

### TRI SERVICE OFFICER SPOT RATES FOR PENSION CODE 2015/2016

#### OFFICER 16 YEAR RATE

| Rank                 | Formula                | Annual Pay Rate | Pension Code |
|----------------------|------------------------|-----------------|--------------|
| OF2                  | 28.5% OF 2 Level 7     | £45,592         | £12,994      |
| OF3                  | 28.5% of OF 3 Level 5  | £54,301         | £15,476      |
| OF4                  | 28.5% of OF 4 Level 3  | £71,196         | £20,291      |
| OF5                  | 28.5% of OF 5 Level 3  | £86,124         | £24,545      |
| OF6                  | 28.5% of OF 6 Level 3  | £102,170        | £29,118      |
| Chaplain 2,3,4 Class | 28.5% of OF 3 Level 5  | £54,301         | £15,476      |
| Chaplain Class 1     | 28.5% of OF 4 Level 3  | £71,196         | £20,291      |
| Specialist Aircrew   | 28.5% of OF2 Level 7   | £45,592         | £12,994      |
| OF2 OCFR (LE)        | 28.5% of OF 2 Level 10 | £49,644         | £14,148      |

#### OFFICER 34 YEAR RATE

| Rank                 | Formula   | Annual Pay Rate | Pension Code |
|----------------------|---|-----------------|--------------|
| OF2                  | 48.5% of the mean of OF 2 Level 7 and the Commissioned OF2 maximum  | £49,019         | £23,774      |
| OF3                  | 48.5% of OF 3 Level 9   | £59,191         | £28,708      |
| OF4                  | 48.5% of OF 4 Level 9   | £80,320         | £38,955      |
| OF5                  | 48.5% of OF 5 Level 9   | £92,381         | £44,805      |
| OF6                  | 48.5% of OF 6 Level 3   | £102,170        | £49,552      |
| Chaplain 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  | £87,556         | £42,465      |
| Chaplain Class 1     | 48.5% of OF5 maximum salary, minus, 1/5 of the difference between the OF5 34 year rate and the OF4 34 year rate | £89,968         | £43,635      |
| Specialist Aircrew   | 99.9% of OF 3 Level 9 for pay rate then 48.5% for pension code  | £59,132         | £28,679      |
| OF2 OCFR             | OF3 Level 9 (34 yr rate) x 92%  | £54,456         | £26,411      |

### TRI SERVICE OTHER RANKS SPOT RATES FOR PENSION CODE 2015/2016

#### OTHER RANKS 22 YEAR RATE

| Rank | Formula                | Annual Pay Rate                    | Pension Code |
|------|------------------------|------------------------------------|--------------|
|      |                        | mean of higher and lower pay spine |              |
| OR3  | 31.833% of OR 3 - R1L6 | £24,157                            | £7,690       |
| OR4  | 31.833% of OR 4 - R2L4 | £31,161                            | £9,920       |
| OR6  | 31.833% of OR 6 - R3L3 | £34,164                            | £10,875      |
| OR7  | 31.833% of OR 7 - R4L4 | £38,916                            | £12,388      |
| OR8  | 31.833% of OR 8 - R4L7 | £41,548                            | £13,226      |
| OR9  | 31.833% of OR 9 - R5L4 | £44,179                            | £14,064      |

#### 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 | £24,157                            | £11,716      |
| OR4  | 48.5% of OR 4 - R2L4 | £31,161                            | £15,113      |
| OR6  | 48.5% of OR 6 - R3L3 | £34,164                            | £16,569      |
| OR7  | 48.5% of OR 7 - R4L4 | £38,916                            | £18,874      |
| OR8  | 48.5% of OR 8 - R4L7 | £41,548                            | £20,151      |
| OR9  | 48.5% of OR 9 - R5L4 | £44,179                            | £21,427      |

**SPECIAL FORCES OF AND OR SPOT RATES FOR PENSION CODE 2015/2016**

| <b>OFFICER 16 YEAR RATE</b>     |  |                        |                     |
|---------------------------------|--|------------------------|---------------------|
| <b>Rank</b>                     | <b>Formula</b>   | <b>Annual Pay Rate</b> | <b>Pension Code</b> |
| OF2                             | 28.5% OF 2 Level 7   | £58,022                | £16,536             |
| OF2 OCFR (LE)                   | 28.5% OF 2 Level 10  | £60,827                | £17,336             |
| OF3                             | 28.5% of OF 3 Level 5  | £66,501                | £18,953             |
| <b>OFFICER 34 YEAR RATE</b>     |  |                        |                     |
| <b>Rank</b>                     | <b>Formula</b>   | <b>Annual Pay Rate</b> | <b>Pension Code</b> |
| OF2                             | 48.5% of the mean of OF 2 Level 7 and the Commissioned OF2 maximum | £61,198                | £29,681             |
| OF2 OCFR (LE)                   | OF3 Level 9 (34 yr rate) x 99.2%                                   | £69,272.40             | £33,328.34          |
| OF3                             | 48.5% of OF 3 Level 9  | £69,272                | £33,597             |
| <b>OTHER RANKS 22 YEAR RATE</b> |  |                        |                     |
| <b>Rank</b>                     | <b>Formula</b>   | <b>Annual Pay Rate</b> | <b>Pension Code</b> |
| OR3                             | 31.833% of OR 3 - R1L5   | £36,808                | £11,717             |
| OR4                             | 31.833% of OR 4 - R2L3   | £41,961                | £13,357             |
| OR6                             | 31.833% of OR 6 - R3L3   | £44,902                | £14,294             |
| OR7                             | 31.833% of OR 7 - R4L3   | £50,525                | £16,084             |
| OR8                             | 31.833% of OR 8 - R4L7   | £53,216                | £16,940             |
| OR9                             | 31.833% of OR 9 - R5L3   | £57,047                | £18,160             |
| <b>OTHER RANKS 37 YEAR RATE</b> |  |                        |                     |
| <b>Rank</b>                     | <b>Formula</b>   | <b>Annual Pay Rate</b> | <b>Pension Code</b> |
| OR3                             | 48.5% of OR 3 - R1L5   | £36,808                | £17,852             |
| OR4                             | 48.5% of OR 4 - R2L3   | £41,961                | £20,351             |
| OR6                             | 48.5% of OR 6 - R3L3   | £44,902                | £21,777             |
| OR7                             | 48.5% of OR 7 - R4L3   | £50,525                | £24,505             |
| OR8                             | 48.5% of OR 8 - R4L7   | £53,216                | £25,810             |
| OR9                             | 48.5% of OR 9 - R5L3   | £57,047                | £27,668             |

### CDS AND SENIOR OFFICERS SPOT RATES FOR PENSION 2015/2016

| Rank                   | Formula  | Annual Pay Rate | Pension Code |
|------------------------|--|-----------------|--------------|
| Chaplain               | 22 yr point OF6 pension  |                 | £35,930      |
| Chaplain               | 34 yr point OF6 Pension + 1/4 of the difference between 2* 34 yr pension and OF6 34 yr pension |                 | £50,959      |
| 2 Star                 | Pay rate is mean of 2* scale 1 and 2* scale 3<br>24 yr pension is 37.389% of pay rate          | £113,770        | £42,537      |
| 2 Star                 | 34 yr pension is 48.5% of pay rate   |                 | £55,178      |
| 3 Star                 | Pay rate is mean of 3* scale 4 and 3* scale 5<br>28 yr pension is 40.722% of pay rate          | £150,656        | £61,350      |
| 3 Star                 | 34 yr pension is 48.5% of pay rate   |                 | £73,068      |
| 4 Star                 | Pay rate 4* scale 6<br>30 yr pension is 44.056% of pay rate                                    | £190,795        | £84,057      |
| 4 Star                 | 34 yr pension is 48.5% of pay rate   |                 | £92,536      |
| Chief of Defence Staff | Pay rate CDS scale 1<br>34 yr pension is 50% of pay rate                                       | £245,338        | £122,669     |

**SENIOR MEDICAL AND DENTAL OFFICERS (SMODO) SPOT RATES FOR SUPPLEMENTS 2015/2016**

|                 | <b>2 Star</b> | <b>3 Star</b> |
|-----------------|---------------|---------------|
| Annual Pay Rate | £149,773      | £157,059      |
| 48.5% for FCP   | £72,640       | £76,174       |

**MEDICAL AND DENTAL OFFICERS (MODO) SPOT RATES FOR SUPPLEMENTS 2015/2016**

|  | <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                | £75,385.56     | £111,096.84    | £118,229.76     | £123,291.24     | £137,043.96    |
| 48.5% for FCP                                  | £36,562        | £53,882        | £57,341         | £59,796         | £66,466        |
| Consultant Accredited                          |                | £101,334.08    | £123,469.80     | £133,990.56     | £137,044       |
| 48.5% for FCP                                  |                | £49,147        | £59,883         | £64,985         | £66,466        |
| GMP/GDP & Consultant Non Accredited Annual Pay | £61,702.44     | £82,443.84     | £91,095.36      | £98,601.53      |                |
| 48.5% for FCP                                  | £29,926        | £39,985        | £44,181         | £47,822         |                |
|  |                |                |                 | Level 15        |                |
| Higher Medical Management                      |                |                |                 | £131,704.68     |                |
| 48.5% for FCP                                  |                |                |                 | £63,877         |                |

**PROFESSIONAL AVIATORS SPOT RATES FOR SUPPLEMENTS 2015/2016**

| 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 | £80,328             | £80,328 | £80,328 |  |
|           | 48.5% for FCP  | £38,959             | £38,959 | £38,959 |  |
| 33        | RAF Navigator and Rear Crew Pay  |                     |         | £78,121 |  |
|           | 48.5% for FCP  |                     |         | £37,888 |  |
| 30        | Tri Service Pilot & RN Observer Pay for OF2 who join on or after 1 Apr 10  | £74,811             | £74,811 |         |  |
|           | 48.5% for FCP  | £36,283             | £36,283 |         |  |
| 30        | RAF Navigator and Rear Crew Pay  | £74,811             |         |         |  |
|           | 48.5% for FCP  | £36,283             |         |         |  |

**PROFESSIONAL AVIATORS SPOT RATES FOR SUPPLEMENTS 2015/2016**

| PAY LEVEL | TYPE OF APPOINTMENT | OR6     | OR7     | OR8     | OR9     |
|-----------|---------------------|---------|---------|---------|---------|
| 30        | Army NCO Pilots Pay |         |         |         | £74,811 |
|           | 48.5% for FCP       |         |         |         | £36,283 |
| 27        | Army NCO Pilots Pay |         |         | £71,501 |         |
|           | 48.5% for FCP       |         |         | £34,678 |         |
| 24        | Army NCO Pilots Pay |         | £68,200 |         |         |
|           | 48.5% for FCP       |         | £33,077 |         |         |
| 22        | Army NCO Pilots Pay | £65,900 |         |         |         |
|           | 48.5% for FCP       | £31,961 |         |         |         |
| 20        | RAF & RN NCA Pay    |         |         |         | £63,441 |
|           | 48.5% for FCP       |         |         |         | £30,769 |
| 16        | RAF & RN NCA Pay    |         | £58,547 |         |         |
|           | 48.5% for FCP       |         | £28,395 |         |         |
| 12        | RAF & RN NCA Pay    | £53,644 |         |         |         |
|           | 48.5% for FCP       | £26,017 |         |         |         |

**TRI SERVICE NURSES SPOT RATES FOR SUPPLEMENTS 2015/2016**

|  | <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   | £49,705                             | £62,934                | £82,558                | £94,362                |                        |                        |
| 48.5% for FCP  | £24,107                             | £30,523                | £40,041                | £45,766                |                        |                        |
|  | <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> |
| Regulars Higher Pay Spine  | £26,125                             | £33,432                | £38,116                | £43,080                | £45,683                | £47,835                |
| Tri Service Lower Pay  | £22,188                             | £30,176                | £32,672                | £36,804                | £39,588                | £42,364                |
| Nurses Pay Rate (Mean of Regulars pay rate and Tri Service lower rate) | £24,157                             | £31,804                | £35,394                | £39,942                | £42,636                | £45,099                |
| 48.5% for FCP  | £11,716                             | £15,425                | £17,166                | £19,372                | £20,678                | £21,873                |



**ROYAL NAVY CLEARANCE DIVERS SPOT RATES FOR SUPPLEMENTS 2015/2016**

|  | OR6             | OR7             | OR9             |
|--|-----------------|-----------------|-----------------|
|  | Range 3 Level 3 | Range 4 Level 4 | Range 5 Level 4 |
| Clearance Divers Pay Rates                     | £50,597         | £57,570         | £62,537         |
| Tri Service Regulars Pay Rate                  | £34,164         | £38,916         | £44,179         |
| 48.5% for FCP of Clearance Divers Pay Rate     | £24,540         | £27,922         | £30,331         |
| 48.5% for FCP of Tri Service Regulars Pay Rate | £16,569         | £18,874         | £21,427         |