



ARMY

**MILITARY MANPOWER CAPITATION RATES
FOR FINANCIAL YEAR 2015/16**

Prepared by

**MANAGEMENT ACCOUNTANCY
SERVICES (ARMY)**

MILITARY MANPOWER CAPITATION RATES FOR FINANCIAL YEAR 2015/16

DOCUMENT INFORMATION

Project Name:	Military Manpower Capitation Rates for Financial Year 2015/16
Document Title:	Final Report
Report Version No:	1
Financial Model Version:	1.0
Reference:	ArmyHQ/Res/MAS(A)/Projects/1-022 dated 22 Jul 15
Produced By:	[REDACTED]
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Distribution Action:	Deputy Head FMPA (Accounting & Banking Services)
Distribution Copy:	Tech Library Working Papers

DOCUMENT AUTHORISATION

Document Authoriser:	[REDACTED]	SO1 Head MAS(A)
Date Authorised:	22 Jul 15	
Document Author:	[REDACTED]	Project Accountant
Report Quality Review Panel:	[REDACTED]	Programme Manager WO1 Technical

FINANCIAL MODEL AND MDAL VERIFICATION

Financial Model and MDAL Verified By:	[REDACTED]	WO1 Technical
Date Verified:	22 Jul 15	
Financial Model and MDAL Author:	[REDACTED]	Project Accountant

**MILITARY MANPOWER CAPITATION RATES
FOR FINANCIAL YEAR 2015/16**

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MILITARY MANPOWER CAPITATION RATES FOR FINANCIAL YEAR 2015/16

Introduction

1. This report has been prepared by Management Accountancy Services (Army) (MAS(A)) on behalf of Deputy Head Financial Management Policy and Accounting (FMPA), who is the sponsor, and to whom any queries should be addressed.

Background

2. MAS(A) has produced the Military Manpower Capitation Rates for the past 18 years on behalf of Director Financial Management (DFM).

3. These rates are used by the Corporate Financial Accounting Team (CFAT) to calculate the liability for untaken military manpower annual leave in the Annual Accounts.

4. The rates are also used by a variety of teams in: legal cases, Investment Appraisals and for the recovery of costs, where the application of Service wide averages are more appropriate than specific local rates.

Aim

5. To calculate Pay, employers' National Insurance Contribution (NIC) and Superannuation Contribution Adjusted for Previous Experience (SCAPE) for Financial Year (FY) 15/16 including variance analysis.

Scope

6. All Regular¹ Royal Navy (RN), Army and Royal Air Force (RAF) personnel less Special Forces (SF) are in scope; Reserves are out of scope.

Approach

7. The methodology used to calculate Pay, NIC and SCAPE rates for the previous year (FY 14/15) was reviewed to ensure that it remained appropriate and consistent.

8. Input data was collected from the following sources:

a. The 44rd Armed Forces Pay Award (2015). This document provides pay rates for all officers up to 1* and other ranks.

b. The 37th Annual Report on Senior Salaries 2015, Report No 83. This document provides pay rates for senior military officers.

c. Defence Strategy Statistics have produced a database of military manning numbers by rank, pay scale and increment level as at Apr 15.

d. Annual Budget Cycle 2016 (ABC 16) Instructions. This document provides SCAPE calculation criteria for military personnel.

¹ Regular Service personnel include those on a Full Time Reserve Service (FTRS) commitment.

e. Her Majesty's Revenue and Customs (HMRC), Rates and Thresholds for employers 2015-2016. This document provides NIC calculation criteria.

9. Variance analysis against FY 14/15 rates was carried out. All variances of +/-5% were investigated.

Findings

10. The methodology used to calculate capitation rates remains appropriate. It also aligns with the Civilian Capitation Rate methodology.

11. Rates of Pay, NIC and SCAPE for FY 15/16 are at Annexes A – C for RN, Army and RAF respectively. These rates do not include a percentage for MOD indirect costs (overheads) and therefore do not comply with JSP 462 if used for repayment purposes.

12. A variance analysis was conducted between FY 15/16 and FY 14/15 rates; variances of +/- 5% are at Annex D. These variances were due to a combination of the following:

- a. **Rank and incremental level.** There is sensitivity to the number of personnel in each rank and the corresponding increment level occupied.
- b. **Pay increment.** A 1% increase in base rate for all Regulars and FTRS (Full Commitment).
- c. **Policy Change.** Change in policy accepted in 2015/16 Pay Award affecting base pay rates and structures.
- d. **SCAPE increase.** An increase in the SCAPE percentage reflecting the introduction of the new Armed Forces Pension Scheme 2015 and the finalised actuarial revaluation of the scheme.

13. The Master Data and Assumptions List (MDAL) which supports the financial model is at Annex E.

Annexes:

- A. Royal Navy Pay, NIC and SCAPE Rates FY 15/16.
- B. Army Pay, NIC and SCAPE Rates FY 15/16.
- C. Royal Air Force Pay, NIC and SCAPE Rates FY 15/16.
- D. Variance Analysis.
- E. Master Data and Assumptions List.

**Annex A to
ArmyHQ/Res/MAS(A)/Projects/1-022
Dated 22 Jul 15**

ROYAL NAVY PAY, NIC AND SCAPE RATES FY 15/16

Main Regular Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	CDS				
2	Admiral				
3	Vice Admiral	140,799.47	17,225.32	75,186.92	233,211.70
4	Rear Admiral	115,754.52	13,769.11	61,812.91	191,336.55
5	Commodore	101,683.03	11,827.25	54,298.74	167,809.01
6	Captain	86,796.54	9,772.91	46,349.35	142,918.80
7	Commander	74,431.78	8,066.58	39,746.57	122,244.93
8	Lieutenant Commander	54,789.05	5,355.88	29,257.35	89,402.27
9	Lieutenant	43,463.94	3,795.83	23,209.75	70,469.52
10	Sub Lieutenant	29,823.11	2,257.96	15,925.54	48,006.61
11	UCE + 3	16,458.33	868.02	8,788.75	26,115.10

Main Other Ranks

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	46,048.34	4,149.66	23,945.14	74,143.14
2	Warrant Officer 2	42,647.98	3,680.41	22,176.95	68,505.35
3	Chief Petty Officer/Colour Sergeant	41,230.15	3,494.59	21,439.68	66,164.42
4	Petty Officer/Sergeant	35,792.01	2,878.72	18,611.84	57,282.57
5	Leading Rate/Corporal	31,009.33	2,381.32	16,124.85	49,515.51
6	Lance Corporal	26,168.05	1,877.83	13,607.39	41,653.27
7	Able Rate/Marine	23,700.34	1,621.19	12,324.18	37,645.70
8	New Entrant	14,637.24	678.62	7,611.36	22,927.23

Chaplains

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain of the Fleet				
2	Chaplain Class 1				
3	Chaplain Class 2, 3 or 4	58,416.43	5,856.46	31,194.37	95,467.26

Medical & Dental Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Higher Medical Management				
1	Vice Admiral	157,059.36	19,469.18	83,869.70	260,398.24
2	Rear Admiral				
3	Commodore				
4	Captain				
	Consultants				
5	Captain	131,205.30	15,901.32	70,063.63	217,170.26
6	Commander	118,193.03	14,105.63	63,115.08	195,413.74
7	Lieutenant Commander	115,102.37	13,679.12	61,464.67	190,246.16
	GMP / GDP				
8	Captain	123,676.01	14,862.28	66,042.99	204,581.28
9	Commander	116,568.41	13,881.43	62,247.53	192,697.38
10	Lieutenant Commander	107,599.70	12,643.75	57,458.24	177,701.69
	Non-Accredited Medical Officers				
11	Captain	81,894.58	9,096.44	43,731.71	134,722.73
12	Commander	81,894.58	9,096.44	43,731.71	134,722.73
13	Lieutenant Commander	74,062.90	8,015.67	39,549.59	121,628.16
14	Lieutenant	58,111.33	5,814.35	31,031.45	94,957.14
	Accredited Medical Officers				
15	Lieutenant	72,901.64	7,855.42	38,929.47	119,686.52
	Medical & Dental Officer				
16	Sub-Lieutenant	41,939.16	3,582.59	22,395.51	67,917.27
17	Cadet	17,375.42	963.40	9,278.48	27,617.30

Nursing Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Captain/Colonel				
2	Commander/Lieutenant Colonel	73,440.65	7,929.80	39,217.30	120,587.75
3	Lieutenant commander/Major	55,426.79	5,443.89	29,597.91	90,468.58
4	Lieutenant/Captain	46,321.46	4,187.35	24,735.66	75,244.46
5	Sub Lieutenant	32,546.71	2,541.21	17,379.94	52,467.86

Nursing Other Ranks

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	48,826.87	4,533.10	25,389.97	78,749.94
2	Warrant Officer 2	45,620.90	4,090.67	23,722.87	73,434.45
3	Chief Petty Officer	43,349.88	3,777.27	22,541.94	69,669.09
4	Petty Officer/Sergeant (RM)	39,084.54	3,223.96	20,323.96	62,632.46
5	Leading Rate/Corporal (RM)	33,344.54	2,624.18	17,339.16	53,307.88
6	Lance Corporal (RM)	27,372.46	2,003.09	14,233.68	43,609.22
7	Able Rate/Marine	21,863.88	1,430.20	11,369.22	34,663.29

Aviator

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Lieutenant Commander	76,435.19	8,343.05	40,816.39	125,594.63
2	Lieutenant	69,541.95	7,391.78	37,135.40	114,069.13
3	Sub Lieutenant	58,612.16	5,883.47	31,298.90	95,794.53
4	Warrant Officer 1	60,626.45	6,161.44	31,525.75	98,313.64
5	Warrant Officer 2	53,003.17	5,109.43	27,561.65	85,674.25
6	Chief Petty Officer/Colour Sergeant	53,103.87	5,123.32	27,614.01	85,841.20
7	Petty Officer/Sergeant				

Senior Upper Yardmen/Senior Corps Commission Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Commissioned Officer	49,819.03	4,670.02	26,603.36	81,092.40

Clearance Divers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	64,350.61	6,675.37	33,462.32	104,488.30
2	Warrant Officer 2	59,990.26	6,073.65	31,194.93	97,258.83
3	Chief Petty Officer	59,313.32	5,980.23	30,842.93	96,136.48
4	Petty Officer	54,552.20	5,323.19	28,367.14	88,242.53

FTRS Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Commodore/Brigadier (RM)	102,169.85	11,894.43	53,128.32	167,192.60
2	Captain/Colonel (RM)	89,400.55	10,132.27	46,488.29	146,021.10
3	Commander/Lieutenant Colonel (RM)	75,714.06	8,243.53	39,371.31	123,328.91
4	Lieutenant Commander/Major (RM)	56,569.82	5,601.63	29,416.31	91,587.75
5	Lieutenant/Captain (RM)	46,584.75	4,223.69	24,224.07	75,032.51
6	Sub Lieutenant/Lieutenant (RM)	26,368.73	1,898.70	13,711.74	41,979.17

FTRS Officers - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Commodore/Brigadier (RM)	98,146.85	11,339.26	51,036.36	160,522.46
2	Captain/Colonel (RM)	██████████	██████████	██████████	██████████
3	Commander/Lieutenant Colonel (RM)	71,129.09	7,610.80	36,987.12	115,727.01
4	Lieutenant Commander/Major (RM)	52,563.06	5,048.69	27,332.79	84,944.55
5	Lieutenant/Captain (RM)	41,997.32	3,591.36	21,838.60	67,427.27
6	Sub Lieutenant/Lieutenant (RM)	24,180.94	1,671.17	12,574.09	38,426.19

FTRS Officers - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Commodore/Brigadier (RM)	97,084.01	11,192.58	50,483.68	158,760.28
2	Captain/Colonel (RM)	80,578.72	8,914.85	41,900.93	131,394.51
3	Commander/Lieutenant Colonel (RM)	67,871.67	7,161.28	35,293.27	110,326.23
4	Lieutenant Commander/Major (RM)	50,035.45	4,699.88	26,018.44	80,753.77
5	Lieutenant/Captain (RM)	██████████	██████████	██████████	██████████
6	Sub Lieutenant/Lieutenant (RM)	██████████	██████████	██████████	██████████

FTRS Other Ranks - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	44,982.38	4,002.83	23,390.84	72,376.05
2	Warrant Officer 2	41,869.62	3,587.41	21,772.20	67,229.23
3	Chief Petty Officer/Colour Sergeant	42,472.87	3,658.81	22,085.89	68,217.57
4	Petty Officer/Sergeant	36,474.72	2,949.72	18,966.85	58,391.30
5	Leading Rate/Corporal	30,736.84	2,352.98	15,983.16	49,072.98
6	Lance Corporal	25,327.44	1,790.41	13,170.27	40,288.11
7	Able Rate/Marine	22,859.06	1,533.69	11,886.71	36,279.47
8	New Entrant	14,637.24	678.62	7,611.36	22,927.23

FTRS Other Ranks - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	42,287.39	3,637.65	21,989.44	67,914.49
2	Warrant Officer 2	38,586.77	3,186.45	20,065.12	61,838.34
3	Chief Petty Officer/Colour Sergeant	38,377.34	3,160.27	19,956.21	61,493.82
4	Petty Officer/Sergeant	33,660.89	2,657.08	17,503.66	53,821.64
5	Leading Rate/Corporal	29,365.31	2,210.34	15,269.96	46,845.62
6	Lance Corporal	23,226.06	1,571.86	12,077.55	36,875.47
7	Able Rate/Marine	20,962.47	1,336.45	10,900.48	33,199.40
8	New Entrant	13,422.84	552.33	6,979.88	20,955.04

FTRS Other Ranks - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	40,855.93	3,435.93	21,245.08	65,536.94
2	Warrant Officer 2	36,749.32	2,978.28	19,109.64	58,837.24
3	Chief Petty Officer/Colour Sergeant	37,038.95	3,008.40	19,260.25	59,307.60
4	Petty Officer/Sergeant	31,944.90	2,478.62	16,611.35	51,034.87
5	Leading Rate/Corporal	28,164.04	2,085.41	14,645.30	44,894.75
6	Lance Corporal	22,120.06	1,456.84	11,502.43	35,079.32
7	Able Rate/Marine	19,964.25	1,232.63	10,381.41	31,578.30
8	New Entrant	12,783.60	485.85	6,647.47	19,916.92

FTRS Chaplains - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain				

FTRS Chaplains - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain	52,772.60	5,088.30	27,441.75	85,302.66

FTRS CHAPLAINS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain				

FTRS Medical & Dental Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Consultants				
1	Captain	115,102.37	13,679.12	59,853.23	188,634.72
2	Commander	115,102.37	13,679.12	59,853.23	188,634.72
3	Lieutenant Commander	115,102.37	13,679.12	59,853.23	188,634.72
	GMP / GDP				
4	Captain	116,224.46	13,833.97	60,436.72	190,495.14
5	Commander	116,224.46	13,833.97	60,436.72	190,495.14
6	Lieutenant Commander	116,224.46	13,833.97	60,436.72	190,495.14
	Non-Accredited				
7	Captain	81,894.58	9,096.44	42,585.18	133,576.21
8	Commander	81,894.58	9,096.44	42,585.18	133,576.21
9	Lieutenant Commander	76,777.37	8,390.27	39,924.23	125,091.87
10	Lieutenant	58,547.71	5,874.57	30,444.81	94,867.10
	Accredited				
11	Lieutenant	72,328.08	7,776.27	37,610.60	117,714.95

FTRS Medical & Dental Officers - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Consultants				
1	Captain	106,153.79	12,444.21	55,199.97	173,797.97
2	Commander	106,153.79	12,444.21	55,199.97	173,797.97
3	Lieutenant Commander	106,153.79	12,444.21	55,199.97	173,797.97
	GMP / GDP				
4	Captain	107,305.92	12,603.21	55,799.08	175,708.21
5	Commander	107,305.92	12,603.21	55,799.08	175,708.21
6	Lieutenant Commander	107,305.92	12,603.21	55,799.08	175,708.21
	Non-Accredited				
7	Captain	75,087.11	8,157.01	39,045.30	122,289.42
8	Commander	75,087.11	8,157.01	39,045.30	122,289.42
9	Lieutenant Commander	70,407.20	7,511.18	36,611.75	114,530.13
10	Lieutenant	53,690.11	5,204.23	27,918.86	86,813.20
	Accredited				
11	Lieutenant	66,333.02	6,948.95	34,493.17	107,775.14

FTRS Medical & Dental Officers - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Consultants				
1	Captain	102,026.23	11,874.61	53,053.64	166,954.48
2	Commander	102,026.23	11,874.61	53,053.64	166,954.48
3	Lieutenant Commander	102,026.23	11,874.61	53,053.64	166,954.48
	GMP / GDP				
4	Captain	103,131.63	12,027.16	53,628.45	168,787.24
5	Commander	103,131.63	12,027.16	53,628.45	168,787.24
6	Lieutenant Commander	103,131.63	12,027.16	53,628.45	168,787.24
	Non-Accredited				
7	Captain	71,523.66	7,665.26	37,192.30	116,381.22
8	Commander	71,523.66	7,665.26	37,192.30	116,381.22
9	Lieutenant Commander	67,054.49	7,048.51	34,868.33	108,971.33
10	Lieutenant	51,133.42	4,851.40	26,589.38	82,574.19
	Accredited				
11	Lieutenant	63,168.62	6,512.26	32,847.68	102,528.57

FTRS Nursing Officer - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Captain/Colonel (RM)	90,075.40	10,225.40	46,839.21	147,140.00
2	Commander/Lieutenant Colonel (RM)	76,646.27	8,372.17	39,856.06	124,874.50
3	Lieutenant Commander/Major (RM)	56,959.45	5,655.39	29,618.92	92,233.76
4	Lieutenant/Captain (RM)	44,777.93	3,974.34	23,284.53	72,036.80
5	Sub Lieutenant/Lieutenant (RM)	27,300.78	1,995.63	14,196.41	43,492.82

FTRS Nursing Officer - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Captain/Colonel (RM)	84,420.88	9,445.07	43,898.86	137,764.81
2	Commander/Lieutenant Colonel (RM)	69,687.71	7,411.89	36,237.61	113,337.21
3	Lieutenant Commander/Major (RM)	52,233.57	5,003.22	27,161.46	84,398.25
4	Lieutenant/Captain (RM)	41,062.75	3,484.23	21,352.63	65,899.60
5	Sub Lieutenant/Lieutenant (RM)	25,035.67	1,760.06	13,018.55	39,814.28

FTRS Nursing Officer - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Captain/Colonel (RM)	82,234.12	9,143.30	42,761.74	134,139.16
2	Commander/Lieutenant Colonel (RM)	66,939.97	7,032.71	34,808.79	108,781.47
3	Lieutenant Commander/Major (RM)	49,746.25	4,659.97	25,868.05	80,274.28
4	Lieutenant/Captain (RM)	39,107.36	3,245.46	20,335.83	62,688.65
5	Sub Lieutenant/Lieutenant (RM)	23,843.50	1,636.08	12,398.62	37,878.19

FTRS Nursing Other Ranks - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	47,833.99	4,396.08	24,873.67	77,103.74
2	Warrant Officer 2	45,620.90	4,090.67	23,722.87	73,434.45
3	Chief Petty Officer	43,840.64	3,845.00	22,797.13	70,482.77
4	Petty Officer/Sergeant (RM)	38,631.43	3,178.25	20,088.34	61,898.02
5	Leading Rate/Corporal (RM)	33,120.24	2,600.86	17,222.52	52,943.62
6	Lance Corporal (RM)	27,372.46	2,003.09	14,233.68	43,609.22
7	Able Rate/Marine	24,276.49	1,681.11	12,623.78	38,581.38

FTRS Nursing Other Ranks - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	43,865.21	3,848.39	22,809.91	70,523.51
2	Warrant Officer 2	41,835.77	3,568.33	21,754.60	67,158.69
3	Chief Petty Officer	40,203.21	3,371.41	20,905.67	64,480.29
4	Petty Officer/Sergeant (RM)	35,426.19	2,840.68	18,421.62	56,688.49
5	Leading Rate/Corporal (RM)	30,372.29	2,315.07	15,793.59	48,480.95
6	Lance Corporal (RM)	25,101.41	1,766.90	13,052.73	39,921.04
7	Able Rate/Marine	22,262.31	1,471.63	11,576.40	35,310.34

FTRS Nursing Other Ranks - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	41,776.41	3,562.50	21,723.73	67,062.64
2	Warrant Officer 2	39,843.58	3,309.81	20,718.66	63,872.04
3	Chief Petty Officer	38,288.77	3,143.79	19,910.16	61,342.72
4	Petty Officer/Sergeant (RM)	33,739.23	2,665.23	17,544.40	53,948.87
5	Leading Rate/Corporal (RM)	28,925.98	2,164.65	15,041.51	46,132.15
6	Lance Corporal (RM)	23,906.09	1,642.59	12,431.17	37,979.84
7	Able Rate/Marine	21,202.19	1,361.38	11,025.14	33,588.70

FTRS Senior Upper Yardmen/Senior Corps Commission Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	FTRS Commissioned Officer	48,136.03	4,437.76	25,030.74	77,604.53

FTRS Senior Upper Yardmen/Senior Corps Commission Officers - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	FTRS Commissioned Officer	██████████	██████████	██████████	██████████

FTRS Senior Upper Yardmen/Senior Corps Commission Officers - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	FTRS Commissioned Officer	██████████	██████████	██████████	██████████

Annex B to
ArmyHQ/Res/MAS(A)/Projects/1-022
Dated 22 Jul 15

ARMY PAY, NIC AND SCAPE RATES FY 15/16

Main Regular Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	CDS				
2	General				
3	Lieutenant General	144,111.45	17,682.37	76,955.51	238,749.33
4	Major General	116,013.04	13,804.79	61,950.97	191,768.80
5	Brigadier	102,358.85	11,920.51	54,659.62	168,938.98
6	Colonel	87,177.17	9,825.44	46,552.61	143,555.22
7	Lieutenant Colonel	73,625.72	7,955.34	39,316.14	120,897.20
8	Major	54,836.48	5,362.42	29,282.68	89,481.59
9	Captain	41,863.20	3,576.19	22,354.95	67,794.34
10	Lieutenant	30,590.18	2,337.73	16,335.16	49,263.06
11	UCE + 3	16,458.33	868.02	8,788.75	26,115.10

Regular Commission (Late Entry) Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	LE	50,765.81	4,800.67	27,108.94	82,675.42

Main Other Ranks

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	45,437.27	4,065.33	23,627.38	73,129.98
2	Warrant Officer 2	42,158.94	3,614.23	21,922.65	67,695.82
3	Staff/Colour Sergeant	39,659.65	3,296.05	20,623.02	63,578.72
4	Sergeant	35,605.90	2,859.37	18,515.07	56,980.33
5	Corporal	31,101.46	2,390.90	16,172.76	49,665.12
6	Lance Corporal	25,886.90	1,848.59	13,461.19	41,196.69
7	Private	22,341.50	1,479.87	11,617.58	35,438.94
8	New Entrant	14,637.24	678.62	7,611.36	22,927.23

Chaplains

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain General				
2	Deputy Chaplain General				
3	Chaplain (Class 1)	79,438.49	8,757.50	42,420.15	130,616.14
4	Chaplain Class 2,3 or 4	57,718.14	5,760.09	30,821.49	94,299.72

Veterinary Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Lieutenant Colonel				
2	Major	61,050.74	6,219.99	32,601.10	99,871.83
3	Captain	45,663.46	4,096.55	24,384.29	74,144.29

Medical & Dental Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Higher Medical Management				
1	Lieutenant General				
2	Major General				
3	Brigadier	135,701.49	16,521.80	72,464.59	224,687.87
4	Colonel				
	Consultants				
5	Colonel	131,805.21	15,984.11	70,383.98	218,173.30
6	Lieutenant Colonel	115,291.62	13,705.23	61,565.73	190,562.58
7	Major				
	GMP / GDP				
8	Colonel	123,145.64	14,789.09	65,759.77	203,694.49
9	Lieutenant Colonel	116,641.27	13,891.49	62,286.44	192,819.20
10	Major	107,039.53	12,566.45	57,159.11	176,765.08
	Non-Accredited Medical officers				
11	Colonel				
12	Lieutenant Colonel	81,894.58	9,096.44	43,731.71	134,722.73
13	Major	73,504.64	7,938.63	39,251.48	120,694.75
14	Captain	58,713.93	5,897.51	31,353.24	95,964.68
	Accredited Medical Officers				
15	Captain	73,639.07	7,957.18	39,323.26	120,919.51
	Medical & Dental Officer				
16	Lieutenant/2nd Lieutenant	41,939.16	3,582.59	22,395.51	67,917.27
17	Cadet	18,373.44	1,067.19	9,811.42	29,252.05

Nursing Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Colonel	87,690.05	9,896.22	46,826.49	144,412.76
2	Lieutenant Colonel	74,571.29	8,085.83	39,821.07	122,478.19
3	Major	57,355.77	5,710.09	30,627.98	93,693.84
4	Captain	44,409.84	3,923.55	23,714.85	72,048.24
5	Lieutenant	33,323.13	2,621.96	17,794.55	53,739.64

Nursing Other Ranks

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	██████████	██████████	██████████	██████████
2	Warrant Officer 2	46,010.54	4,144.44	23,925.48	74,080.47
3	Staff Sergeant	43,067.79	3,738.35	22,395.25	69,201.39
4	Sergeant	39,199.71	3,237.91	20,383.85	62,821.46
5	Corporal	33,965.05	2,688.72	17,661.83	54,315.60
6	Lance Corporal	27,682.16	2,035.30	14,394.72	44,112.17
7	Private	22,650.24	1,511.98	11,778.12	35,940.34

Aviator

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Major	76,038.93	8,288.36	40,604.79	124,932.08
2	Captain	69,409.51	7,373.50	37,064.68	113,847.69
3	Lieutenant	58,612.16	5,883.47	31,298.90	95,794.53
4	Warrant Officer 1	68,459.70	7,242.43	35,599.04	111,301.17
5	Warrant Officer 2	65,328.50	6,810.32	33,970.82	106,109.64
6	Staff Sergeant	62,988.78	6,487.44	32,754.17	102,230.39
7	Sergeant	54,119.89	5,263.53	28,142.34	87,525.76
8	Corporal	54,119.89	5,263.53	28,142.34	87,525.76

MPGS

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	39,677.16	3,287.39	20,632.12	63,596.67
2	Warrant Officer 2	36,953.92	2,999.56	19,216.04	59,169.52
3	Staff Sergeant	34,529.22	2,747.39	17,955.20	55,231.81
4	Sergeant	31,487.46	2,431.05	16,373.48	50,291.99
5	Corporal	27,369.95	2,002.83	14,232.38	43,605.16
6	Lance Corporal	22,711.58	1,518.36	11,810.02	36,039.96
7	Private	20,324.68	1,270.12	10,568.83	32,163.63
8	New Entrant	13,422.84	552.33	6,979.88	20,955.04

FTRS Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Brigadier	102,169.85	11,894.43	53,128.32	167,192.60
2	Colonel	88,207.36	9,967.61	45,867.83	144,042.79
3	Lieutenant Colonel	75,061.27	8,153.45	39,031.86	122,246.58
4	Major	55,668.48	5,477.24	28,947.61	90,093.33
5	Captain	44,685.03	3,961.52	23,236.22	71,882.78
6	Lieutenant	31,200.22	2,401.17	16,224.11	49,825.51

FTRS Officers - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Brigadier	98,146.85	11,339.26	51,036.36	160,522.46
2	Colonel	82,704.52	9,208.21	43,006.35	134,919.08
3	Lieutenant Colonel	67,788.69	7,149.83	35,250.12	110,188.64
4	Major	49,799.47	4,667.32	25,895.72	80,362.51
5	Captain	39,706.21	3,314.45	20,647.23	63,667.89
6	Lieutenant	24,180.94	1,671.17	12,574.09	38,426.19

FTRS Officers - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Brigadier	97,084.01	11,192.58	50,483.68	158,760.28
2	Colonel	██████████	██████████	██████████	██████████
3	Lieutenant Colonel	66,226.60	6,934.26	34,437.83	107,598.70
4	Major	50,282.52	4,733.98	26,146.91	81,163.40
5	Captain	39,938.46	3,325.10	20,768.00	64,031.55
6	Lieutenant	23,029.46	1,551.42	11,975.32	36,556.20

FTRS Other Ranks - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	45,825.06	4,118.85	23,829.03	73,772.94
2	Warrant Officer 2	██████████	██████████	██████████	██████████
3	Staff Sergeant	██████████	██████████	██████████	██████████
4	Sergeant	35,560.04	2,854.60	18,491.22	56,905.85
5	Corporal	30,742.79	2,353.60	15,986.25	49,082.65
6	Lance Corporal	25,327.44	1,790.41	13,170.27	40,288.11
7	Private	21,692.29	1,412.35	11,279.99	34,384.63
8	New Entrant	14,637.24	678.62	7,611.36	22,927.23

FTRS Other Ranks - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	40,596.61	3,421.09	21,110.24	65,127.94
2	Warrant Officer 2	37,986.40	3,111.80	19,752.93	60,851.12
3	Staff Sergeant	35,682.11	2,867.29	18,554.70	57,104.10
4	Sergeant	31,818.60	2,465.49	16,545.67	50,829.76
5	Corporal	28,223.10	2,091.55	14,676.01	44,990.67
6	Lance Corporal	23,226.06	1,571.86	12,077.55	36,875.47
7	Private	19,892.50	1,225.17	10,344.10	31,461.78
8	New Entrant	13,422.84	552.33	6,979.88	20,955.04

FTRS Other Ranks - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	40,662.34	3,411.74	21,144.41	65,218.49
2	Warrant Officer 2	37,366.54	3,042.47	19,430.60	59,839.61
3	Staff Sergeant	36,146.80	2,915.62	18,796.33	57,858.75
4	Sergeant	31,748.11	2,458.16	16,509.02	50,715.28
5	Corporal	28,055.63	2,074.14	14,588.93	44,718.69
6	Lance Corporal	22,120.06	1,456.84	11,502.43	35,079.32
7	Private	18,945.24	1,126.66	9,851.52	29,923.42
8	New Entrant	12,783.60	485.85	6,647.47	19,916.92

FTRS Chaplains - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain	57,547.26	5,737.52	29,924.57	93,209.36

FTRS Chaplains - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain				

FTRS Chaplains - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain				

FTRS Veterinary Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Lieutenant Colonel	74,360.14	8,056.69	38,667.27	121,084.10
2	Major	55,097.98	5,399.75	28,650.95	89,148.69
3	Captain	55,097.98	5,399.75	28,650.95	89,148.69

FTRS Veterinary Officers - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Lieutenant Colonel	68,190.50	7,205.28	35,459.06	110,854.85
2	Major	50,526.53	4,776.66	26,273.80	81,576.98
3	Captain	50,526.53	4,776.66	26,273.80	81,576.98

FTRS Veterinary Officers - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Lieutenant Colonel	64,943.35	6,757.17	33,770.54	105,471.07
2	Major	48,120.51	4,454.48	25,022.66	77,597.65
3	Captain	48,120.51	4,454.48	25,022.66	77,597.65

FTRS Medical & Dental Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Consultants				
1	Colonel	115,102.37	13,679.12	59,853.23	188,634.72
2	Lieutenant Colonel	115,102.37	13,679.12	59,853.23	188,634.72
3	Major	115,102.37	13,679.12	59,853.23	188,634.72
	GMP / GDP				
4	Colonel	116,224.46	13,833.97	60,436.72	190,495.14
5	Lieutenant Colonel	██████████	██████████	██████████	██████████
6	Major	██████████	██████████	██████████	██████████
	Non-Accredited				
7	Colonel	81,894.58	9,096.44	42,585.18	133,576.21
8	Lieutenant Colonel	81,894.58	9,096.44	42,585.18	133,576.21
9	Major	76,777.37	8,390.27	39,924.23	125,091.87
10	Captain	58,547.71	5,874.57	30,444.81	94,867.10
	Accredited				
11	Captain	72,328.08	7,776.27	37,610.60	117,714.95

FTRS Medical & Dental Officers - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Consultants				
1	Colonel	106,152.85	12,444.08	55,199.48	173,796.42
2	Lieutenant Colonel	106,152.85	12,444.08	55,199.48	173,796.42
3	Major	106,152.85	12,444.08	55,199.48	173,796.42
	GMP / GDP				
4	Colonel	107,305.92	12,603.21	55,799.08	175,708.21
5	Lieutenant Colonel	107,305.92	12,603.21	55,799.08	175,708.21
6	Major	107,305.92	12,603.21	55,799.08	175,708.21
	Non-Accredited				
7	Colonel	75,087.11	8,157.01	39,045.30	122,289.42
8	Lieutenant Colonel	75,087.11	8,157.01	39,045.30	122,289.42
9	Major	70,407.20	7,511.18	36,611.75	114,530.13
10	Captain	53,690.11	5,204.23	27,918.86	86,813.20
	Accredited				
11	Captain	66,327.02	6,948.12	34,490.05	107,765.20

FTRS Medical & Dental Officers - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Consultants				
1	Colonel	102,026.23	11,874.61	53,053.64	166,954.48
2	Lieutenant Colonel	102,026.23	11,874.61	53,053.64	166,954.48
3	Major	102,026.23	11,874.61	53,053.64	166,954.48
	GMP / GDP				
4	Colonel	103,116.21	12,025.03	53,620.43	168,761.66
5	Lieutenant Colonel				
6	Major	103,116.21	12,025.03	53,620.43	168,761.66
	Non-Accredited				
7	Colonel	71,523.66	7,665.26	37,192.30	116,381.22
8	Lieutenant Colonel	71,523.66	7,665.26	37,192.30	116,381.22
9	Major	67,054.49	7,048.51	34,868.33	108,971.33
10	Captain	51,133.42	4,851.40	26,589.38	82,574.19
	Accredited				
11	Captain	63,168.62	6,512.26	32,847.68	102,528.57

FTRS Nursing Officer - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Colonel	90,075.40	10,225.40	46,839.21	147,140.00
2	Lieutenant Colonel	76,646.27	8,372.17	39,856.06	124,874.50
3	Major	56,959.45	5,655.39	29,618.92	92,233.76
4	Captain	44,777.93	3,974.34	23,284.53	72,036.80
5	Lieutenant	27,300.78	1,995.63	14,196.41	43,492.82

FTRS Nursing Officer - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Colonel	84,420.88	9,445.07	43,898.86	137,764.81
2	Lieutenant Colonel	69,687.71	7,411.89	36,237.61	113,337.21
3	Major	52,203.57	4,999.08	27,145.86	84,348.51
4	Captain	41,062.75	3,484.23	21,352.63	65,899.60
5	Lieutenant	25,035.67	1,760.06	13,018.55	39,814.28

FTRS Nursing Officer - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Colonel	82,234.12	9,143.30	42,761.74	134,139.16
2	Lieutenant Colonel	66,939.97	7,032.71	34,808.79	108,781.47
3	Major	49,746.25	4,659.97	25,868.05	80,274.28
4	Captain	39,107.36	3,245.46	20,335.83	62,688.65
5	Lieutenant	23,843.50	1,636.08	12,398.62	37,878.19

FTRS Nursing Other Ranks - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	47,833.99	4,396.08	24,873.67	77,103.74
2	Warrant Officer 2	45,620.90	4,090.67	23,722.87	73,434.45
3	Staff Sergeant	43,033.80	3,733.65	22,377.58	69,145.03
4	Sergeant	38,631.43	3,178.25	20,088.34	61,898.02
5	Corporal	33,120.24	2,600.86	17,222.52	52,943.62
6	Lance Corporal	27,372.46	2,003.09	14,233.68	43,609.22
7	Private	22,855.46	1,533.32	11,884.84	36,273.61

FTRS Nursing Other Ranks - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	43,865.21	3,848.39	22,809.91	70,523.51
2	Warrant Officer 2	41,835.77	3,568.33	21,754.60	67,158.69
3	Staff Sergeant	39,463.32	3,277.41	20,520.93	63,261.65
4	Sergeant	35,426.19	2,840.68	18,421.62	56,688.49
5	Corporal	30,372.29	2,315.07	15,793.59	48,480.95
6	Lance Corporal	25,101.41	1,766.90	13,052.73	39,921.04
7	Private	20,959.17	1,336.11	10,898.77	33,194.04

FTRS Nursing Other Ranks - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	41,776.41	3,562.50	21,723.73	67,062.64
2	Warrant Officer 2	39,843.58	3,309.81	20,718.66	63,872.04
3	Staff Sergeant	37,584.12	3,065.10	19,543.74	60,192.96
4	Sergeant	33,739.23	2,665.23	17,544.40	53,948.87
5	Corporal	28,925.98	2,164.65	15,041.51	46,132.15
6	Lance Corporal	23,906.09	1,642.59	12,431.17	37,979.84
7	Private	19,961.11	1,232.31	10,379.78	31,573.19

FTRS Commission (Late Entry) Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	FTRS Commissioned Officer	49,815.36	4,669.51	25,903.99	80,388.86

FTRS Commission (Late Entry) Officers - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	FTRS Commissioned Officer	44,142.21	3,887.91	22,953.95	70,984.06

FTRS Commission (Late Entry) Officers - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	FTRS Commissioned Officer	45,316.94	4,049.23	23,564.81	72,930.98

Annex C to
ArmyHQ/Res/MAS(A)/Projects/1-022
Dated 22 Jul 15

ROYAL AIR FORCE PAY, NIC AND SCAPE RATES FY 15/16

Main Regular Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	CDS				
2	Air Chief Marshal				
3	Air Marshal	143,802.37	17,639.72	76,790.47	238,232.56
4	Air Vice-Marshal	116,310.45	13,845.83	62,109.78	192,266.07
5	Air Commodore	102,169.84	11,894.43	54,558.70	168,622.97
6	Group Captain	87,301.89	9,842.65	46,619.21	143,763.75
7	Wing Commander	74,521.30	8,078.93	39,794.38	122,394.61
8	Squadron Leader	54,211.21	5,276.14	28,948.79	88,436.13
9	Flight Lieutenant	44,094.35	3,881.48	23,546.38	71,522.21
10	Flying Officer	30,292.22	2,306.74	16,176.05	48,775.01
11	UCE + 3	16,458.33	868.02	8,788.75	26,115.10

Regular Commission (Late Entry) Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Commissioned Officer	51,463.11	4,896.90	27,481.30	83,841.31

Main Other Ranks

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer	45,834.50	4,120.15	23,833.94	73,788.59
2	Flight Sergeant	39,987.51	3,357.95	20,793.51	64,138.97
3	Sergeant	35,746.42	2,873.98	18,588.14	57,208.53
4	Corporal	31,494.96	2,431.83	16,377.38	50,304.17
5	Lance Corporal	25,307.52	1,788.33	13,159.91	40,255.77
6	Senior/Leading Aircraftmen	24,688.53	1,723.96	12,838.04	39,250.53
7	New Entrant	14,637.24	678.62	7,611.36	22,927.23

Chaplains

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain in Chief				
2	Chaplain (Class 1)				
3	Chaplain Class 2,3 or 4	55,971.56	5,519.07	29,888.82	91,379.45

Medical & Dental Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Higher Medical Management				
1	Air Marshal				
2	Air Vice-Marshal				
3	Air Commodore	136,259.52	16,598.80	72,762.58	225,620.91
4	Group Captain				
	Consultants				
5	Group Captain	133,841.41	16,265.10	71,471.31	221,577.83
6	Wing Commander	113,201.94	13,416.86	60,449.84	187,068.64
7	Squadron Leader	115,102.37	13,679.12	61,464.67	190,246.16
	GMP / GDP				
8	Group Captain	122,504.79	14,700.65	65,417.56	202,622.99
9	Wing Commander	117,860.66	14,059.76	62,937.59	194,858.02
10	Squadron Leader	108,012.29	12,700.69	57,678.56	178,391.54
	Non-Accredited Medical officers				
11	Group Captain	81,894.58	9,096.44	43,731.71	134,722.73
12	Wing Commander	83,579.48	9,328.96	44,631.44	137,539.88
13	Squadron Leader	73,718.76	7,968.18	39,365.82	121,052.76
14	Flight Lieutenant	58,251.63	5,833.71	31,106.37	95,191.72
	Accredited Medical Officers				
15	Flight Lieutenant	73,856.74	7,987.22	39,439.50	121,283.46
	Medical & Dental Officer				
16	Flying Officer	41,939.16	3,582.59	22,395.51	67,917.27
17	Cadet	17,670.12	994.04	9,435.85	28,100.01

Nursing Officers

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Group Captain				
2	Wing Commander	74,498.64	8,075.80	39,782.27	122,356.72
3	Squadron Leader	57,926.26	5,788.81	30,932.62	94,647.69
4	Flight Lieutenant	45,746.76	4,108.04	24,428.77	74,283.58
5	Flying Officer				

Nursing Other Ranks

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer	49,354.03	4,605.85	25,664.09	79,623.96
2	Flight Sergeant	45,107.63	4,019.84	23,455.97	72,583.45
3	Sergeant	39,430.78	3,267.09	20,504.01	63,201.88
4	Corporal	33,273.09	2,616.75	17,302.01	53,191.86
5	Junior Tech/Senior Aircraftmen(T)	27,372.46	2,003.09	14,233.68	43,609.22
6	Aircraftmen & Leading Aircraftmen	22,855.46	1,533.32	11,884.84	36,273.61

Aviator

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Squadron Leader	76,375.83	8,334.85	40,784.69	125,495.38
2	Flight Lieutenant	68,963.55	7,311.96	36,826.54	113,102.05
3	Flying Officer				
4	Warrant Officer	61,029.94	6,217.12	31,735.57	98,982.63
5	Flight Sergeant	55,904.62	5,509.83	29,070.40	90,484.85
6	Sergeant				

FTRS Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Air Commodore	102,675.87	11,964.26	53,391.45	168,031.58
2	Group Captain	88,207.36	9,967.61	45,867.83	144,042.79
3	Wing Commander				
4	Squadron Leader				
5	Flight Lieutenant				
6	Flying Officer	26,368.73	1,898.70	13,711.74	41,979.17

FTRS Officers - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Air Commodore				
2	Group Captain	82,407.69	9,167.25	42,852.00	134,426.93
3	Wing Commander	68,322.03	7,223.43	35,527.45	111,072.91
4	Squadron Leader	51,361.70	4,882.90	26,708.08	82,952.69
5	Flight Lieutenant	42,332.67	3,642.90	22,012.99	67,988.56
6	Flying Officer				

FTRS Officers - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Air Commodore	97,084.01	11,192.58	50,483.68	158,760.28
2	Group Captain				
3	Wing Commander	65,552.49	6,841.23	34,087.29	106,481.02
4	Squadron Leader	49,787.21	4,665.63	25,889.35	80,342.19
5	Flight Lieutenant	40,078.02	3,344.25	20,840.57	64,262.85
6	Flying Officer	23,029.46	1,551.42	11,975.32	36,556.20

FTRS Other Ranks - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer	44,269.61	3,904.43	23,020.20	71,194.24
2	Flight Sergeant				
3	Sergeant				
4	Corporal				
5	Lance Corporal				
6	Senior/Leading Aircraftmen	22,884.06	1,536.29	11,899.71	36,320.07
7	New Entrant	14,637.24	678.62	7,611.36	22,927.23

FTRS Other Ranks - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer	42,151.30	3,617.01	21,918.68	67,686.99
2	Flight Sergeant	37,580.63	3,070.81	19,541.93	60,193.36
3	Sergeant	32,932.44	2,581.33	17,124.87	52,638.64
4	Corporal	29,373.44	2,211.19	15,274.19	46,858.82
5	Lance Corporal	23,226.06	1,571.86	12,077.55	36,875.47
6	Senior/Leading Aircraftmen	20,962.47	1,336.45	10,900.48	33,199.40
7	New Entrant	13,422.84	552.33	6,979.88	20,955.04

FTRS Other Ranks - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer 1	40,641.54	3,415.73	21,133.60	65,190.87
2	Flight Sergeant	36,305.91	2,932.17	18,879.07	58,117.15
3	Sergeant	31,887.04	2,472.60	16,581.26	50,940.91
4	Corporal	27,873.08	2,055.15	14,494.00	44,422.24
5	Lance Corporal	22,120.06	1,456.84	11,502.43	35,079.32
6	Senior/Leading Aircraftmen	19,964.25	1,232.63	10,381.41	31,578.30
7	New Entrant	12,783.60	485.85	6,647.47	19,916.92

FTRS Chaplains - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain	57,547.26	5,737.52	29,924.57	93,209.36

FTRS Chaplains - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain				

FTRS Chaplains - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Chaplain	50,259.62	4,751.68	26,135.00	81,146.30

FTRS Medical & Dental Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Consultants				
1	Group Captain	115,102.37	13,679.12	59,853.23	188,634.72
2	Wing Commander	115,102.37	13,679.12	59,853.23	188,634.72
3	Squadron Leader	115,102.37	13,679.12	59,853.23	188,634.72
	GMP / GDP				
4	Group Captain	116,227.03	13,834.32	60,438.05	190,499.40
5	Wing Commander	114,977.98	13,661.95	59,788.55	188,428.49
6	Squadron Leader	116,227.03	13,834.32	60,438.05	190,499.40
	Non-Accredited				
7	Group Captain	81,894.58	9,096.44	42,585.18	133,576.21
8	Wing Commander	81,894.58	9,096.44	42,585.18	133,576.21
9	Squadron Leader	76,777.37	8,390.27	39,924.23	125,091.87
10	Flight Lieutenant	58,547.71	5,874.57	30,444.81	94,867.10
	Accredited				
11	Flight Lieutenant	72,328.08	7,776.27	37,610.60	117,714.95

FTRS Medical & Dental Officers - Full Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Consultants				
1	Group Captain	106,152.85	12,444.08	55,199.48	173,796.42
2	Wing Commander	106,152.85	12,444.08	55,199.48	173,796.42
3	Squadron Leader	106,152.85	12,444.08	55,199.48	173,796.42
	GMP / GDP				
4	Group Captain	107,305.92	12,603.21	55,799.08	175,708.21
5	Wing Commander	107,305.92	12,603.21	55,799.08	175,708.21
6	Squadron Leader	107,305.92	12,603.21	55,799.08	175,708.21
	Non-Accredited				
7	Group Captain	75,087.32	8,157.04	39,045.41	122,289.77
8	Wing Commander	75,087.32	8,157.04	39,045.41	122,289.77
9	Squadron Leader	70,407.20	7,511.18	36,611.75	114,530.13
10	Flight Lieutenant	53,690.11	5,204.23	27,918.86	86,813.20
	Accredited				
11	Flight Lieutenant	66,327.02	6,948.12	34,490.05	107,765.20

FTRS Medical & Dental Officers - Full Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
	Consultants				
1	Group Captain	102,026.23	11,874.61	53,053.64	166,954.48
2	Wing Commander	102,026.23	11,874.61	53,053.64	166,954.48
3	Squadron Leader	102,026.23	11,874.61	53,053.64	166,954.48
	GMP / GDP				
4	Group Captain	103,116.21	12,025.03	53,620.43	168,761.66
5	Wing Commander	103,116.21	12,025.03	53,620.43	168,761.66
6	Squadron Leader	103,116.21	12,025.03	53,620.43	168,761.66
	Non-Accredited				
7	Group Captain	71,523.66	7,665.26	37,192.30	116,381.22
8	Wing Commander	71,523.66	7,665.26	37,192.30	116,381.22
9	Squadron Leader	67,054.49	7,048.51	34,868.33	108,971.33
10	Flight Lieutenant	51,133.42	4,851.40	26,589.38	82,574.19
	Accredited				
11	Flight Lieutenant	63,168.62	6,512.26	32,847.68	102,528.57

FTRS Nursing Officer - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Group Captain	90,075.40	10,225.40	46,839.21	147,140.00
2	Wing Commander	76,646.27	8,372.17	39,856.06	124,874.50
3	Squadron Leader	56,959.45	5,655.39	29,618.92	92,233.76
4	Flight Lieutenant	44,777.93	3,974.34	23,284.53	72,036.80
5	Flying Officer	27,300.78	1,995.63	14,196.41	43,492.82

FTRS Nursing Officer - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Group Captain	84,420.88	9,445.07	43,898.86	137,764.81
2	Wing Commander	69,687.71	7,411.89	36,237.61	113,337.21
3	Squadron Leader	52,233.57	5,003.22	27,161.46	84,398.25
4	Flight Lieutenant	41,062.75	3,484.23	21,352.63	65,899.60
5	Flying Officer	25,035.67	1,760.06	13,018.55	39,814.28

FTRS Nursing Officer - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Group Captain	82,234.12	9,143.30	42,761.74	134,139.16
2	Wing Commander	66,939.97	7,032.71	34,808.79	108,781.47
3	Squadron Leader	49,746.25	4,659.97	25,868.05	80,274.28
4	Flight Lieutenant	39,107.36	3,245.46	20,335.83	62,688.65
5	Flying Officer	23,843.50	1,636.08	12,398.62	37,878.19

FTRS Nursing Other Ranks - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer	47,833.99	4,396.08	24,873.67	77,103.74
2	Flight Sergeant	43,840.64	3,845.00	22,797.13	70,482.77
3	Sergeant	38,631.43	3,178.25	20,088.34	61,898.02
4	Corporal	33,120.24	2,600.86	17,222.52	52,943.62
5	Lance Corporal/SAC	27,372.46	2,003.09	14,233.68	43,609.22
6	Aircraftmen	22,855.46	1,533.32	11,884.84	36,273.61

FTRS Nursing Other Ranks - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer	43,865.21	3,848.39	22,809.91	70,523.51
2	Flight Sergeant	40,203.21	3,371.41	20,905.67	64,480.29
3	Sergeant	35,426.19	2,840.68	18,421.62	56,688.49
4	Corporal	30,372.29	2,315.07	15,793.59	48,480.95
5	Lance Corporal/SAC	25,101.41	1,766.90	13,052.73	39,921.04
6	Aircraftmen	20,959.17	1,336.11	10,898.77	33,194.04

FTRS Nursing Other Ranks - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	Warrant Officer	41,776.41	3,562.50	21,723.73	67,062.64
2	Flight Sergeant	38,288.77	3,143.79	19,910.16	61,342.72
3	Sergeant	33,739.23	2,665.23	17,544.40	53,948.87
4	Corporal	28,925.98	2,164.65	15,041.51	46,132.15
5	Lance Corporal/SAC	23,906.09	1,642.59	12,431.17	37,979.84
6	Aircraftmen	19,973.97	1,233.64	10,386.46	31,594.07

FTRS Regular Commission (Late Entry) Officers - Full Commitment (14.5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	FTRS Commissioned Officer	48,136.03	4,437.76	25,030.74	77,604.53

FTRS Regular Commission (Late Entry) Officers - Limited Commitment (5% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	FTRS Commissioned Officer				

FTRS Regular Commission (Late Entry) Officers - Home Commitment (0% X-Factor)

Serial	Rank	Basic Pay	NIC	SCAPE	Total
		£	£	£	£
(a)	(b)	(c)	(d)	(e)	(f)
1	FTRS Commissioned Officer	42,040.19	3,609.10	21,860.90	67,510.20

VARIANCE ANALYSIS

KEY

The key below explains the reasons for the tolerance levels being exceeded:

Serial (a)	Description (b)
1	Change from mean across all levels within the rank last FY to a weighted average this FY. There are instances this FY of personnel in a specific rank; where last FY a mean average was taken of all pay levels in that rank.
2	Change from weighted average last FY to a mean average across all rank this FY. There are instances this FY of no personnel in a specific rank where there was last FY; therefore a mean average is taken of all pay levels in that rank.
3	Change in actual numbers of personnel in rank.
4	Policy change affecting base rate of pay.
5	Policy change affecting rank pay structure.
6	SCAPE increase for Armed Forces Pension Scheme 2015 effecting the tolerance thresholds.

RN - MAIN REGULAR OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	CDS						
2	Admiral						
3	Admiral	284,978.09	3.68%	304,417.05	274,862.00	10.75%	6
4	Vice Admiral	218,286.96	1.72%	233,211.70	214,585.70	8.68%	6
5	Rear Admiral	179,066.57	1.46%	191,336.55	176,487.83	8.41%	6
6	Commodore	157,030.61	1.06%	167,809.01	155,387.31	7.99%	6
7	Captain	133,718.37	0.63%	142,918.80	132,877.57	7.56%	6
8	Commander	114,355.16	0.71%	122,244.93	113,545.02	7.66%	6
9	Lieutenant Commander	83,594.64	0.68%	89,402.27	83,028.49	7.68%	6
10	Lieutenant	65,862.34	1.15%	70,469.52	65,112.74	8.23%	6
11	Sub Lieutenant	44,845.36	1.69%	48,006.61	44,098.96	8.86%	6

RN - MAIN OTHER RANKS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	64,380.89	1.39%	74,143.14	63,496.31	16.77%	6
2	Warrant Officer 2	59,463.97	1.09%	68,505.35	58,821.80	16.46%	6
3	Chief Petty Officer/Colour Sergeant	57,423.63	1.45%	66,164.42	56,601.94	16.89%	6
4	Petty Officer/Sergeant	49,694.67	0.99%	57,282.57	49,209.76	16.40%	6
5	Leading Rate/Corporal	42,941.53	0.80%	42,599.01	6,916.50	16.24%	6
6	Lance Corporal	36,105.64	2.25%	35,310.25	6,343.02	17.96%	6
7	Able Rate/Marine	32,621.23	1.32%	37,645.70	32,197.41	16.92%	6
8	New Entrant	19,824.13	1.11%	22,927.23	19,606.69	16.94%	6

RN - CHAPLAINS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain of the Fleet						
2	Chaplain Class 1						
3	Chaplain Class 2,3,4	89,275.12	2.14%	95,467.26	87,400.81	9.23%	6

RN - MEDICAL & DENTAL OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Higher Medical Management							
1	Vice Admiral	243,749.95	1.13%	260,398.24	241,019.48	8.04%	6
2	Rear Admiral						
3	Commodore						
4	Captain						
Consultants							
5	Captain	203,262.50	1.21%	217,170.26	200,841.97	8.13%	6
6	Commander	182,885.28	0.91%	195,413.74	181,239.73	7.82%	6
7	Lieutenant Commander	178,045.31	1.13%	190,246.16	176,048.94	8.06%	6
GMP / GDP							
8	Captain	191,471.62	1.51%	204,581.28	188,623.89	8.46%	6
9	Commander	180,341.12	1.08%	192,697.38	178,421.87	8.00%	6
10	Lieutenant Commander	166,296.12	1.64%	177,701.69	163,609.05	8.61%	6
Non-Accredited Medical Officers							
11	Captain	126,041.90	-4.76%	134,722.73	132,338.34	1.80%	
12	Commander	126,041.90	-2.69%	134,722.73	129,521.67	4.02%	
13	Lieutenant Commander	113,777.49	2.16%	121,628.16	111,375.22	9.21%	6
14	Lieutenant	88,797.34	1.03%	94,957.14	87,888.33	8.04%	6
Accredited Medical Officers							
15	Lieutenant	111,958.95	0.75%	119,686.52	111,128.55	7.70%	6
Medical & Dental Officer							

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
16	Lieutenant	63,471.71	1.14%	67,917.27	62,754.69	8.23%	6
17	Cadets	25,775.50	1.04%	27,617.30	25,509.22	8.26%	6

RN - NURSING OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Captain/ Colonel						
2	Commander/ Lieutenant Colonel	112,803.04	2.08%	120,587.75	110,502.40	9.13%	6
3	Lieutenant Commander/Major	84,593.34	-0.33%	90,468.58	84,869.95	6.60%	6
4	Lieutenant/Captain	70,334.39	-1.10%	75,244.46	71,113.95	5.81%	6
5	Sub Lieutenant	49,017.90	-3.80%	52,467.86	50,954.11	2.97%	

RN - NURSING OTHER RANKS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	68,398.65	1.87%	78,749.94	67,144.08	17.29%	6
2	Warrant Officer 2	63,762.82	1.15%	73,434.45	63,035.54	16.50%	6
3	Chief Petty Officer	60,478.92	0.88%	69,669.09	59,953.10	16.21%	6
4	Petty Officer/Sergeant (RM)	54,346.54	1.58%	62,632.46	53,498.77	17.07%	6
5	Leading Rate/Corporal (RM)	46,238.84	-0.51%	53,307.88	46,477.82	14.70%	6
6	Lance Corporal	37,806.26	1.13%	43,609.22	37,385.65	16.65%	6
7	Able Rate/Marine	30,028.15	9.21%	34,663.29	27,496.69	26.06%	3,6

RN - AVIATOR

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Lieutenant Commander	117,492.50	1.04%	125,594.63	116,282.11	8.01%	6
2	Lieutenant	106,697.68	2.22%	114,069.13	104,378.10	9.28%	6
3	Sub-Lieutenant	89,581.64	1.14%	95,794.53	88,573.01	8.15%	6
4	Warrant Officer 1	85,460.83	-1.30%	98,313.64	86,590.03	13.54%	6
5	Warrant Officer 2	74,437.58	1.15%	85,674.25	73,589.99	16.42%	6
6	Chief Petty Officer/Colour Sergeant	74,583.18	1.40%	85,841.20	73,554.64	16.70%	6
7	Petty Officer/Sergeant						

RN - SENIOR UPPER YARDMEN/SENIOR CORPS COMMISSION OFFICERS OF THE RN AND RM

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Commissioned Officer	75,811.58	1.19%	81,092.40	74,918.24	8.24%	6

RN - CLEARANCE DIVERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	90,845.97	1.70%	104,488.30	89,330.26	16.97%	6
2	Warrant Officer 2	84,540.90	1.15%	97,258.83	83,579.48	16.37%	6
3	Chief Petty Officer	83,562.06	0.25%	96,136.48	83,350.14	15.34%	6
4	Petty Officer	76,677.46	1.75%	88,242.53	75,356.71	17.10%	6

RN - FTRS OFFICERS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Commodore/Brigadier (RM)	145,532.59	1.15%	167,192.60	143,883.76	16.20%	6
2	Captain/Colonel (RM)	127,068.18	2.23%	146,021.10	124,296.00	17.48%	6
3	Commander/Lieutenant Colonel (RM)	107,277.52	3.41%	123,328.91	103,737.75	18.89%	6
4	Lieutenant Commander/Major (RM)	79,594.95	0.88%	91,587.75	78,900.96	16.08%	6
5	Lieutenant/Captain (RM)	65,156.54	2.73%	75,032.51	63,425.17	18.30%	6
6	Sub Lieutenant/Lieutenant (RM)	36,389.00	1.12%	41,979.17	35,984.39	16.66%	6

RN - FTRS OFFICERS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with new SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Commodore/Brigadier (RM)	139,715.33	1.15%	160,522.46	138,132.08	16.21%	6
2	Captain/Colonel (RM)	100,647.65	1.66%	115,727.01	99,000.87	16.89%	6
3	Commander/Lieutenant Colonel (RM)	73,801.18	2.35%	84,944.55	72,105.66	17.81%	6
4	Lieutenant Commander/Major	58,523.84	0.64%	67,427.27	58,150.30	15.95%	6
5	Lieutenant/Captain (RM)	33,299.83	1.12%	38,426.19	32,930.16	16.69%	6

RN - FTRS OFFICERS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Commodore/Brigadier (RM)	138,178.47	1.15%	158,760.28	136,612.59	16.21%	6
2	Captain/Colonel (RM)	114,311.82	1.15%	131,394.51	113,014.93	16.26%	6
3	Commander/Lieutenant Colonel (RM)	95,937.43	0.72%	110,326.23	95,254.36	15.82%	6
4	Lieutenant Commander/Major (RM)	70,146.26	0.31%	80,753.77	69,925.99	15.48%	6
5	Lieutenant/Captain (RM)						
6	Sub Lieutenant/Lieutenant (RM)						

RN - FTRS OTHER RANKS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	62,839.78	-0.99%	72,376.05	63,471.18	14.03%	6
2	Warrant Officer 2	58,352.87	0.89%	67,229.23	57,839.21	16.23%	6
3	Chief Petty Officer/Colour Sergeant	59,213.32	1.38%	68,217.57	58,407.08	16.80%	6
4	Petty Officer/Sergeant	50,658.66	4.01%	58,391.30	48,703.97	19.89%	6
5	Leading Rate/Corporal	42,556.77	-1.05%	49,072.98	43,009.29	14.10%	6
6	Lance Corporal	34,918.70	1.12%	40,288.11	34,530.71	16.67%	6
7	Able Rate/Marine	31,433.34	1.12%	36,279.47	31,084.74	16.71%	6
8	New Entrant	19,824.13	1.11%	22,927.23	19,606.69	16.94%	6

RN - FTRS OTHER RANKS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	58,949.56	0.28%	67,914.49	58,782.27	15.54%	6
2	Warrant Officer 2	53,657.94	-0.78%	61,838.34	54,081.71	14.34%	6
3	Chief Petty Officer/Colour Sergeant	53,357.82	1.70%	61,493.82	52,466.53	17.21%	6
4	Petty Officer/Sergeant	46,685.53	2.31%	53,821.64	45,631.28	17.95%	6
5	Leading Rate/Corporal	40,620.17	1.13%	46,845.62	40,167.81	16.62%	6
6	Lance Corporal	31,951.55	1.12%	36,875.47	31,597.05	16.71%	6
7	Able Rate/Marine	28,755.35	1.12%	33,199.40	28,437.00	16.75%	6
8	New Entrant	18,109.40	1.11%	20,955.04	17,911.31	16.99%	6

RN - FTRS OTHER RANKS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	56,875.49	0.61%	65,536.94	56,530.44	15.93%	6
2	Warrant Officer 2	51,046.39	1.13%	58,837.24	50,476.08	16.56%	6
3	Chief Petty Officer/Colour Sergeant	51,455.34	1.18%	59,307.60	50,856.47	16.62%	6
4	Petty Officer/Sergeant	44,262.55	3.55%	51,034.87	42,743.52	19.40%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
5	Leading Rate/Corporal	38,923.97	5.98%	44,894.75	36,729.30	22.23%	3,1,6
6	Lance Corporal	30,389.87	1.12%	35,079.32	30,053.03	16.72%	6
7	Able Rate/Marine	27,345.88	1.12%	31,578.30	27,043.46	16.77%	6
8	New Entrant	17,206.80	1.10%	19,916.92	17,018.95	17.03%	6

RN - FTRS CHAPLAINS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain						

RN - FTRS CHAPLAINS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain	74,114.87	1.15%	85,302.66	73,272.96	16.42%	6

RN - FTRS CHAPLAINS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain						

RN - FTRS MEDICAL & DENTAL OFFICERS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Consultants							
1	Captain	164,233.02	1.14%	188,634.72	162,374.63	16.17%	6
2	Commander	164,233.02	1.14%	188,634.72	162,374.63	16.17%	6
3	Lieutenant Commander	164,233.02	1.14%	188,634.72	162,374.63	16.17%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
GMP / GDP							
4	Captain	165,855.56	1.15%	190,495.14	163,977.65	16.17%	6
5	Commander	165,855.56	1.15%	190,495.14	163,977.65	16.17%	6
6	Lieutenant Commander	165,855.56	1.15%	190,495.14	163,977.65	16.17%	6
Non-Accredited							
7	Captain	116,214.55	-4.76%	133,576.21	122,016.57	9.47%	6
8	Commander	116,214.55	-4.76%	133,576.21	122,016.57	9.47%	6
9	Lieutenant Commander	108,815.06	1.15%	125,091.87	107,580.06	16.28%	6
10	Lieutenant	82,454.98	1.15%	94,867.10	81,517.14	16.38%	6
Accredited							
11	Lieutenant	102,381.39	1.15%	117,714.95	101,218.87	16.30%	6

RN - FTRS MEDICAL & DENTAL OFFICERS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Consultants							
1	Captain	151,293.37	1.15%	173,797.97	149,579.66	16.19%	6
2	Commander	151,293.37	1.15%	173,797.97	149,579.65	16.19%	6
3	Lieutenant Commander	151,293.37	1.15%	173,797.97	149,579.65	16.19%	6
GMP / GDP							
4	Captain	152,959.36	1.15%	175,708.21	151,226.77	16.19%	6
5	Commander	152,959.36	1.15%	175,708.21	151,226.77	16.19%	6
6	Lieutenant Commander	152,959.36	3.24%	175,708.21	148,159.26	18.59%	6
Non-Accredited							
7	Captain	106,370.96	-5.23%	122,289.42	112,242.05	8.95%	5,6
8	Commander	106,370.96	-5.23%	122,289.42	112,242.05	8.95%	5,6
9	Lieutenant Commander	99,603.81	1.15%	114,530.13	98,472.60	16.31%	6
10	Lieutenant	75,430.89	1.15%	86,813.20	74,572.11	16.42%	6
Accredited							
11	Lieutenant	93,712.54	1.16%	107,775.14	92,639.19	16.34%	6

RN - FTRS MEDICAL & DENTAL OFFICERS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Consultants							
1	Captain	145,324.91	1.15%	166,954.48	143,678.43	16.20%	6
2	Commander	145,324.91	1.15%	166,954.48	143,678.43	16.20%	6
3	Lieutenant Commander	145,324.91	1.15%	166,954.48	143,678.43	16.20%	6
GMP / GDP							
4	Captain	146,923.33	1.16%	168,787.24	145,236.74	16.22%	6
5	Commander	146,923.33	1.16%	168,787.24	145,236.74	16.22%	6
6	Lieutenant Commander	146,923.33	1.16%	168,787.24	145,236.74	16.22%	6
Non-Accredited							
7	Captain	101,218.21	-5.83%	116,381.22	107,484.71	8.28%	5,6
8	Commander	101,218.21	-5.83%	116,381.22	107,484.71	8.28%	5,6
9	Lieutenant Commander	94,755.78	1.15%	108,971.33	93,679.21	16.32%	6
10	Lieutenant	71,733.91	1.15%	82,574.19	70,916.84	16.44%	6
Accredited							
11	Lieutenant	89,136.82	1.15%	102,528.57	88,123.58	16.35%	6

RN - FTRS NURSING OFFICER - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Captain/Colonel (RM)	128,044.02	1.15%	147,140.00	126,592.26	16.23%	6
2	Commander/Lieutenant Colonel (RM)	108,625.49	1.15%	124,874.50	107,392.61	16.28%	6
3	Lieutenant Commander/Major (RM)	80,158.36	1.15%	92,233.76	79,246.33	16.39%	6
4	Lieutenant/Captain (RM)	62,543.88	1.15%	72,036.80	61,830.58	16.51%	6
5	Sub Lieutenant/Lieutenant (RM)	37,705.05	1.13%	43,492.82	37,285.59	16.65%	6

RN - FTRS NURSING OFFICER - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Captain/Colonel (RM)	119,867.58	1.15%	137,764.81	118,508.23	16.25%	6
2	Commander/Lieutenant Colonel (RM)	98,563.41	1.15%	113,337.21	97,443.95	16.31%	6
3	Lieutenant Commander/Major (RM)	73,324.74	1.15%	84,398.25	72,489.70	16.43%	6
4	Lieutenant/Captain (RM)	57,194.30	1.14%	65,899.60	56,546.89	16.54%	6
5	Sub Lieutenant/Lieutenant (RM)	34,506.72	1.12%	39,814.28	34,123.37	16.68%	6

RN - FTRS NURSING OFFICER - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Captain/Colonel (RM)	116,705.53	1.15%	134,139.16	115,381.74	16.26%	6
2	Commander/Lieutenant Colonel (RM)	94,590.19	1.15%	108,781.47	93,515.50	16.32%	6
3	Lieutenant Commander/Major (RM)	69,728.07	1.15%	80,274.28	68,933.57	16.45%	6
4	Lieutenant/Captain (RM)	54,397.89	1.14%	62,688.65	53,785.08	16.55%	6
5	Sub Lieutenant/Lieutenant (RM)	32,823.37	1.12%	37,878.19	32,459.04	16.70%	6

RN - FTRS NURSING OTHER RANKS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	66,962.94	1.15%	77,103.74	66,199.56	16.47%	6
2	Warrant Officer 2	63,762.82	1.15%	73,434.45	63,035.54	16.50%	6
3	Chief Petty Officer	61,188.56	1.15%	70,482.77	60,491.37	16.52%	6
4	Petty Officer/Sergeant (RM)	53,708.16	1.13%	61,898.02	53,105.53	16.56%	6
5	Leading Rate/Corporal (RM)	45,922.13	1.13%	52,943.62	45,409.74	16.59%	6
6	Lance Corporal (RM)	37,806.26	1.13%	43,609.22	37,385.65	16.65%	6
7	Able Rate/Marine	33,434.76	1.12%	38,581.38	33,063.54	16.69%	6

RN - FTRS NURSING OTHER RANKS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	Variance	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
1	Warrant Officer 1	61,224.09	1.15%	70,523.51	60,525.41	16.52%	6	
2	Warrant Officer 2	58,289.51	1.15%	67,158.69	57,624.16	16.55%	6	
3	Chief Petty Officer	55,957.21	1.14%	64,480.29	55,324.05	16.55%	6	
4	Petty Officer/Sergeant (RM)	49,178.14	1.13%	56,688.49	48,628.94	16.57%	6	
5	Leading Rate/Corporal (RM)	42,042.03	1.13%	48,480.95	41,573.44	16.62%	6	
6	Lance Corporal (RM)	34,599.54	1.12%	39,921.04	34,215.15	16.68%	6	
7	Able Rate/Marine	30,590.73	1.12%	35,310.34	30,251.65	16.72%	6	

RN - FTRS NURSING OTHER RANKS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	Variance	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
1	Warrant Officer 1	58,206.04	1.15%	67,062.64	57,543.80	16.54%	6	
2	Warrant Officer 2	55,425.21	1.14%	63,872.04	54,799.99	16.55%	6	
3	Chief Petty Officer/Colour Sergeant	53,225.50	1.14%	61,342.72	52,627.52	16.56%	6	
4	Petty Officer/Sergeant (RM)	46,796.15	1.13%	53,948.87	46,273.84	16.59%	6	
5	Leading Rate/Corporal (RM)	39,999.84	1.13%	46,132.15	39,554.38	16.63%	6	
6	Lance Corporal (RM)	32,911.75	1.12%	37,979.84	32,546.43	16.69%	6	
7	Able Rate/Marine	29,093.84	1.12%	33,588.70	28,771.67	16.74%	6	

RN - FTRS SENIOR UPPER YARDMEN/SENIOR CORPS COMMISSION OFFICERS OF THE RN AND RM

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	Variance	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
1	FTRS Commissioned Officer	67,399.69	1.15%	77,604.53	66,631.43	16.47%	6	

RN - FTRS SENIOR UPPER YARDMEN/SENIOR CORPS COMMISSION OFFICERS OF THE RN AND RM

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	FTRS Commissioned Officer						

RN - FTRS SENIOR UPPER YARDMEN/SENIOR CORPS COMMISSION OFFICERS OF THE RN AND RM

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	FTRS Commissioned Officer						

ARMY - MAIN REGULAR OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	CDS						
2	General						
3	Lieutenant General	223,473.52	3.08%	238,749.33	216,791.28	10.13%	6
4	Major General	179,471.42	1.40%	191,768.80	176,986.56	8.35%	6
5	Brigadier	158,088.94	1.17%	168,938.98	156,260.28	8.11%	6
6	Colonel	134,314.44	1.18%	143,555.22	132,744.03	8.14%	6
7	Lieutenant Colonel	113,092.87	1.03%	120,897.20	111,935.53	8.01%	6
8	Major	83,668.92	0.82%	89,481.59	82,985.99	7.83%	6
9	Captain	63,356.84	1.35%	67,794.34	62,514.99	8.44%	6
10	Lieutenant	46,020.51	1.48%	49,263.06	45,347.72	8.63%	6
11	UCE + 3	24,370.51	1.10%	26,115.10	24,104.54	8.34%	6

ARMY - REGULAR COMMISSION (LATE ENTRY) OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Commissioned Officer	77,294.25	0.88%	82,675.42	76,622.56	7.90%	6

ARMY - MAIN OTHER RANKS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	63,497.28	1.21%	73,129.98	62,739.89	16.56%	6
2	Warrant Officer 2	58,758.13	1.04%	67,695.82	58,155.29	16.41%	6
3	Staff/Colour Sergeant	55,170.87	1.05%	63,578.72	54,596.79	16.45%	6
4	Sergeant	49,431.88	1.17%	56,980.33	48,858.96	16.62%	6
5	Corporal	43,071.61	1.19%	49,665.12	42,565.68	16.68%	6
6	Lance Corporal	35,708.66	0.99%	41,196.69	35,359.93	16.51%	6
7	Private	30,702.55	1.59%	35,438.94	30,223.18	17.26%	6
8	New Entrant	19,824.13	1.11%	22,927.23	19,606.69	16.94%	6

ARMY - CHAPLAINS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain General						
2	Deputy Chaplain General						
3	Chaplain (Class 1)	122,195.66	3.65%	130,616.14	117,894.82	10.79%	6
4	Chaplain Class 2,3 or 4	88,181.60	1.53%	94,299.72	86,849.33	8.58%	6

ARMY - VETERINARY OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
1	Lieutenant Colonel	██████████	██████████	██████████	██████████	██████████	██████████	██████████
2	Major	93,400.45	4.11%	99,871.83	89,709.00	11.33%	6	
3	Captain	69,303.97	3.91%	74,144.29	66,696.21	11.17%	6	

ARMY - MEDICAL & DENTAL OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
Higher Medical Management								
1	Lieutenant General	██████████	██████████	██████████	██████████	██████████	██████████	██████████
2	Major General	██████████	██████████	██████████	██████████	██████████	██████████	██████████
3	Brigadier	210,303.52	1.45%	224,687.87	207,294.29	8.39%	6	
4	Colonel	██████████	██████████	██████████	██████████	██████████	██████████	██████████
Consultants								
5	Colonel	204,201.95	1.70%	218,173.30	200,783.35	8.66%	6	
6	Lieutenant Colonel	178,341.67	1.81%	190,562.58	175,177.45	8.78%	6	
7	Major	██████████	██████████	██████████	██████████	██████████	██████████	██████████
GMP / GDP								
8	Colonel	190,641.06	0.52%	203,694.49	189,657.12	7.40%	6	
9	Lieutenant Colonel	180,455.22	0.79%	192,819.20	179,038.90	7.70%	6	
10	Major	165,418.89	1.71%	176,765.08	162,636.04	8.69%	6	
Non-Accredited Medical Officers								
11	Colonel	██████████	██████████	██████████	██████████	██████████	██████████	██████████
12	Lieutenant Colonel	126,041.90	-8.30%	134,722.73	137,447.77	-1.98%	2,6	
13	Major	112,903.26	1.68%	120,694.75	111,042.09	8.69%	6	
14	Captain	89,741.01	1.55%	95,964.68	88,371.93	8.59%	6	
Accredited Medical Officers								

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
15	Captain	113,113.77	1.55%	120,919.51	111,390.85	8.55%	6
Medical & Dental Officers							
16	Lieutenant/2nd Lieutenant	63,471.71	1.14%	67,917.27	62,754.69	8.23%	6
17	Cadet	27,304.46	6.90%	29,252.05	25,541.03	14.53%	3,6

ARMY - NURSING OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Colonel	135,117.61	1.76%	144,412.76	132,781.88	8.76%	6
2	Lieutenant Colonel	114,573.63	1.32%	122,478.19	113,083.38	8.31%	6
3	Major	87,614.13	1.73%	93,693.84	86,127.71	8.78%	6
4	Captain	67,340.80	0.42%	72,048.24	67,058.87	7.44%	6
5	Lieutenant	50,207.39	0.59%	53,739.64	49,911.98	7.67%	6

ARMY - NURSING OTHER RANKS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1						
2	Warrant Officer 2	64,326.23	1.23%	74,080.47	63,543.89	16.58%	6
3	Staff Sergeant	60,071.02	1.01%	69,201.39	59,471.64	16.36%	6
4	Sergeant	54,511.12	0.89%	62,821.46	54,029.73	16.27%	6
5	Corporal	47,115.00	1.41%	54,315.60	46,462.09	16.90%	6
6	Lance Corporal	38,243.55	1.13%	44,112.17	37,815.02	16.65%	6
7	Private	31,138.49	-12.63%	35,940.34	35,639.66	0.84%	3,6

ARMY - AVIATOR

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Major	116,871.95	0.20%	124,932.08	116,638.12	7.11%	6
2	Captain	106,490.28	1.61%	113,847.69	104,803.00	8.63%	6
3	Lieutenant	89,581.64	1.14%	95,794.53	88,573.01	8.15%	6
4	Warrant Officer 1	96,787.71	1.08%	111,301.17	95,752.20	16.24%	6
5	Warrant Officer 2	92,260.00	0.91%	106,109.64	91,431.86	16.05%	6
6	Staff Sergeant	88,876.77	6.22%	102,230.39	83,669.31	22.18%	3,6
7	Sergeant	76,052.34	1.15%	87,525.76	75,186.56	16.41%	6
8	Corporal	76,052.34	1.15%	87,525.76	75,186.56	16.41%	6

ARMY - MPGS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	55,185.11	2.82%	63,596.67	53,671.47	18.49%	6
2	Warrant Officer 2	51,335.28	0.80%	59,169.52	50,927.61	16.18%	6
3	Staff Sergeant	47,911.62	1.12%	55,231.81	47,381.92	16.57%	6
4	Sergeant	43,616.65	1.11%	50,291.99	43,139.26	16.58%	6
5	Corporal	37,802.73	0.45%	43,605.16	37,631.99	15.87%	6
6	Lance Corporal	31,225.11	1.25%	36,039.96	30,839.58	16.86%	6
7	Private	27,854.80	0.73%	32,163.63	27,653.38	16.31%	6
8	New Entrant	18,109.40	1.11%	20,955.04	17,911.31	16.99%	6

ARMY - FTRS OFFICERS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
1	Brigadier	145,532.59	1.15%	167,192.60	143,883.76	16.20%	6	
2	Colonel	125,342.83	1.15%	144,042.79	123,921.52	16.24%	6	
3	Lieutenant Colonel	106,333.59	2.40%	122,246.58	103,838.74	17.73%	6	
4	Major	78,291.61	-1.09%	90,093.33	79,152.85	13.82%	6	
5	Captain	62,409.55	2.39%	71,882.78	60,955.52	17.93%	6	
6	Lieutenant	43,211.06	6.50%	49,825.51	40,575.05	22.80%	3,6	

ARMY - FTRS OFFICERS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Brigadier	139,715.33	1.15%	160,522.46	138,132.08	16.21%	6
2	Colonel	117,385.73	1.15%	134,919.08	116,054.08	16.26%	6
3	Lieutenant Colonel	95,817.44	1.15%	110,188.64	94,728.86	16.32%	6
4	Major	69,805.02	1.15%	80,362.51	69,009.74	16.45%	6
5	Captain	55,250.18	1.14%	63,667.89	54,626.42	16.55%	6
6	Lieutenant	33,299.83	1.12%	38,426.19	32,930.16	16.69%	6

ARMY - FTRS OFFICERS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Brigadier	138,178.47	1.15%	158,760.28	136,612.49	16.21%	6
2	Colonel						
3	Lieutenant Colonel	93,558.66	-0.11%	107,598.70	93,664.42	14.88%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
4	Major	70,503.51	0.92%	81,163.40	69,861.07	16.18%	6
5	Captain	55,564.60	1.09%	64,031.55	54,965.07	16.49%	6
6	Lieutenant	31,673.96	1.12%	36,556.20	31,322.63	16.71%	6

ARMY - FTRS OTHER RANKS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	64,058.03	4.83%	73,772.94	61,104.79	20.73%	6
2	Warrant Officer 2						
3	Staff Sergeant						
4	Sergeant	49,367.12	1.85%	56,905.85	48,469.73	17.40%	6
5	Corporal	42,565.18	-2.99%	49,082.65	43,876.88	11.86%	6
6	Lance Corporal	34,918.70	1.12%	40,288.11	34,530.71	16.67%	6
7	Private	29,785.86	1.12%	34,384.63	29,455.87	16.73%	6
8	New Entrant	19,824.13	1.11%	22,927.23	19,606.69	16.94%	6

ARMY - FTRS OTHER RANKS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	56,521.45	1.15%	65,127.94	55,881.59	16.55%	6
2	Warrant Officer 2	52,798.00	1.14%	60,851.12	52,205.14	16.56%	6
3	Staff Sergeant	49,539.49	1.13%	57,104.10	48,986.18	16.57%	6
4	Sergeant	44,084.22	1.13%	50,829.76	43,592.59	16.60%	6
5	Corporal	39,007.37	1.13%	44,990.67	38,573.16	16.64%	6
6	Lance Corporal	31,951.55	1.12%	36,875.47	31,597.05	16.71%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
7	Private	27,244.57	1.12%	31,461.78	26,943.38	16.77%	6
8	New Entrant	18,109.40	1.11%	20,955.04	17,911.31	16.99%	6

ARMY - FTRS OTHER RANKS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	56,598.07	2.50%	65,218.49	55,216.08	18.12%	6
2	Warrant Officer 2	51,917.90	1.13%	59,839.61	51,335.45	16.57%	6
3	Staff Sergeant	50,195.63	1.23%	57,858.75	49,584.46	16.69%	6
4	Sergeant	43,984.68	1.23%	50,715.28	43,448.68	16.72%	6
5	Corporal	38,770.90	1.16%	44,718.69	38,326.05	16.68%	6
6	Lance Corporal	30,389.87	1.12%	35,079.32	30,053.03	16.72%	6
7	Private	25,907.03	1.12%	29,923.42	25,620.87	16.79%	6
8	New Entrant	17,206.80	1.10%	19,916.92	17,018.95	17.03%	6

ARMY - FTRS CHAPLAINS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain	81,009.34	1.15%	93,209.36	80,088.22	16.38%	6

ARMY - FTRS CHAPLAINS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain						

ARMY - FTRS CHAPLAINS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain						

ARMY - FTRS VETERINARY OFFICERS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Lieutenant Colonel	105,319.75	1.15%	121,084.10	104,124.15	16.29%	6
2	Major	77,467.92	1.15%	89,148.69	76,586.80	16.40%	6
3	Captain	77,467.92	1.15%	89,148.69	76,586.50	16.40%	6

ARMY - FTRS VETERINARY OFFICERS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Lieutenant Colonel	96,398.46	1.15%	110,854.85	95,303.43	16.32%	6
2	Major	70,865.36	1.15%	81,576.98	70,059.91	16.44%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
3	Captain	70,865.36	1.15%	81,576.98	70,059.91	16.44%	6

ARMY - FTRS VETERINARY OFFICERS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Lieutenant Colonel	91,703.08	1.15%	105,471.07	90,660.95	16.34%	6
2	Major	67,396.10	1.15%	77,597.65	66,630.54	16.46%	6
3	Captain	67,396.10	1.15%	77,597.65	66,630.54	16.46%	6

ARMY - FTRS MEDICAL & DENTAL OFFICERS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Consultants							
1	Colonel	164,233.02	1.15%	188,634.72	162,373.41	16.17%	6
2	Lieutenant Colonel	164,233.02	1.15%	188,634.72	162,373.41	16.17%	6
3	Major	164,233.02	1.15%	188,634.72	162,373.41	16.17%	6
GMP / GDP							
4	Colonel	165,855.56	1.15%	190,495.14	163,977.65	16.17%	6
5	Lieutenant Colonel						
6	Major						
Non-Accredited							
7	Colonel	116,214.55	-4.76%	133,576.21	122,016.57	9.47%	6
8	Lieutenant Colonel	116,214.55	-4.76%	133,576.21	122,016.57	9.47%	6
9	Major	108,815.06	1.15%	125,091.87	107,580.06	16.28%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
10	Captain	82,454.98	1.15%	94,867.10	81,517.14	16.38%	6
Accredited							
11	Captain	102,381.39	1.15%	117,714.95	101,218.87	16.30%	6

ARMY - FTRS MEDICAL & DENTAL OFFICERS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Consultants							
1	Colonel	151,292.01	1.14%	173,796.42	149,579.65	16.19%	6
2	Lieutenant Colonel	151,292.01	1.14%	173,796.42	149,579.65	16.19%	6
3	Major	151,292.01	1.14%	173,796.42	149,579.65	16.19%	6
GMP / GDP							
4	Colonel	152,959.36	1.15%	175,708.21	151,226.77	16.19%	6
5	Lieutenant Colonel	152,959.36	1.15%	175,708.21	151,226.77	16.19%	6
6	Major	152,959.36	1.15%	175,708.21	151,226.77	16.19%	6
Non-Accredited							
7	Colonel	106,370.96	-12.98%	122,289.42	122,242.05	0.04%	6
8	Lieutenant Colonel	106,370.96	-5.23%	122,289.42	112,242.05	8.95%	5,6
9	Major	99,603.81	1.15%	114,530.13	98,472.60	16.31%	6
10	Captain	75,430.89	1.15%	86,813.20	74,572.11	16.42%	6
Accredited							
11	Captain	93,703.87	1.15%	107,765.20	92,639.19	16.33%	6

ARMY - FTRS MEDICAL & DENTAL OFFICERS - LIMITED COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Consultants							
1	Colonel	145,324.91	1.15%	166,954.48	143,678.43	16.20%	6
2	Lieutenant Colonel	145,324.91	1.15%	166,954.48	143,678.43	16.20%	6
3	Major	145,324.91	1.15%	166,954.48	143,678.43	16.20%	6
GMP / GDP							
4	Colonel	146,901.02	1.15%	168,761.66	145,236.74	16.20%	6
5	Lieutenant Colonel	██████████	██████████	██████████	██████████	██████████	██████████
6	Major	146,901.02	1.15%	168,761.66	145,236.74	16.20%	6
Non-Accredited							
7	Colonel	101,218.21	-5.83%	116,381.22	107,484.71	8.28%	5,6
8	Lieutenant Colonel	101,218.21	-5.83%	116,381.22	107,484.71	8.28%	5,6
9	Major	94,755.78	1.15%	108,971.33	93,679.21	16.32%	6
10	Captain	71,733.91	1.15%	82,574.19	70,916.84	16.44%	6
Accredited							
11	Captain	89,136.82	1.15%	102,528.57	88,123.58	16.35%	6

ARMY - FTRS NURSING OFFICER - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Colonel	128,044.02	1.15%	147,140.00	126,592.26	16.23%	6
2	Lieutenant Colonel	108,625.49	1.15%	124,874.50	107,392.61	16.28%	6
3	Major	80,158.36	1.15%	92,233.76	79,246.33	16.39%	6
4	Captain	62,543.88	1.15%	72,036.80	61,830.58	16.51%	6
5	Lieutenant	37,705.05	1.13%	43,492.82	37,285.59	16.65%	6

ARMY - FTRS NURSING OFFICER - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Colonel	119,867.58	1.15%	137,764.81	118,508.23	16.25%	6
2	Lieutenant Colonel	98,563.41	1.15%	113,337.21	97,443.95	16.31%	6
3	Major	73,281.36	1.09%	84,348.51	72,489.70	16.36%	6
4	Captain	57,194.30	1.14%	65,899.60	56,546.89	16.54%	6
5	Lieutenant	34,506.72	1.12%	39,814.28	34,123.37	16.68%	6

ARMY - FTRS NURSING OFFICER - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Colonel	116,705.53	1.15%	134,139.16	115,381.74	16.26%	6
2	Lieutenant Colonel	94,590.19	1.15%	108,781.47	93,515.50	16.32%	6
3	Major	69,728.07	1.15%	80,274.28	68,933.57	16.45%	6
4	Captain	54,397.89	1.14%	62,688.65	53,785.08	16.55%	6
5	Lieutenant	32,823.37	1.12%	37,878.19	32,459.04	16.70%	6

ARMY - FTRS NURSING OTHER RANKS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	66,962.94	1.15%	77,103.74	66,199.56	16.47%	6
2	Warrant Officer 2	63,762.82	1.15%	73,434.45	63,035.54	16.50%	6
3	Staff Sergeant	60,021.86	1.15%	69,145.03	59,338.14	16.53%	6
4	Sergeant	53,708.16	1.13%	61,898.02	53,105.53	16.56%	6
5	Corporal	45,922.13	1.13%	52,943.62	45,409.74	16.59%	6

Serial	Rank	FY 15/16 Total	Variance	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(f)	(g)	(h)
6	Lance Corporal	37,806.26	1.13%	37,385.65	16.65%	6
7	Private	31,428.26	1.12%	31,079.71	16.71%	6

ARMY - FTRS NURSING OTHER RANKS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(f)	(g)	(h)
1	Warrant Officer 1	61,224.09	1.15%	60,525.41	16.52%	6
2	Warrant Officer 2	58,289.51	1.15%	57,624.16	16.55%	6
3	Staff Sergeant	54,895.43	1.14%	54,276.00	16.56%	6
4	Sergeant	49,178.14	1.13%	48,628.94	16.57%	6
5	Corporal	42,042.03	1.13%	41,573.44	16.62%	6
6	Lance Corporal	34,599.54	1.12%	34,215.15	16.68%	6
7	Private	28,750.69	1.12%	28,432.40	16.75%	6

ARMY - FTRS NURSING OTHER RANKS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(f)	(g)	(h)
1	Warrant Officer 1	58,206.04	1.15%	57,543.80	16.54%	6
2	Warrant Officer 2	55,425.21	1.14%	54,799.99	16.55%	6
3	Staff Sergeant	52,225.13	1.13%	51,641.45	16.56%	6
4	Sergeant	46,796.15	1.13%	46,273.84	16.59%	6
5	Corporal	39,999.84	1.13%	39,554.38	16.63%	6
6	Lance Corporal	32,911.75	1.12%	32,546.43	16.69%	6
7	Private	27,341.44	1.12%	27,039.07	16.77%	6

ARMY - FTRS REGULAR COMMISSION (LATE ENTRY) OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	FTRS Commissioned Officer	69,828.00	1.52%	80,388.86	68,784.70	16.87%	6

ARMY - FTRS REGULAR COMMISSION (LATE ENTRY) OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	FTRS Commissioned Officer	61,625.91	1.15%	70,984.06	60,923.65	16.51%	6

ARMY - FTRS REGULAR COMMISSION (LATE ENTRY) OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	FTRS Commissioned Officer	63,323.79	1.30%	72,930.98	62,512.41	16.67%	6

RAF - MAIN REGULAR OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	CDS						
2	Air Chief Marshal						
3	Air Marshal	222,989.51	2.69%	238,232.56	217,153.38	9.71%	6
4	Air Vice-Marshal	179,937.16	1.07%	192,266.07	178,023.67	8.00%	6
5	Air Commodore	157,792.96	1.36%	168,622.97	155,670.02	8.32%	6
6	Group Captain	134,509.75	1.31%	143,763.75	132,768.46	8.28%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
7	Wing Commander	114,495.35	1.28%	122,394.61	113,053.21	8.26%	6
8	Squadron Leader	82,689.74	0.94%	88,436.13	81,920.62	7.95%	6
9	Flight Lieutenant	66,848.21	1.50%	71,522.21	65,859.89	8.60%	6
10	Flying Officer	45,564.03	0.30%	48,775.01	45,429.75	7.36%	6
11	UCE + 3	24,370.51	1.10%	26,115.10	24,104.54	8.34%	6

RAF - REGULAR COMMISSION (LATE ENTRY) OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Commissioned Officer	78,386.22	0.79%	83,841.31	77,769.48	7.81%	6

RAF - MAIN OTHER RANKS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer	64,071.68	1.16%	73,788.59	63,338.37	16.50%	6
2	Flight Sergeant	55,661.61	-1.57%	64,138.97	56,549.85	13.42%	6
3	Sergeant	49,630.29	0.16%	57,208.53	49,548.73	15.46%	6
4	Corporal	43,627.24	1.24%	50,304.17	43,092.72	16.73%	6
5	Lance Corporal	34,890.58	1.89%	40,255.77	34,241.87	17.56%	6
6	Senior/Leading Aircraftmen	34,016.56	1.70%	39,250.53	33,448.61	17.35%	6
7	New Entrant	19,824.13	1.11%	22,927.23	19,606.69	16.94%	6

RAF - CHAPLAINS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain in Chief						
2	Chaplain (Class 1)						
3	Chaplain Class 2,3 or 4	85,446.46	0.00%	91,379.45	85,443.43	6.95%	6

RAF - MEDICAL & DENTAL OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Higher Medical Management							
1	Air Marshal						
2	Air Vice-Marshal						
3	Air Commodore	211,177.40	-0.32%	225,620.91	211,847.16	6.50%	6
4	Group Captain						
Consultants							
5	Group Captain	207,390.64	1.15%	221,577.83	205,036.59	8.07%	6
6	Wing Commander	175,069.23	0.13%	187,068.64	174,849.91	6.99%	6
7	Squadron Leader	178,045.31	1.13%	190,246.16	176,048.94	8.06%	6
GMP / GDP							
8	Group Captain	189,637.49	0.90%	202,622.99	187,955.06	7.80%	6
9	Wing Commander	182,364.79	0.61%	194,858.02	181,268.11	7.50%	6
10	Squadron Leader	166,942.24	1.93%	178,391.54	163,786.54	8.92%	6
Non-Accredited Medical officers							
11	Group Captain	126,041.90	-4.76%	134,722.73	132,338.34	1.80%	
12	Wing Commander	128,680.46	0.94%	137,539.88	127,486.84	7.89%	6
13	Squadron Leader	113,238.57	0.91%	121,052.76	112,216.73	7.87%	6
14	Flight Lieutenant	89,017.04	0.87%	95,191.72	88,252.24	7.86%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
Accredited Medical Officers								
15	Flight Lieutenant	113,454.64	1.85%	121,283.46	111,392.68	8.88%	6	
Medical & Dental Officer								
16	Flying Officer	63,471.71	1.14%	67,917.27	62,754.69	8.23%	6	
17	Cadet	26,226.98	3.93%	28,100.01	25,235.44	11.35%	6	

RAF - NURSING OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Group Captain						
2	Wing Commander	114,459.86	-1.97%	122,356.72	116,759.65	4.79%	
3	Squadron Leader	88,507.51	1.14%	94,647.69	87,512.20	8.15%	6
4	Flight Lieutenant	69,434.42	2.19%	74,283.58	67,947.30	9.33%	6
5	Flying Officer						

RAF - NURSING OTHER RANKS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer	69,160.91	1.81%	79,623.96	67,931.24	17.21%	6
2	Flight Sergeant	63,020.63	2.73%	72,583.45	61,346.58	18.32%	6
3	Sergeant	54,842.55	1.99%	63,201.88	53,770.52	17.54%	6
4	Corporal	46,137.96	1.27%	53,191.86	45,557.74	16.76%	6
5	Junior Tech/Senior Aircraftmen(T)	37,806.26	1.13%	43,609.22	37,385.65	16.65%	6
6	Aircraftmen & Leading Aircraftmen	31,428.26	1.12%	36,273.61	31,079.71	16.71%	6

RAF - AVIATOR

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Squadron Leader	117,399.54	1.47%	125,495.38	115,693.71	8.47%	6
2	Flight Lieutenant	105,791.91	0.07%	113,102.05	105,715.94	6.99%	6
3	Flying Officer						
4	Warrant Officer	86,044.28	1.68%	98,982.63	84,624.82	16.97%	6
5	Flight Sergeant	78,633.07	-1.11%	90,484.85	79,517.22	13.79%	6
6	Sergeant						

RAF - FTRS OFFICERS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Air Commodore	146,264.30	1.65%	168,031.58	143,883.76	16.78%	6
2	Group Captain	125,342.83	1.15%	144,042.79	123,921.52	16.24%	6
3	Wing Commander						
4	Squadron Leader						
5	Flight Lieutenant						
6	Flying Officer	36,389.00	1.12%	41,979.17	35,984.39	16.66%	6

RAF - FTRS OFFICERS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Air Commodore						
2	Group Captain	116,956.50	0.78%	134,426.93	116,056.37	15.83%	6
3	Wing Commander	96,588.64	1.53%	111,072.91	95,132.61	16.76%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
4	Squadron Leader	72,064.01	0.83%	82,952.69	71,468.93	16.07%	6
5	Flight Lieutenant	59,014.04	1.27%	67,988.56	58,274.97	16.67%	6
6	Flying Officer						

RAF - FTRS OFFICERS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Air Commodore	138,178.47	1.15%	158,760.28	136,612.59	16.21%	6
2	Group Captain						
3	Wing Commander	92,583.89	2.97%	106,481.02	89,915.83	18.42%	6
4	Squadron Leader	69,787.30	0.10%	80,342.19	69,718.82	15.24%	6
5	Flight Lieutenant	55,766.31	1.22%	64,262.85	55,092.53	16.65%	6
6	Flying Officer	31,673.96	1.12%	36,556.20	31,322.66	16.71%	6

RAF - FTRS OTHER RANKS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer	61,809.08	1.15%	71,194.24	61,104.79	16.51%	6
2	Flight Sergeant						
3	Sergeant						
4	Corporal						
5	Lance Corporal						
6	Senior/Leading Aircraftmen	31,468.64	1.24%	36,320.07	31,084.74	16.84%	6
7	New Entrant	19,824.13	1.11%	22,927.23	19,606.69	16.94%	6

RAF - FTRS OTHER RANKS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	
1	Warrant Officer	58,750.91	1.41%	67,686.99	57,935.00	16.83%	6	
2	Flight Sergeant	52,226.27	0.97%	60,193.36	51,724.79	16.37%	6	
3	Sergeant	45,656.96	1.50%	52,638.64	44,982.91	17.02%	6	
4	Corporal	40,631.65	1.19%	46,858.82	40,154.86	16.70%	6	
5	Lance Corporal	31,951.55	1.12%	36,875.47	31,597.05	16.71%	6	
6	Senior/Leading Aircraftmen	28,755.35	1.12%	33,199.40	28,437.00	16.75%	6	
7	New Entrant	18,109.40	1.11%	20,955.04	17,911.31	16.99%	6	

RAF - FTRS OTHER RANKS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer 1	56,574.87	0.90%	65,190.87	56,072.28	16.26%	6
2	Flight Sergeant	50,420.29	-0.35%	58,117.15	50,597.11	14.86%	6
3	Sergeant	44,180.86	0.95%	50,940.91	43,764.82	16.40%	6
4	Corporal	38,513.15	0.91%	44,422.24	38,165.62	16.39%	6
5	Lance Corporal	30,389.87	1.12%	35,079.32	30,053.03	16.72%	6
6	Senior/Leading Aircraftmen	27,345.88	1.12%	31,578.30	27,043.46	16.77%	6
7	New Entrant	17,206.80	1.10%	19,916.92	17,018.95	17.03%	6

RAF - FTRS CHAPLAINS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain	81,009.34	1.15%	93,209.36	80,088.22	16.38%	6

RAF - FTRS CHAPLAINS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain						

RAF - FTRS CHAPLAINS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chaplain	70,491.26	1.15%	81,146.30	69,690.74	16.44%	6

RAF - FTRS MEDICAL & DENTAL OFFICERS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Consultants							
1	Group Captain	164,233.02	1.15%	188,634.72	162,373.41	16.17%	6
2	Wing Commander	164,233.02	1.15%	188,634.72	162,373.41	16.17%	6
3	Squadron Leader	164,233.02	1.15%	188,634.72	162,373.41	16.17%	6
GMP / GDP							
4	Group Captain	165,859.27	1.15%	190,499.40	163,977.65	16.17%	6
5	Wing Commander	164,053.16	0.05%	188,428.49	163,977.65	14.91%	6
6	Squadron Leader	165,859.27	1.15%	190,499.40	163,977.65	16.17%	6
Non-Accredited							
7	Group Captain	116,214.55	-4.76%	133,576.21	122,016.57	9.47%	6
8	Wing Commander	116,214.55	-4.76%	133,576.21	122,016.57	9.47%	6
9	Squadron Leader	108,815.06	1.15%	125,091.87	107,580.06	16.28%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
10	Flight Lieutenant	82,454.98	1.15%	94,867.10	81,517.14	16.38%	6
Accredited							
11	Flight Lieutenant	102,381.39	1.15%	117,714.95	101,218.87	16.30%	6

RAF - FTRS MEDICAL & DENTAL OFFICERS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Consultants							
1	Group Captain	151,292.01	1.14%	173,796.42	149,579.65	16.19%	6
2	Wing Commander	151,292.01	1.14%	173,796.42	149,579.65	16.19%	6
3	Squadron Leader	151,292.01	1.14%	173,796.42	149,579.65	16.19%	6
GMP / GDP							
4	Group Captain	152,959.36	1.15%	175,708.21	151,226.77	16.19%	6
5	Wing Commander	152,959.36	1.15%	175,708.21	151,226.77	16.19%	6
6	Squadron Leader	152,959.36	2.05%	175,708.21	149,887.47	17.23%	6
Non-Accredited							
7	Group Captain	106,371.26	-5.23%	122,289.77	112,242.05	8.95%	5,6
8	Wing Commander	106,371.26	-5.23%	122,289.77	112,242.05	8.95%	5,6
9	Squadron Leader	99,603.81	1.15%	114,530.13	98,472.60	16.31%	6
10	Flight Lieutenant	75,430.89	1.15%	86,813.20	74,572.11	16.42%	6
Accredited							
11	Flight Lieutenant	93,703.87	1.15%	107,765.20	92,639.19	16.33%	6

RAF - FTRS MEDICAL & DENTAL OFFICERS - LIMITED COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
Consultants							
1	Group Captain	145,324.91	1.15%	166,954.48	143,678.43	16.20%	6
2	Wing Commander	145,324.91	1.15%	166,954.48	143,678.43	16.20%	6
3	Squadron Leader	145,324.91	1.15%	166,954.48	143,678.43	16.20%	6
GMP / GDP							
4	Group Captain	146,901.02	1.15%	168,761.66	145,236.74	16.20%	6
5	Wing Commander	146,901.02	1.15%	168,761.66	145,236.74	16.20%	6
6	Squadron Leader	146,901.02	1.15%	168,761.66	145,236.74	16.20%	6
Non-Accredited							
7	Group Captain	101,218.21	-5.83%	116,381.22	107,484.71	8.28%	5,6
8	Wing Commander	101,218.21	-5.83%	116,381.22	107,484.71	8.28%	5,6
9	Squadron Leader	94,755.78	1.15%	108,971.33	93,679.21	16.32%	6
10	Flight Lieutenant	71,733.91	1.15%	82,574.19	70,916.84	16.44%	6
Accredited							
11	Flight Lieutenant	89,136.82	1.15%	102,528.57	88,123.58	16.35%	6

RAF - FTRS NURSING OFFICER - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Group Captain	128,044.02	1.00%	147,140.00	126,770.63	16.07%	6
2	Wing Commander	108,625.49	1.01%	124,874.50	107,544.38	16.11%	6
3	Squadron Leader	80,158.36	1.01%	92,233.76	79,359.12	16.22%	6
4	Flight Lieutenant	62,543.88	1.01%	72,036.80	61,919.25	16.34%	6
5	Flying Officer	37,705.05	0.98%	43,492.82	37,339.65	16.48%	6

RAF - FTRS NURSING OFFICER - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Group Captain	119,867.58	1.00%	137,764.81	118,675.40	16.09%	6
2	Wing Commander	98,563.41	1.01%	113,337.21	97,581.94	16.15%	6
3	Squadron Leader	73,324.74	1.01%	84,398.25	72,593.13	16.26%	6
4	Flight Lieutenant	57,194.30	1.00%	65,899.60	56,628.21	16.37%	6
5	Flying Officer	34,506.72	2.42%	39,814.28	33,689.79	18.18%	6

RAF - FTRS NURSING OFFICER - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Group Captain	116,705.53	1.00%	134,139.16	115,544.58	16.09%	6
2	Wing Commander	94,590.19	1.01%	108,781.47	93,648.05	16.16%	6
3	Squadron Leader	69,728.07	1.01%	80,274.28	69,032.08	16.29%	6
4	Flight Lieutenant	54,397.89	0.99%	62,688.65	53,862.52	16.39%	6
5	Flying Officer	32,823.37	0.98%	37,878.19	32,506.25	16.53%	6

RAF - FTRS NURSING OTHER RANKS - FULL COMMITMENT (14.5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer	66,962.94	1.15%	77,103.74	66,199.56	16.47%	6
2	Flight Sergeant	61,188.56	1.15%	70,482.77	60,491.37	16.52%	6
3	Sergeant	53,708.16	1.13%	61,898.02	53,105.53	16.56%	6
4	Corporal	45,922.13	1.13%	52,943.62	45,409.74	16.59%	6
5	Lance Corporal/SAC	37,806.26	1.13%	43,609.22	37,385.65	16.65%	6

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
6	Aircraftmen	31,428.26	1.12%	36,273.61	31,079.71	16.71%	6

RAF - FTRS NURSING OTHER RANKS - LIMITED COMMITMENT (5% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer	61,224.09	1.15%	70,523.51	60,525.41	16.52%	6
2	Flight Sergeant	55,957.21	1.14%	64,480.29	55,324.05	16.55%	6
3	Sergeant	49,178.14	1.13%	56,688.49	48,628.94	16.57%	6
4	Corporal	42,042.03	1.13%	48,480.95	41,573.44	16.62%	6
5	Lance Corporal/SAC	34,599.54	1.12%	39,921.04	34,215.15	16.68%	6
6	Aircraftmen	28,750.69	1.12%	33,194.04	28,432.40	16.75%	6

RAF - FTRS NURSING OTHER RANKS - HOME COMMITMENT (0% X-FACTOR)

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Warrant Officer	58,206.04	1.15%	67,062.64	57,543.80	16.54%	6
2	Flight Sergeant	53,225.50	1.14%	61,342.72	52,627.52	16.56%	6
3	Sergeant	46,796.15	1.13%	53,948.87	46,273.84	16.59%	6
4	Corporal	39,999.84	1.13%	46,132.15	39,554.38	16.63%	6
5	Lance Corporal/SAC	32,911.75	1.12%	37,979.84	32,546.43	16.69%	6
6	Aircraftmen	27,359.59	1.19%	31,594.07	27,039.07	16.85%	6

RAF - FTRS REGULAR COMMISSION (LATE ENTRY) OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE (g)	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	FTRS Commissioned Officer	67,399.69	1.15%	77,604.53	66,631.43	16.47%	6

RAF - FTRS REGULAR COMMISSION (LATE ENTRY) OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE (g)	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	FTRS Commissioned Officer						

RAF - FTRS REGULAR COMMISSION (LATE ENTRY) OFFICERS

Serial	Rank	FY 15/16 Total	Variance	FY 15/16 Total	FY 14/15 Total	Variance with SCAPE (g)	Key
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	FTRS Commissioned Officer	58,597.67	1.15%	67,510.20	57,932.29	16.53%	6

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MASTER DATA AND ASSUMPTIONS LIST

Serial	Worksheet	Model Assumption ID	Topic	Data and Assumption(s)	Source(s)												
(a)	(b)	(c)	(d)	(e)	(f)												
1	Inputs & Workings	0.0.1 - 0.0.5	Employers' National Insurance Contribution (NIC).	<p>NIC rates were provided by HMRC.</p> <table border="1"> <thead> <tr> <th>NIC FY 15/16</th> <th>Salary Band (£)</th> <th>Rate of Charge</th> </tr> </thead> <tbody> <tr> <td>Secondary Threshold (ST)</td> <td>< 8,112</td> <td>0.0%</td> </tr> <tr> <td>Upper Accrual Point (UAP)</td> <td>>8,112 and <40,040</td> <td>10.4%</td> </tr> <tr> <td>Above UAP</td> <td>>40,040</td> <td>13.8%</td> </tr> </tbody> </table> <p>Base Rate: Calculated as UAP-ST x 10.4% = 3320.51</p> <p>NIC is applied on a tiered system with the above rates being applied to the balance of pay falling within each level.</p>	NIC FY 15/16	Salary Band (£)	Rate of Charge	Secondary Threshold (ST)	< 8,112	0.0%	Upper Accrual Point (UAP)	>8,112 and <40,040	10.4%	Above UAP	>40,040	13.8%	HMRC Website: Rates and Thresholds for employers 2015/16
NIC FY 15/16	Salary Band (£)	Rate of Charge															
Secondary Threshold (ST)	< 8,112	0.0%															
Upper Accrual Point (UAP)	>8,112 and <40,040	10.4%															
Above UAP	>40,040	13.8%															
2	Inputs & Workings	0.1.1 - 0.1.3	Superannuation Contribution Adjusted for Previous Experience (SCAPE).	<p>The rates for SCAPE were taken from Annual Budget Cycle 2016: SCAPE rates for 2015/16</p> <p>The SCAPE rates for military personnel are as follows:</p> <table border="1"> <thead> <tr> <th>Regular</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Officers</td> <td>53.4%</td> </tr> <tr> <td>Other Ranks</td> <td>52.0%</td> </tr> <tr> <td>Reserves (FTRS) All Ranks</td> <td>52.0%</td> </tr> </tbody> </table>	Regular	Rate	Officers	53.4%	Other Ranks	52.0%	Reserves (FTRS) All Ranks	52.0%	Annual Budget Cycle 2016				
Regular	Rate																
Officers	53.4%																
Other Ranks	52.0%																
Reserves (FTRS) All Ranks	52.0%																
3	Inputs	0.1.4	Average calculation.	Used in average calculation in the workings sheet for Regular and FTRS other ranks excluding specialist trades that are paid separate rates of pay in all levels. (Higher and Lower level).	MAS(A)												
4	Inputs	0.1.5	Variance Tolerance Level.	Used to specify the level of variance to be investigated as outlined in TOR.	TOR, MAS(A)												

Serial	Worksheet	Model Assumption ID	Topic	Data and Assumption(s)	Source(s)
(a)	(b)	(c)	(d)	(e)	(f)
5	Inputs	1.0.0 – 9.4.7 31.0.0 – 40.10.1 65.0.0 – 72.6.12	Tri-Service – Regular Officers and Other Ranks.	<p>All rates shown were calculated using a weighted average. This is defined as follows:</p> <ul style="list-style-type: none"> Number of personnel x level of pay/NIC/SCAPE for each pay spine within a rank Sum of the totals divided by total number of personnel within the rank <p>Where there were no personnel on any pay spine in a rank a simple average was calculated. This calculation assumed one person on each pay spine.</p>	2015/16 Armed Forces Pay Award. REM04.01.06A & D
6	Inputs	10.0.0 – 30.1.15 41.0.0 – 64.1.15 73.0.0 – 93.1.15	FTRS – Officers and Other Ranks.	<p>FTRS pay scales are categorised under 3 commitments:</p> <p>X Factor Element of pay:</p> <ul style="list-style-type: none"> Full Commitment (FC) 14.5% Limited Commitment (LC) 5% Home Commitment (HC) 0% 	2015/16 Armed Forces Pay Award. REM04.01.06B
7	Inputs	4.0.0 – 4.17.3 19.0.0 – 21.11.5 36.0.0 – 36.17.3 53.0.0 – 55.11.5 69.0.0 – 69.17.3 82.0.0 – 84.11.5	Regular & FTRS Tri-Service Medical and Dental Officers.	<p>Medical and Dental officers across the Services hold different appointments, attracting different rates of pay, as follows:</p> <ul style="list-style-type: none"> Higher Medical Management Consultant General Medical/Dental Practitioner Accredited Medical/Dental Officers Non-Accredited Medical/Dental Officers 	2015/16 Armed Forces Pay Award. REM04.01.06E
8	Inputs	8.0.0 – 8.1.15 28.0.0 – 30.1.15 32.0.0 – 32.1.15 62.0.0 – 64.1.15 66.0.0 – 66.1.15 91.0.0 – 93.1.15	Regular & FTRS Officers Commissioned from the Ranks.	<p>Ranks from all 3 Services are included on a pay scale and spread across 15 pay levels. A weighted average has been calculated and one capitation rate produced.</p>	

Serial	Worksheet	Model Assumption ID	Topic	Data and Assumption(s)	Source(s)
(a)	(b)	(c)	(d)	(e)	(f)
9	Inputs	7.1.7 – 7.1.5 39.1.1 – 39.1.5 72.1.1 – 72.1.5	Specialist Aviator Pay scales paid above available level for rank.	A number of personnel paid above allowable level on current rules have been included in the rank above figures e.g. OR2 pilots can only be paid to level 30 however due to 'Grandfather' rights are paid between level 31-35 and have therefore been added to OR3.	Def Strat , JSP 754
10	Variance Analysis		Change in actual numbers of personnel.	This is where the number of personnel in a rank has changed and is not due to a simple annual increment increase and has therefore created a variance.	MAS(A)
11	Variance Analysis		Change to SCAPE rates.	SCAPE has increased to reflect the introduction of the new Armed Forces Pension Scheme in 2015. The increase has meant that the variance tolerance rates has been increased for almost all paybands beyond the threshold of +/- 5%.	ABC 16, MAS(A) Financial Model.

Appendices:

1. List of Abbreviations.
2. List of Contacts.

Appendix 1 to
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LIST OF ABBREVIATIONS

Abbreviation (a)	Description (b)
ABC	Annual Budget Cycle
AFPRB	Armed Forces Pay Review Body
CDS	Chief of Defence Staff
CFAT	Corporate Financial Accounting Team
Def Strat	Defence Strategic Statistics.
DFM	Director Financial Management
FC	Full Commitment
FMPA	Financial Management Policy and Accounting
FTRS	Full Time Reserve Service
FY	Financial Year
GDP	General Dental Practitioner
GMP	General Medical Practitioner
HC	Home Commitment
HMRC	Her Majesty's Revenue and Customs
JSP	Joint Service Publication
LC	Limited Commitment
LE	Late Entry
MAS(A)	Management Accountancy Services (Army)
MDAL	Master Data and Assumptions List
MOD	Ministry of Defence
MPGS	Military Provost Guard Service
NIC	National Insurance Contributions
RAF	Royal Air Force
RM	Royal Marine
RN	Royal Navy
SCAPE	Superannuation Contribution Adjusted for Previous Experience
SF	Special Forces
SSRB	Senior Salaries Review Body
ST	Secondary Threshold
TOR	Terms of Reference
UAP	Upper Accrual Point
UCE	University Cadet Entry

Appendix 2 to
Annex E to
ArmyHQ/Res/MAS(A)/Projects/1-022
Dated 22 Jul 15

LIST OF CONTACTS

Name	Department	Email Address	Telephone Number
(a)	(b)	(c)	(d)
[REDACTED]	CFAT	[REDACTED]	[REDACTED]
[REDACTED]	CFAT	[REDACTED]	[REDACTED]
[REDACTED]	Def Strat	[REDACTED]	[REDACTED]
[REDACTED]	Def Strat	[REDACTED]	[REDACTED]

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