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of Defence

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09 July 2015

*Dear*

Thank you for your email of 10 February 2015 where you requested information about FTRS terms and conditions for employment.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000. I am sorry for the long delay in responding

A search for the information has now been completed within the Ministry of Defence, and I can confirm that information in scope of your request is held. The information you requested is attached at Annex A. Regrettably, I have not yet been able to obtain an answer to your query concerning child maintenance calculations, and I shall write to you further once I have the information.

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If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1<sup>st</sup> Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.uk](mailto:CIO-FOI-IR@mod.uk)). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal

review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.gov.uk>.

*Yours sincerely,*

Army Secretariat

**a. The total gross annual remuneration for a Lt Col with 37 years of regular service (12 at the level of Lt Col), leaving the Army in November 2014 (4 months before retirement date) and now employed as a major with the FTRS.**

Please find enclosed a copy of the 2014/15 pay rates which will highlight the annual salary.

**b. A breakdown of how this remuneration is made up i.e. the amount of pension which contributes to this remuneration detailed in part a); the total amount of annual salary earned from employment as a Major within the FTRS and the amount and details of all other eligible allowances or contribution to overall remuneration.**

Again, please see the rates of pay table. With regard to allowances, this also cannot be answered without the specifics of the individual but it is unlikely there are any in place given the restrictions on available allowances to FTRS personnel. The pension element cannot be answered as depending on circumstances the pension element may be abated by virtue of the FTRS appointment.

**c. A breakdown of which components of the remuneration are exempt from income tax and National Insurance, and a reason for why any exemption is warranted.**

All salary is liable for income tax and National Insurance.

**d. An estimate of the total annual amount of tax and NI deductions.**

This cannot be determined due to the abatement as mentioned in bullet b.

**e. Clarity over the duration over which such a contract might exist i.e. whether for three, five or any other number of years, and the terms of such employment, whether permanent or otherwise.**

This is covered in Chapter 10 of Army Reserve Regulations, 1978, which is available at the link below:

[http://www.army.mod.uk/documents/general/ARMY\\_RESERVE\\_REGULATIONS.pdf](http://www.army.mod.uk/documents/general/ARMY_RESERVE_REGULATIONS.pdf)

**f. The gross annual remuneration for an individual described under point a) had such an individual remained as a serving officer until retirement.**

If I may refer you to the rates of pay provided under a. above, the salary would still be based on 2014/15 rates of pay and with 12 years in rank there is no further increments available.

**g. A full explanation and justification for why an FTRS salary is not eligible for inclusion in the payment of child maintenance calculations.**

This information is to follow.

**h. A copy of the full terms and conditions of employment under the FTRS.**

Please see the link at e. above.

**RATES OF PAY<sup>a</sup>****OFFICERS**

<b>Rank</b>		<b>Annual</b>
<b>OF6 Range</b>		<b>1 April 2015</b>
<b>Navy: Commodore</b>	Level 5	£104,198.16
<b>R.M. Brigadier</b>	Level 4	£103,177.80
<b>Army: Brigadier</b>	Level 3	£102,169.80
<b>RAF: Air Commodore</b>	Level 2	£101,157.72
	Level 1	£100,145.76
<b>OF5 Range</b>		
	Level 9	£92,380.56
<b>Navy: Captain</b>	Level 8	£91,335.00
	Level 7	£90,289.68
<b>R.M. Colonel</b>	Level 6	£89,248.20
	Level 5	£88,206.96
<b>Army: Colonel</b>	Level 4	£87,165.60
	Level 3	£86,124.24
<b>RAF: Group Captain</b>	Level 2	£85,078.68
	Level 1	£84,037.32
<b>OF4 Range</b>		
	Level 9	£80,319.84
<b>Navy: Commander</b>	Level 8	£79,280.64
	Level 7	£78,241.92
<b>R.M. Lieutenant Colonel</b>	Level 6	£77,212.32
	Level 5	£73,018.56
<b>Army: Lieutenant Colonel</b>	Level 4	£72,107.52
	Level 3	£71,196.12
<b>RAF: Wing Commander</b>	Level 2	£70,285.08
	Level 1	£69,365.76
<b>OF3 Range</b>		
	Level 9	£59,191.32
<b>Navy: Lieutenant Commander</b>	Level 8	£57,966.36
	Level 7	£56,750.04
<b>R.M. Major</b>	Level 6	£55,529.76
	Level 5	£54,301.08
<b>Army: Major</b>	Level 4	£53,084.64
	Level 3	£51,855.72
<b>RAF: Squadron Leader</b>	Level 2	£50,643.84
	Level 1	£49,423.56

<sup>a</sup> All rates of pay are inclusive of X-Factor at 14½%

## FULL-TIME RESERVE SERVICE (OFFICERS)

Rank			Full Commitment (14.5% X-Factor)	Limited Commitment (5% X-Factor)	Home Commitment (0% X-Factor) <sup>3</sup>
<b>1 April 2015</b>					
<b>OF6</b>					
RNR:	Commodore	Level 5	£104,198.16	£100,175.16	£99,112.32
RMR:	Brigadier	Level 4	£103,177.80	£99,154.80	£98,091.96
TA:	Brigadier	Level 3	£102,169.80	£98,146.80	£97,083.96
RAF:	Air Commodore	Level 2	£101,157.72	£97,134.72	£96,071.88
		Level 1	£100,145.76	£96,122.76	£95,059.92
<b>OF5</b>					
RNR:	Captain	Level 9	£92,380.56	£86,877.72	£84,751.92
		Level 8	£91,335.00	£85,832.16	£83,706.36
RMR:	Colonel	Level 7	£90,289.68	£84,786.84	£82,661.04
		Level 6	£89,248.20	£83,745.36	£81,619.56
TA:	Colonel	Level 5	£88,206.96	£82,704.12	£80,578.32
		Level 4	£87,165.60	£81,662.76	£79,536.96
RAF:	Group Captain	Level 3	£86,124.24	£80,621.40	£78,495.60
		Level 2	£85,078.68	£79,575.84	£77,450.04
		Level 1	£84,037.32	£78,534.48	£76,408.68
<b>OF4</b>					
RNR:	Commander	Level 9	£80,319.84	£72,274.08	£70,148.28
		Level 8	£79,280.64	£71,366.52	£69,240.72
		Level 7	£78,241.92	£70,459.32	£68,333.52
RMR:	Lieutenant Colonel	Level 6	£77,212.32	£69,560.16	£67,434.36
		Level 5	£73,018.56	£66,960.36	£63,771.72
TA:	Lieutenant Colonel	Level 4	£72,107.52	£66,124.80	£62,976.00
		Level 3	£71,196.12	£65,289.00	£62,180.04
RAF:	Wing Commander	Level 2	£70,285.08	£64,453.56	£61,384.32
		Level 1	£69,365.76	£63,610.44	£60,581.40
<b>OF3</b>					
RNR:	Lieutenant Commander	Level 9	£59,191.32	£54,280.32	£51,695.52
		Level 8	£57,966.36	£53,156.88	£50,625.60
		Level 7	£56,750.04	£52,041.48	£49,563.36
RMR:	Major	Level 6	£55,529.76	£50,922.48	£48,497.64
		Level 5	£54,301.08	£49,795.68	£47,424.48
TA:	Major	Level 4	£53,084.64	£48,680.28	£46,362.12
		Level 3	£51,855.72	£47,553.24	£45,288.84
RAF:	Squadron Leader	Level 2	£50,643.84	£46,441.92	£44,230.44
		Level 1	£49,423.56	£45,322.92	£43,164.72

<sup>3</sup> Including Non Regular Permanent Staff Officers (OF1-OF4) who are paid from the respective FTRS Home Commitment pay spine.

OF2					
RNR:	Lieutenant	Level 9	£46,660.44	£42,789.12	£40,751.52
		Level 8	£46,130.64	£42,303.24	£40,288.80
		Level 7	£45,592.44	£41,809.68	£39,818.76
RMR:	Captain	Level 6	£44,537.64	£40,842.36	£38,897.52
		Level 5	£43,473.72	£39,866.76	£37,968.36
TA:	Captain	Level 4	£42,418.68	£38,899.20	£37,046.88
RAF	Flight Lieutenant	Level 3	£41,350.80	£37,920.00	£36,114.24
		Level 2	£40,287.24	£36,944.64	£35,185.32
		Level 1	£39,236.40	£35,980.92	£34,267.56
OF1					
RNR:	See table below	Level 10	£33,841.80	£31,033.92	£29,556.12
		Level 9	£33,032.04	£30,291.36	£28,848.96
		Level 8	£32,231.28	£29,557.08	£28,149.60
RMR:	See table below	Level 7	£31,426.32	£28,818.84	£27,446.52
		Level 6	£30,616.80	£28,076.64	£26,739.60
TA:	See table below	Level 5	£25,472.40	£23,358.96	£22,246.68
RAF:	See table below	Level 4	£22,569.60	£20,697.00	£19,711.44
		Level 3	£19,734.84	£18,097.56	£17,235.72
		Level 2	£18,129.24	£16,625.04	£15,833.40
		Level 1	£16,632.96	£15,252.96	£14,526.60

#### JPA for OF1

RANK		Pay Spine
<b>OF1 Range</b>		
Army: 2 <sup>nd</sup> Lieutenant	Gap Year Commission	Level 1
		Levels 2-3
		Level 4
Graduate and non-Graduate Direct entrants during Initial Officer Training	RN: Midshipman RM: 2 <sup>nd</sup> Lieutenant Army 2 <sup>nd</sup> Lieutenant RAF: Acting Pilot Officer/Pilot Officer	Level 5
	RN: Sub-Lieutenant RM: Lieutenant Army: Lieutenant RAF: Flying Officer	Level 6 - 10