formula	Annual Pay Rate	Pension Code		
OF2	28.5% OF 2 Level 7	£56,069	£15,980		
OF3	28.5% of OF 3 Level 5	£64,263	£18,315		
OFFICER 34 YEAR RATE					
Rank	Formula	Annual Pay Rate	Pension Code	OF 2 L 7	Comm OF2 Max L 15
OF2	48.5% of the mean of OF 2 Level 7 and the Commissioned OF2 maximum	£59,139	£28,682	£56,069	£62,208
OF3	48.5% of OF 3 Level 9	£66,942	£32,467		
OTHER RANKS 22 YEAR RATE					
Rank	Formula	Annual Pay Rate	Pension Code		
OR3	31.833% of OR 3 - R1L5	£35,570	£11,323		
OR4	31.833% of OR 4 - R2L3	£40,549	£12,908		
OR6	31.833% of OR 6 - R3L3	£43,391	£13,813		
OR7	31.833% of OR 7 - R4L3	£48,825	£15,543		
OR8	31.833% of OR 8 - R4L7	£51,426	£16,370		
OR9	31.833% of OR 9 - R5L3	£55,127	£17,549		
OTHER RANKS 37 YEAR RATE					
Rank	Formula	Annual Pay Rate	Pension Code		
OR3	48.5% of OR 3 - R1L5	£35,570	£17,251		
OR4	48.5% of OR 4 - R2L3	£40,549	£19,666		
OR6	48.5% of OR 6 - R3L3	£43,391	£21,045		
OR7	48.5% of OR 7 - R4L3	£48,825	£23,680		
OR8	48.5% of OR 8 - R4L7	£51,426	£24,941		
OR9	48.5% of OR 9 - R5L3	£55,127	£26,737		

### CDS AND SENIOR OFFICERS SPOT RATES FOR PENSION 2011/2012

Rank	Formula	Annual Pay Rate	Pension Code		
Chaplain	22 yr point OF6 pension		£34,813		
Chaplain	34 yr point OF6 Pension + 1/4 of the difference between 2* 34 yr pension and OF6 34 yr pension		£49,388	<b>2* 34 yr point</b>	<b>OF6 34 yr point</b>
				£53,514	£48,012
2 Star	Pay rate is mean of 2* scale 1 and 2* scale 3 24 yr pension is 37.389% of pay rate	£110,339	£41,254	<b>2* Scale 1</b>	<b>2* Scale 3</b>
2 Star	34 yr pension is 48.5% of pay rate		£53,514	£108,201	£112,476
3 Star	Pay rate is mean of 3* scale 4 and 3* scale 5 28 yr pension is 40.722% of pay rate	£146,141	£59,511	<b>3* Scale 4</b>	<b>3* Scale 5</b>
3 Star	34 yr pension is 48.5% of pay rate		£70,878	£144,016	£148,265
4 Star	Pay rate 4* scale 6 30 yr pension is 44.056% of pay rate	£185,184	£81,585		
4 Star	34 yr pension is 48.5% of pay rate		£89,814		
Chief of Defence Staff	Pay rate CDS scale 1 34 yr pension is 50% of pay rate	£238,123	£119,061		

**SENIOR MEDICAL AND DENTAL OFFICERS (SMODO) SPOT RATES FOR SUPPLEMENTS 2011/2012**

	<b>2 Star</b>	<b>3 Star</b>
Annual Pay Rate	£145,233	£152,305
48.5% for FCP	£70,438	£73,868

**MEDICAL AND DENTAL OFFICERS (MODO) SPOT RATES FOR SUPPLEMENTS 2011/2012**

	<b>OF2</b>	<b>OF3</b>	<b>OF4</b>	<b>OF5</b>	<b>OF6</b>
	<b>Level 5</b>	<b>Level 9</b>	<b>Level 19</b>	<b>Level 27</b>	<b>Level 4</b>
GMP & GDP Accredited Annual Pay	£72,849	£107,359	£114,252	£119,284	£132,743
48.5% for FCP	£35,332	£52,069	£55,412	£57,853	£64,380
Consultant Accredited		£97,934	£119,315	£129,644	£132,743
48.5% for FCP		£47,498	£57,868	£62,877	£64,380
GMP/GDP & Consultant Non Accredited Annual Pay	£59,626	£79,670	£88,030	£95,403	
48.5% for FCP	£28,919	£38,640	£42,695	£46,271	
				Level 15	
Higher Medical Management				£127,425	
48.5% for FCP				£61,801	

**PROFESSIONAL AVIATORS SPOT RATES FOR SUPPLEMENTS 2011/2012**

PAY LEVEL	TYPE OF APPOINTMENT	SPECIALIST AIR CREW	OF2	OF3	
35	Tri Service Pilot & RN Observer Pay including OF2 who join before 1 Apr 10	£77,625	£77,625	£77,625	
	48.5% for FCP	£37,648	£37,648	£37,648	
33	RAF Navigator and Rear Crew Pay			£75,492	
	48.5% for FCP			£36,614	
30	Tri Service Pilot & RN Observer Pay for OF2 who join on or after 1 Apr 10	£72,294	£72,294		
	48.5% for FCP	£35,062	£35,062		
30	RAF Navigator and Rear Crew Pay	£72,294			
	48.5% for FCP	£35,062			

**PROFESSIONAL AVIATORS SPOT RATES FOR SUPPLEMENTS 2011/2012**

PAY LEVEL	TYPE OF APPOINTMENT	OR6	OR7	OR8	OR9
30	Army NCO Pilots Pay				£72,294
	48.5% for FCP				£35,062
27	Army NCO Pilots Pay			£69,096	
	48.5% for FCP			£33,511	
24	Army NCO Pilots Pay		£65,906		
	48.5% for FCP		£31,964		
22	Army NCO Pilots Pay	£63,682			
	48.5% for FCP	£30,886			
20	RAF & RN NCA Pay				£61,307
	48.5% for FCP				£29,734
16	RAF & RN NCA Pay		£56,577		
	48.5% for FCP		£27,440		
12	RAF & RN NCA Pay	£51,839			
	48.5% for FCP	£25,142			

<b>TRI SERVICE NURSES SPOT RATES FOR SUPPLEMENTS 2011/2012</b>						
	<b>OF2</b>	<b>OF3</b>	<b>OF4</b>	<b>OF5</b>		
	<b>Mean of Level 7 and Level 15</b>	<b>Level 9</b>	<b>Level 9</b>	<b>Level 9</b>		
Nurses Pay Rates	£48,033	£60,816	£79,780	£91,325		
48.5% for FCP	£23,296	£29,496	£38,693	£44,293		
	<b>OR1/2/3</b>	<b>OR4</b>	<b>OR6</b>	<b>OR7</b>	<b>OR8</b>	<b>OR9</b>
	<b>Range 1 Level 6</b>	<b>Range 2 Level 4</b>	<b>Range 3 Level 3</b>	<b>Range 4 Level 4</b>	<b>Range 4 Level 7</b>	<b>Range 5 Level 4</b>
Nurses Pay Rates	£25,246	£32,307	£36,833	£41,631	£44,146	£46,225
Tri Service Lower Pay	£21,442	£29,161	£31,573	£35,565	£38,256	£40,938
Nurses Pay Rate (Mean of Nurses pay rate and Tri Service lower rate)	£23,344	£30,734	£34,203	£38,598	£41,201	£43,582
48.5% for FCP	£11,322	£14,906	£16,588	£18,720	£19,983	£21,137



**ROYAL NAVY CLEARANCE DIVERS SPOT RATES FOR SUPPLEMENTS 2011/2012**

	OR6	OR7	OR9
	Range 3 Level 3	Range 4 Level 4	Range 5 Level 4
Clearance Divers Pay Rates	£46,653	£53,392	£58,191
Tri Service Regulars Pay Rate	£33,014	£37,607	£42,693
48.5% for FCP of Clearance Divers Pay Rate	£22,627	£25,895	£28,223
48.5% for FCP of Tri Service Regulars Pay Rate	£16,012	£18,239	£20,706