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# ADMIRALTY FLEET ORDER

## ROYAL NEW ZEALAND NAVY—PAY, etc., ARRANGEMENTS, AND CONDITIONS OF SERVICE

ADMIRALTY, S.W.1,  
27th January, 1944.

The following Order having been approved by My Lords Commissioners of the Admiralty is hereby promulgated for information and guidance and necessary action.

By Command of their Lordships,

*H. V. Markham*

To Commanders-in-Chief, Flag Officers, Senior Naval Officers, Captains and Commanding Officers of H.M. Ships, Vessels, and C.O. Craft (See A.F.O. 494/44), Superintendents or Officers in Charge of H.M. Naval Establishments, and Admiralty Overseers concerned.

NOTE:—The scale of distribution is shown in the Admiralty Fleet Order Volume, 1941, Instructions, paragraph 10.

Head of "P" Branch

See AFO 2867/45.  
 511.—Royal New Zealand Navy—Pay, etc., Arrangements and Conditions of Service

See AFO 7036/45. See AFO 2231/45.  
 " " 3600/45. " " 1553/46.  
 " " 3478/45.  
 (N. 19295/43.—27 Jan. 1944.)

## SECTION A—GENERAL

The following instructions, which are a consolidation of all existing Admiralty Fleet Orders on the subject, are issued for guidance in dealing with pay, etc., of personnel of the Royal New Zealand Navy serving in H.M. ships, etc., and of personnel of the Royal Navy lent for service with the Royal New Zealand Navy. The rates of pay and allowances payable in the Royal New Zealand Navy are shown in Section D.

2. Social Security Charge.—The provisions of paragraphs 3 to 20 inclusive of this Admiralty Fleet Order are not applicable in war-time (see A.F.O. 1034/41). These paragraphs are reproduced, however, in order to avoid issuing lengthy amendments to the Admiralty Fleet Order immediately after the cessation of hostilities. An indication will be given in an Admiralty Fleet Order when these and any other paragraphs relating to social security charge are to be re-instituted.

3. Under the New Zealand Social Security Act, 1938, Naval or Royal Marine personnel belonging to or lent under agreement to the Royal New Zealand Navy are liable for the Registration Fee and Social Security Charge as shown hereunder (but see paragraphs 15 to 20 inclusive, concerning loan personnel).

4. These arrangements have been applicable as from 1 Apr. 1939, to all personnel over the age of 16 years.

5. Registration Fee.—The registration fee is 5s. per quarter for all officers and men over the age of 20 years and 5s. per year for those under 20 but over 16 years of age. Where the registration fee is a quarterly fee it is due and payable on the first day of the months of February, May, August and November, respectively, in each year. Where the registration fee is an annual fee, it is due and payable on the first day of May in each year. Personnel required to pay the annual rate of 5s. are liable, on attaining 20 years of age, to pay the quarterly instalment falling due on the 1st May first occurring after the date of their twentieth birthday and thereafter quarterly instalments of 5s.

6. The amount of the fee should be charged on the day it falls due, in red ink, in the "Insurance Deductions" column of the ledger and the sums totalled and abstracted under the letters "S.S.F.". Prospective and retrospective charges should be distinguished from those in respect of the instalment date falling within the quarter and should show the dates to which they relate.

7. Loan personnel over the age of 16 years will be liable for the first instalment of the fee falling due after the date of commencing pay at New Zealand rates.

8. Social Security Charge.—A social security charge at the rate of 1d. on every 1s. 8d. or part thereof received in respect of salary or wages is payable as from 1 Apr. 1939, by all persons over the age of 16 years.

9. In the case of Naval personnel, salary or wages are to be understood as including all pay and allowances, including the value of victualling (except where an officer or rating is married and maintains a home ashore), but not kit upkeep allowance, uniform outfit gratuities, locality allowance (climate pay), tropical allowance, entertainment allowances and travelling expenses. Charges in respect of gratuities and exchange supplement thereon, payable to loan ratings for long service and good conduct, are restricted to that portion of the gratuity (and exchange) earned in respect of service in the Royal New Zealand Navy subsequent to 31 Jul. 1931, and are to be assessed at the rate of 8d. in the £1 in respect of the portion covering service prior to 1 Apr. 1939, and 1s. in the £1 in respect of the portion as from that date. Social security charge is payable on the full amount of the gratuity when awarded to New Zealand ratings.

10. Ledger Procedure.—Deductions on account of social security charge are to be debited in the "other charges" column of the ledger, those on account of pay and allowance being distinguished by the letters "S.S.C.P." (Social Security Charge-pay), and those in respect of the value of victualling by the letters "S.S.C.V." (Social Security Charge—Victualling). "S.S.C.P." and "S.S.C.V." are to be totalled and abstracted as one sum.

11. For the purpose of "S.S.C.V.", the value of victualling in kind is to be based in all cases on the number of days actually victualled at the current rate of victualling allowance. Social security charge on leave and provision allowance should be included under "S.S.C.P."

12. All social security charges are to be recovered in the ledger by the Accountant Officer of the ship in which the officer or man is borne for pay before discharge to another ship, or at the close of each quarter.

13. Relief from Income Tax.—No relief from New Zealand income tax will be allowed in respect of contributions paid under the Social Security Act, 1938.

14. All officers and men (New Zealand or loan) whose pay is chargeable to New Zealand funds are liable to deductions from pay under the foregoing provisions.

15. Loan Personnel—Repayment of Social Security Contribution to.—With effect from 1 Oct. 1939, all amounts recovered from loan officers and ratings as registration fee or social security charge on naval pay and allowances will be refunded to them.

16. Social security charges on pay and allowances of loan personnel and the registration fee are to be made in ships' ledgers in accordance with the procedure outlined in the preceding paragraphs, and a record of amounts deducted will be maintained in Navy Office.

17. On the discharge of an officer or rating for reversion to the Royal Navy, the social security contribution charged against his account will be refunded to him. The refund will be arranged by Navy Office through the Director of Navy Accounts, Admiralty.

18. The amount refunded to personnel will be computed in Navy Office and will be subject to deduction on account of—

- (a) the value of benefits received in New Zealand under the Social Security Act by the officer or rating concerned and his wife and family;
- (b) the amounts contributed to the Admiralty by the New Zealand Government on behalf of ratings in respect of Widows' Pension and National Health Insurance;
- (c) the rate of exchange ruling when payment is authorised.

19. Refund of social security contributions will be made only where personnel leave New Zealand on completion of their loan agreements. Where personnel take their discharge to shore in New Zealand, no refund will be authorised.

20. Deductions in respect of social security contribution are to be made for the period that the officer or rating is borne for pay, that is to say, deductions will not cease after the departure of the officer or rating concerned from New Zealand.

21. Leave and Provision Allowances.—Leave allowance (or provision allowance) payments to personnel entitled thereto are to be credited at the rates indicated below. The actual current New Zealand rates payable are shown in Section D. II, paragraph 19 and Section D. V, paragraph 1:—

- |  |        |            |
|--|--------|------------|
| (a) New Zealand officers and ratings serving in H.M. ships or establishments                           | ... .. | R.N. rate. |
| (b) Royal Navy ratings during periods of leave for which they are entitled to pay at New Zealand rates | ... .. | N.Z. rate. |

21A. Special Leave Allowance.—Officers and ratings of the R.N.Z.N. and R.N.Z.N.V.R. who are serving in the Fleet Air Arm and Submarine Service are eligible for special leave allowance under the conditions laid down in A.F.O. 6260/42.

22. Hospital Treatment for Officers.—In New Zealand there are no naval hospitals. An officer requiring hospital treatment will be allowed treatment and maintenance in a general hospital, but in all cases, officers will be given accommodation separate from ratings. Should an officer desire treatment in a private hospital for his own reasons, he will be personally responsible for the difference between the cost of such treatment at the established charges of a general hospital and the higher cost of treatment, etc., incurred in the private hospital. Where an officer is necessarily placed in a private hospital, the full cost will be met from public funds.

SECTION B.—PERSONNEL OF THE ROYAL NEW ZEALAND NAVY  
SERVING IN H.M. SHIPS AND ESTABLISHMENTS

1. *Rates of Pay.*—Notwithstanding any difference between the rates of pay and allowances authorised in the Regulations for the Government and Payment of the Royal New Zealand Navy, and those authorised by K.R. and A.I., officers and ratings of the Royal New Zealand Navy serving in H.M. (Imperial) ships and naval establishments shall, whilst so serving, receive pay and allowances as follows:—

- (a) Full pay (substantive and non-substantive);
- (b) Deferred pay (except loan personnel). *Note.*—Credit of deferred pay will be effected by Navy Office, Wellington;
- (c) Marriage allowance;
- (d) Dependant's allowance;  
at rates and under the conditions authorised in the Regulations for the Government and Payment of the Royal New Zealand Navy; and
- (e) K.U.A.;
- (f) All other allowances; and
- (g) Extra pay for the performance of special duty;

at the rates and under the conditions authorised in K.R. and A.I., K.R. Amendments, and A.F.Os.

2. *Ledger Accounts.*—The accounts of officers and men are to be entered on separate lists of the ledger (List 14 or 17, Royal New Zealand Navy). The pay and victualling are also to be shown separately in the ledger Abstract and Classified Summary of Victualling.

3. A complete extract from the ledger showing details of accounts, etc., in respect of all New Zealand ranks and ratings borne during the period covered by the ledger is to be forwarded to the Director of Navy Accounts as soon as possible after the ledger is closed. The extracts of accounts are to be addressed to the Director of Navy Accounts. Where more convenient, e.g., in a case where a single New Zealand rank or rating is borne, a statement of account on Form S.19 may be rendered in lieu of a complete ledger extract. (A.F.O. 5635/42 refers.)

4. *Personnel Missing, Dead or Prisoners of War.*—Generally, the pay and allotments of personnel classified as missing or dead are continued for three months from the date of official notification of death. On the expiration of that period pensions, if applicable, are granted to dependants. The pay and allotments (including those not to dependants) of personnel classified as prisoners of war or interned are continued during their period of captivity. The accounts of all personnel discharged dead, missing, prisoner of war or interned are to be closed to date of death, etc., and transferred for settlement to H.M.N.Z.S. "Cook." Navy Office, Wellington, New Zealand.

Personnel should advise their Accountant Officers in writing of any allotments which they desire to be stopped on their death or on being posted missing or prisoner of war. A copy of such requests is to be forwarded to Navy Office. Where it is obvious that allotments should be stopped, e.g., to tradesmen, action will be taken by Navy Office although no responsibility will be accepted when this action is not taken.

5. *Clothing.*—Any clothing, etc., taken up on repayment from Government stock is to be paid for by cash, and the charges are not to appear in the ledger.

6. *Outfit Gratuities.*—Outfit gratuities which may become payable under Article 1596 K.R. and A.I. to New Zealand ratings serving in the Royal Navy are to be credited in the ledger at the current Royal Navy rate, and the amounts will be claimed from the New Zealand Government by the Director of Navy Accounts.

7. *Certificate of Conduct.*—Officers of the Royal New Zealand Navy serving in H.M. ships are to be given the usual certificate of conduct, a copy of which is to be forwarded by the Commanding Officer direct to the High Commissioner for New Zealand, 415, Strand, London, W.C.2. A notation that this has been done is to be made on the counterpart, and the date of transmission should also be recorded.

8. *Advancement of Ratings.*—Advancements of New Zealand Continuous Service ratings on loan to the Royal Navy are governed by K.R. and A.I., Article 413, advancement rosters being maintained in the drafting office, H.M.N.Z.S. "Philomel" (New Zealand). Forms R.N.Z.N.106 authorising advancements as

they become due are sent through Navy Office, Wellington, to the High Commissioner for New Zealand in London, who arranges for the necessary transmission to ships or establishments concerned. After action, forms are to be returned via the authorities from whom received.

Advancements of "Hostilities only" and New Zealand Reserve ratings on loan to the Royal Navy are governed by A.F.O. 1912/41.

9. Non-substantive ratings should be granted, and pay therefor credited at New Zealand rates from date of qualification.

9A. *Forms S.161 and S.165.*—Copies of forms S.161 and S.165 which refer to New Zealand personnel serving in the R.N. should be forwarded direct to Navy Office, Wellington, by ship or establishment concerned.

10. *Allotments.*—Declarations, alterations and stoppages of allotments payable in the United Kingdom should show amounts of allotments in sterling and should be addressed to the Director of Navy Accounts, and declarations, etc., should be endorsed (except during the War period) "Chargeable against New Zealand Government." Forms declaring, altering, or stopping allotments paid in New Zealand should be sent to the Naval Secretary, Navy Office, Wellington (duplicates being forwarded to the Director of Navy Accounts, and marked "For information only"). Allotments paid in New Zealand should be so noted against the debits in ship's ledgers.

11.—*Minimum Allotments.*—All officers and men of the Royal New Zealand Navy (excluding loan personnel) who are paid on a sterling basis are to declare an allotment payable in New Zealand (in New Zealand currency) equal to not less than the following daily amounts:—

*Rank or Relative Rank and Rating:—*

	<i>s. d.</i>
Captain ... ..	8 0
Commander ... ..	7 6
Lieutenant-Commander ... ..	6 0
Lieutenant ... ..	2 0
Sub-Lieutenant ... ..	3 0
Acting Sub-Lieutenant ... ..	3 0
Commissioned Officers from Warrant Rank and Warrant Officers ... ..	5 0
Chief Petty Officers and Petty Officers ... ..	5 0
Leading Seamen and Able Seamen ... ..	4 6
Ordinary Seamen ... ..	2 0

12. In every case where the officer or man is married, the full amount of marriage and children's allowance payable is to be added to the compulsory allotment (if any) given above.

13. These allotments to New Zealand may be made payable to dependants, friends, a bank account, the New Zealand Post Office Savings Bank, or any other suitable payee.

14.—All allotments payable in New Zealand, e.g., for payment of insurance premiums, may be included when computing the minimum allotment necessary.

15. Where wives and/or children are not resident in the Dominion and the officer or man desires to allot to them, the compulsory allotment payable in New Zealand will not be enforced, provided the wife left New Zealand before 18 June, 1941, or resides outside New Zealand at time of marriage.

16. The instructions contained in this Navy Order do not vary the terms concerning the payment of marriage allowance (Section D (V), paragraph 4). Where, however, the amount of the compulsory allotment referred to in paragraph 11 above exceeds the minimum allotment necessary to qualify for marriage allowance, an allotment payable in New Zealand and amounting to the difference is to be declared.

17. *Allotments to New Zealand Post Office Savings Bank.*—It has been approved for New Zealand personnel to allot to the New Zealand Post Office Savings Bank, subject to the following instructions :—

- (a) *First Deposits.*—Where personnel desire to open a new account, the following forms are to be completed :—
  - (i) Declaration under the Post and Telegraph Act, 1928 (Form S.B.12, see Appendix).
  - (ii) Specimen signature (see Appendix).
- (b) The above forms are to be forwarded to Navy Office with Form R.N.Z.N.22, Declaration of Allotment.
- (c) *Compulsory Allotments.*—Compulsory allotments (paragraph 11) which personnel desire to declare to the New Zealand Post Office Savings Bank will be paid to a special account opened in the name of the officer or rating concerned and kept by the Director of Accounts, Post Office, Wellington. Personnel may not declare *compulsory* allotments to their ordinary current accounts.
- (d) The procedure for the payment of the first deposit of a compulsory allotment is to be as outlined in clauses (a) and (b).
- (e) Pass books will not be issued when compulsory allotments are declared to the Post Office Savings Bank, and ratings desiring to make withdrawals on their return to New Zealand will be required to establish their identity to the satisfaction of the issuing officer at the Post Office. The signature of the person concerned will be checked with the signature slip referred to in clause (a) (ii).
- (f) *Allotments not Compulsory.*—Where personnel desire to allot to a Post Office Savings Bank and they have not already opened a current account, the forms referred to in paragraph (a) are to be completed.
- (g) The officer or rating is to indicate the place at which he desires his account to be opened.
- (h) The necessary pass book will be obtained by Navy Office and forwarded to the rating concerned.
- (i) Where an officer or rating has already opened a current account he may declare an allotment (other than his compulsory allotment) to that account. The pass book held by him need not be forwarded to Navy Office, but on his return to New Zealand, the officer or man concerned should forward it to the Post Office concerned for completion.
- (j) Where a rating allots to a current account which is already open, the allotment form, R.N.Z.N.22, should state the number of the account and place at which it is held.
- (k) *General.*—Monthly allotments only may be declared to the Post Office Savings Bank. Weekly allotments are not permitted.
- (l) The forms referred to in this Fleet Order have all been reproduced in the Appendix, in order that personnel serving overseas may be able to take any action they desire, although stocks of the printed forms are not held in the ship or establishment in which the personnel are serving.

18. *Effects of Deserters.*—The High Commissioner for New Zealand should be immediately notified of the death or desertion of any members of the Royal New Zealand Navy. Effects of deceased persons or deserters should not be disposed of until authority has been received from the High Commissioner, and it should be noted that the disposal will necessitate reference to New Zealand. (See also paragraph 4.)

19. *Medical.*—Officers and men, Royal New Zealand Navy, when sick on shore or sent to hospital, are to be dealt with under Admiralty Regulations, except as provided in paragraph 20. Members of the Royal New Zealand Navy recommended for invaliding will be finally surveyed on return to New Zealand. Where such

recommendations are made on account of injuries received or disease contracted due to service, a full report of the circumstances should be made on the Report of Survey.

20. *Hospital Stoppages.*—Ranks and ratings of the Royal New Zealand Navy serving in H.M. ships and establishments are subject to the following regulations in respect of hospital stoppages :—

- (a) Ranks and ratings sick on shore or sent to hospital suffering from venereal disease or from disabilities which are the result of their own misconduct, carelessness or neglect, shall be placed on half pay at the expiration of thirty days and cease pay at the expiration of ninety-one days, with the proviso that ranks and ratings on probation who contract venereal disease are to be placed on half pay on being checked sick and cease pay at the expiration of ninety-one days.
- (b) If, within a period not exceeding fourteen days, a man is again sick on shore or in hospital as a continued result of the original sickness, the previous period or periods during which he was unfit for duty shall be counted for the purposes of reduced pay as specified above.
- (c) For the purpose of hospital stoppages, half pay is to consist of half substantive and half non-substantive pay, but marriage allowance, dependant's allowance, kit upkeep allowance and deferred pay (where payable) will continue in full.
- (d) After ninety-one days, all pay is to cease (i.e., including marriage allowance and dependant's allowance and deferred pay, but excluding kit upkeep allowance).
- (e) Hospital stoppages are to be charged in the ledger and the relevant notations, etc., made in the manner laid down in K.R. and A.I.
- (f) These stoppages are also applicable when the illness results from a motor or other accident with is proved to the satisfaction of the Commanding Officer (e.g., by judgment or conviction in the courts ashore), to be due to misconduct, carelessness or neglect.

21. *Income Tax.*—In the case of persons who are liable for the payment of income tax, information will be furnished by the Naval Secretary, Navy Office, Wellington, in regard to charges on that account. Persons with an annual income amounting to £200 or more are liable to render a return of income in order that liability for payment of New Zealand income tax may be assessed. For the period of hostilities, all personnel serving outside New Zealand waters are exempt from payment of New Zealand income tax and are not liable to render returns. (See also A.F.O. 3979/42 and 6118/42.)

22. *Leave.*—Whilst serving in H.M. ships and establishments, officers and ratings of the Royal New Zealand Navy may be allowed leave under Admiralty Regulations, with leave allowance at Imperial rates—(see Section A, paragraph 21).

23. *Travelling.*—Claims for travelling and subsistence expenses should be dealt with in accordance with the instructions issued in the consolidated Admiralty Fleet Order on travelling and subsistence of Naval and Royal Marine officers and men.

24. Officers and ratings of the Royal New Zealand Navy proceeding to England, or returning to New Zealand, may receive the advances approved respectively, for personnel lent to the Royal New Zealand Navy or returning to England on completion of their period of loan.

25. *Indulgence Passages—Wives and Children of Naval Officers.*—See A.F.O. 4544/43 for wartime arrangements.

## APPENDIX

(i) *Form S.B.12.**Depositor's Book*

No..... Place.....

DECLARATION ON OPENING SAVINGS-BANK ACCOUNT  
(UNDER THE POST AND TELEGRAPH ACT, 1928)I, \*.....  
(Name in full of depositor. USE BLOCK LETTERS.)

do solemnly and sincerely declare as follows :—

- (1) I desire to become a depositor on my own behalf in the Post Office Savings-Bank.
- (2) I am not directly or indirectly entitled to any benefit from any deposit in the Post Office Savings-Bank.
- (3) I am aware that, whatever my deposits may amount to, I am not entitled to interest on more than £2,000.

And I make this solemn declaration conscientiously believing the same to be true, and by virtue of the Justices of the Peace Act, 1927.

Declared at....., this.....day }  
of.....19 , before me— } Depositor......  
Authorised Post Officer ;  
or Justice of the Peace ;  
or Solicitor.*Note.*—A person is not deemed to be entitled to any benefit from any deposit—

- (a) Made by him as trustee for any other person ; or
- (b) Made by any society of which he may be a member.

Seven years of age on.....19 , before which date the deposits cannot (except in special cases) be withdrawn.

\* Name in full, abode, and occupation.

S.B.12.

(ii) *Specimen Signature Form.*

	Account No.....
Signature of } Depositor : }	

SECTION C.—ROYAL NAVAL PERSONNEL LENT TO THE  
ROYAL NEW ZEALAND NAVY*Officers and Men about to take Service in the Royal New Zealand Navy.**Period of Loan.*—The period of service on loan will be approximately three years, subject to the exigencies of the Naval Service.

2. *Pay and Allowances.*—Pay and allowances during the period of loan will be credited at the rates and under the conditions laid down in the Regulations for the Government and Payment of the Royal New Zealand Navy, but deferred pay is not payable to Royal Navy personnel except that ratings who have been loaned to the Royal New Zealand Navy and have completed their engagements in the Royal Navy and their loan engagements in the Royal New Zealand Navy, will receive credit of deferred pay as from the day following the expiration of the loan agreement or the Royal Navy engagement, whichever is later.

3. The New Zealand Regulations provide that the combined pay and allowances of officers lent from the Royal Navy will in no case be less than that payable to them under the K.R. & A.I.

4. Generally, extra duty allowances are payable to officers at the rates and under the conditions authorised in K.R. & A.I.

5. *Retired Officers.*—Particulars concerning the pay and allowances of retired or emergency list officers may be obtained from the High Commissioner for New Zealand.

6. *Special Engagement Bonus.*—In view of the fact that ratings on loan to the Royal New Zealand Navy are on special rates of pay which are paid by the New Zealand Government and which are, in all cases, substantially higher than Royal Navy rates, special engagement bonus will not be payable to ratings who have re-engaged for general service after completing time for pension, while they are lent to the Royal New Zealand Navy.

7. *Hospital Stoppages.*—While lent to the Royal New Zealand Navy, Royal Navy officers and ratings are subject to the regulations for hospital stoppages referred to in Section B, paragraph 20.

8. *New Zealand Taxation.*—During their period of loan, Royal Navy personnel are subject to the application of the New Zealand Land and Income Tax and Employment Acts—(but see paragraphs 2 and 15 to 20 of Section A of this Admiralty Fleet Order). In addition, pay and allowances earned by personnel serving in H.M.N.Z. ships are exempt from income tax when such pay and allowances are earned outside New Zealand waters. (Continuity in service outside New Zealand waters will not be broken by a temporary stay in New Zealand not exceeding ten days).

9. *Exchange Rate.*—Attention is drawn to the exchange position of New Zealand currency in regard to sterling at present prevailing, the current rate of exchange being £100 sterling equals £124 7s. 6d. (New Zealand).

10. *Pay Accounts.*—The pay accounts (including such items as kit upkeep allowance, grog money and pensions insurance deductions) of officers and men selected for service in the Royal New Zealand Navy are to be closed as at the date immediately preceding that of the commencement of their New Zealand appointment or engagement, and balances are to be paid in full to that date by the Accountant Officers of H.M. ships or R.M. divisions, prior to transfer.

11. Officers appointed to the Royal New Zealand Navy and who are required to proceed to New Zealand by freight, may receive from the High Commissioner for New Zealand, on application, an advance of pay based on the provisions of Article 1746. K.R. & A.I. Where officers appointed to the Royal New Zealand Navy are required to join one of H.M. ships of the Royal New Zealand Navy refitting in England, any advance of pay necessary is to be obtained from the Accountant Officer of the ship to which first appointed.

12. *Travelling Expenses.*—Naval ratings and non-commissioned officers and men, Royal Marines, are not to be given advances of public money to meet travelling expenses ; where necessary, however, they may be granted advances of pay under Article 1746, clause 10, K.R. & A.I. The amounts advanced are to be noted on the

men's transfer lists as debit balances transferred to their accounts in the Royal New Zealand Navy and a notation is to be made in red ink next to the debit balance in the ledger—" (For claim against New Zealand Government.) "

13. *Transfer Lists.*—Transfer lists (S. 45) are to be forwarded without delay direct to the High Commissioner for New Zealand, 415, Strand, London, W.C.2, and duplicates are to be sent to the Director of Navy Accounts.

14. Particulars of men lent or transferred should be reported on Forms S. 161; the original form to the drafting authority, and carbon copy to Naval Branch (Statistical Section), Admiralty, London, S.W.1, in accordance with K.R. & A.I., Art. 1730(b), clauses 2 and 3.

15. If the transfer of service is to one of H.M. ships of the Royal New Zealand Navy paid off for refit in England, pay accounts are to be opened for the period of the refit on a special New Zealand list of the books of the home depot concerned, and then closed and transferred to the High Commissioner as from the day on which the vessel commissions, transfer lists being forwarded as provided above.

16. *Drafting Leave.*—Royal Navy ratings who have been selected for loan to the Royal New Zealand Navy and have their homes in New Zealand may, if they so desire have their 10 days' drafting leave deferred, and taken on or shortly after their arrival on the New Zealand Station, in order to afford additional opportunity to visit their homes. It is to be clearly understood that such deferred drafting leave will be at Royal Navy rates and will only be granted at a time convenient to the ship and not necessarily immediately a man arrives on the Station.

17. *Allotments.*—In order that officers and men definitely transferred or lent to the Royal New Zealand Navy may have an opportunity to revise their contributions to their dependants on being placed on New Zealand rates of pay, and to avoid hardship through a break in the continuity of payment to the dependants by reason of the officer's or man's transfer, the allotment (and any allowance in force in respect of ratings), at the time of transfer will not necessarily be discontinued, and any adjustments or stoppages are to be left for arrangement between the Director of Navy Accounts and the New Zealand Government.

18. The allotments of officers and men selected for service in the Royal New Zealand Navy are not, therefore, to be regarded as stopped on transfer, but particulars of the allotment should be shown on the transfer list forwarded to the High Commissioner for New Zealand and Director of Navy Accounts, as for transfers in the Royal Navy.

19. *Engagement Forms.*—Forms of engagement, signed by all men engaging for service in the Royal New Zealand Navy, and forms of agreement, signed in triplicate by volunteers for temporary loan from the Active List of the Royal Navy, are to be forwarded to the High Commissioner for New Zealand, 415, Strand, London, W.C.2, for counter-signature, on behalf of the Dominion Government, and disposal. The duplicates of the latter form will be returned for enclosure in the men's service certificates, and the triplicates forwarded to the Director of Navy Accounts.

20. *Advancement.*—The conditions of advancement of ratings while on loan to Dominion navies are laid down in A.F.O. 1212/35.

#### *Officers and Men Returning from Service in the Royal New Zealand Navy.*

21. *Pay Accounts.*—Officers of the Royal Navy returning from the Royal New Zealand Navy for reversion to the Royal Navy, are to be borne nominally on the books of H.M.S. "Victory", for disciplinary purposes only, from the date of arrival in England to the date of expiration of their New Zealand leave. Payment will be made to them direct by the High Commissioner for New Zealand, London, who will forward a transfer list to H.M.S. "Victory", showing the period for which such officers are to be borne nominally on that depot's books, a notation being made that payment will be effected direct by the High Commissioner for New Zealand for such period.

22. Officers of the Royal Marines, however, are to be borne for pay on separate lists on the books of their respective R.M. Divisions. They should be credited with pay at New Zealand rates for the period of passage home and for any New Zealand leave due, and charged with any allotments, in accordance with the particulars given in the transfer lists accompanying the officers. Settlement of pay accounts is to be made as provided for in the case of men in paragraph 23.

23. Men returning for reversion to the Royal Navy and Royal Marines are to be entered on separate lists on the books of the respective depots or Royal Marine divisions, credited with pay at New Zealand rates for the period of passage home, plus any New Zealand leave due, and charged with any allotments in accordance with particulars appearing on the transfer lists accompanying the men (*see also* Section A, paragraph 21). Complete settlement of pay accounts at New Zealand rates of pay is to be made by the depots or Royal Marine divisions and the totals of the relative folios shown separately in the ledger abstract. When men return to England, the date of ceasing pay at New Zealand rates is to be inserted by the depots or Royal Marine divisions on Forms S. 214, except in the case of invalids (*see* paragraph 33).

24. The procedure outlined in paragraphs 21, 22 and 23 relates to personnel who return to England by freight ship. Where one of H.M. ships of the Royal New Zealand Navy returns to England to refit, etc., personnel for reversion to the Royal Navy and Royal Marines will be borne on the books of that ship until the expiration of the leave, etc., due, unless the ship is sailing before the leave, etc., expires, in which case personnel will then be dealt with as in paragraphs 21, 22 and 23.

*Note.*—Loan ratings reverting to the R.N. from the R.N.Z.N. are to be credited with K.U.A. at R.N. rates during passage and foreign service leave. Pay documents of ratings discharged to the R.N. should show date to which K.U.A. at New Zealand rates has been credited and noted that subsequent credits are to be made at R.N. rates.

25. *Re-engaging Leave.*—With reference to K.R. and A.I., Article 651, clause 2, and Article 760, clause 3, it should be noted that the cost of re-engaging leave earned by men lent to the Royal New Zealand Navy is an Admiralty liability, and where such leave is due on return to the Royal Navy, it should be granted to follow the foreign service leave, pay at Royal Navy rates being credited during the re-engaging leave period.

26. *Social Security Contribution (Registration Fee and Social Security Charge)*—Deductions from pay, etc.—(*see* Section A)—are to be charged against officers and men borne for pay at New Zealand rates during accumulated leave periods, and the registration fee is to be charged on any instalment date falling within the period of such leave—(but *see* A.F.O. 1034/41 for temporary wartime arrangement).

27. *Pensions Insurance.*—Insurable Royal Navy ratings and Royal Marines continue to be liable for contributions in respect of pensions insurance while serving under loan agreements with the Royal New Zealand Navy, and the standard quarterly deduction should accordingly be made in advance on the first day of the quarter in their New Zealand pay accounts. In the event of a man ceasing to be borne at New Zealand rates of pay before the end of the quarter, adjustment of the pensions insurance deduction should be effected by crediting his New Zealand pay account with the amount overcharged in respect of the period between the date of ceasing pay at New Zealand rates and the end of the quarter (assessed in accordance with the instructions for dealing with broken periods set forth in Appendix XXIX, K.R. and A.I.). In the case of reversion to the Royal Navy, or Royal Marines, in order to preserve the continuity of the contributions, this amount should then be charged against the individual Royal Naval or Royal Marine pay account in the ledger.

28. *Grog Money.*—Under New Zealand regulations, grog money is not payable in respect of periods on passage by freight ship.

29. *Allotments.*—Naval and Marine personnel who are utilising the allotment system are to be afforded the earliest opportunity facilities for varying their allotment commitments in the light of their requirements upon reverting to Royal Naval and Royal Marine rates of pay, subject to the limits prescribed by Article 1756, clause 3 (a) K.R. and A.I. With a view to ensuring continuity of support of wives and other dependants, men of the Royal Navy and Royal Marines returning to England whose dependants are residing abroad should upon first appearance in depot, be encouraged to declare (with prospective effect where New Zealand pay is still being credited) new or revised allotments in their favour.

30. *Marriage Allowance.*—Upon first appearance in depot or Royal Marine headquarters on return from service with the Royal New Zealand Navy, all naval ratings and Royal Marines are to be questioned as to whether they claim to be

entitled to marriage allowance in respect of a wife and/or children residing abroad, and, if so, a report should be forwarded (for naval ratings), to the Director of Navy Accounts upon such of the following points as may be applicable, necessary action for Royal Marines being taken at headquarters:—

- (i) present address of wife;
- (ii) whether she is following the man to this country, and if so, approximate date of arrival;
- (iii) if she is not proceeding to this country, the reason for remaining abroad;
- (iv) names and ages of children.
- (v) name and address of guardian of children, if motherless;
- (vi) amount of allotment in force in favour of wife or guardian on reversion to Royal Navy rates of pay.

*Note.*—When men returning for reversion to the Royal Navy and Royal Marines return to England in one of H.M. ships of the Royal New Zealand Navy, the Accountant Officer of the ship concerned will take the action required by paragraphs 29 and 30 and the necessary instructions as to the institution of allotment charges will be issued by the Director of Navy Accounts or Commandant, Royal Marines, as the case may be.

*Naval Ratings and Royal Marines Invalided from the Royal New Zealand Navy.*

31. On arrival in England, invalids from the Royal New Zealand Navy are medically surveyed, and as a result of the survey they may be—

- (a) invalided forthwith, i.e., at the next fortnightly medical survey;
- (b) regarded as fit for duty; or
- (c) sent to hospital for treatment if there is a reasonable probability of their ultimate return to duty or if final medical survey cannot be carried out without a further period of observation in hospital.

32. New Zealand rates of pay should be credited in the ledger of the depot of Royal Marine division in which the invalids are received, up to and including the date of medical survey on arrival, and thereafter on the following basis:—

Men in category—

- (a) are to receive 28 days' invaliding leave, followed by the amount of foreign service leave due, these periods being reckoned after the date of the fortnightly medical survey, i.e. New Zealand rates to be continuous until the expiration of the foreign service leave;
- (b) to receive New Zealand rates from the date of arrival to the date of the expiration of the foreign service leave due;
- (c) to receive New Zealand rates to the date of medical survey on arrival, Royal Navy rates whilst under treatment in hospital and New Zealand rates during foreign service leave due, taken after treatment in hospital; if the man be invalided after a period in hospital at Royal Navy rates of pay, he should then receive 28 days' invaliding leave, plus any foreign service leave due, both at New Zealand rates of pay. (See Section B, paragraph 20—Hospital Stoppages.)

33. Whenever a naval rating or Royal Marine is invalided during loan to the Royal New Zealand Navy, a report is to be made to the Director of Navy Accounts, accompanied by Form S.214, and a complete copy of the man's pay account from the date of re-entry for pay on Royal Navy or Royal Marine ledgers, to the date of final invaliding or reversion to the Royal Navy or Royal Marines. The Admiralty will then inform the High Commissioner for New Zealand of the date on which the man ceased to receive New Zealand rates of pay.

34. *Passages of Royal Naval Officers and Royal Marines and their Families.*—Officers of the Royal Navy lent for service in the Royal New Zealand Navy, and officers of the Royal New Zealand Navy, are entitled to passages at Government expense when travelling on duty to or from New Zealand and service passages are not available.

35. *Passages for Officers' Wives and Families.*—Passages are also granted at Government expense to the wives and families of officers appointed to the Naval Board, to the staff at Navy Office, and for duty in the depot ship "Philomel", or in other shore establishments in New Zealand.

36. The grant of a free return passage for the wife and family is subject to the following conditions:—

- (a) The officer must be loaned for a period of not less than three years.
- (b) The wife and family must:—
  - (i) leave England within three months of the date of departure of the officer; and
  - (ii) intend to remain in New Zealand during the full period on loan of the officer.
- (c) Where an officer's wife and family do not accompany him on passage, no greater amount will be allowed in respect of their passages than would have been incurred had they accompanied the officer at the time of transfer.
- (d) Whether permission to make his own arrangements is granted or not, the wife and family of the officer concerned must travel in the same class of accommodation as the officer himself. His pay account will be debited with a sum equal to the cost of messing his family in accordance with the terms of Article 1676 of K.R., and for the period of his family's passage he will be regarded as having been provided with quarters and so will not be entitled to be credited with marriage allowance, though children's allowance will be payable;
- (e) The term "family" includes only such sons as are under sixteen years of age at the date of commencement of the passage, whether outward or homeward, and unmarried daughters dependent on and residing with their fathers. An exception to this rule will be permitted in the case of sons over sixteen who, by reason of physical or mental infirmity, are necessarily dependent on their parents. Passages of adopted children are not allowable, except under special circumstances with the approval of the Naval Board;
- (f) Passages will not be provided at public expense for the wife and family of any officer who marries on or subsequent to the commencing date of the period of his loan to the Royal New Zealand Navy.

37. A report is to be rendered to Navy Office by each officer in respect of whose wife and family a passage to New Zealand is provided by the Government. This report should show:—

- (i) The date the wife and family left England and ship by which passage was taken;
- (ii) The names of the persons comprising the family party;
- (iii) The dates of birth of children.

38. The right to a return passage will also be forfeited—

- (i) if the wife and family return to England before the term of the officer's service expires; or
- (ii) if they remain in New Zealand for six months after the officer has departed from the Dominion for reversion to the Royal Navy.

39. The Naval Board may authorise the forfeiture of passages to be waived in special circumstances, provided that no additional expenditure is incurred as a charge to public funds.

40. Should an officer's service in the Royal New Zealand Navy be terminated owing to his misconduct or unsatisfactory service or should an officer voluntarily withdraw from service in the Royal New Zealand Navy prior to the completion of the period for which lent, the Government do not hold themselves responsible for his return passage; nor, whether normally eligible or otherwise, for the return passage of his wife and family. An officer who, at his own request, reverts to the Royal Navy prior to the expiration of his period of loan service in the Royal New Zealand Navy, will be required to defray all expenses incurred in connection with the passage to New Zealand of his relief unless very strong reasons are put forward why such charges should not be made.

41. The grade of accommodation to and from New Zealand if available at the time of booking is governed by the provisions of Admiralty Fleet Orders, and will be as follows:—

Rank or Relative Rank	New Zealand Shipping Co.		Shaw, Savill and Albion Company, Ltd.	
	Class	Grade	Class	Grade
	£ (Sterling)		£ (Sterling)	
Captain and above ... ..	First	133	First	133
			Cabin	116
Commander ... ..	First	125	First	125
Chaplains ... ..			Cabin	112
Lieutenant-Commanders ... ..	First	125	First	125
Captain, R.M. ... ..			Tourist, all one class.	96 or 92 or 87
			Tourist, all one class.	96 or 92 or 87
Lieutenant ... ..	First	125	First	125
	Tourist, all one class.	93 or 87	Cabin ...	105
			Tourist, all one class.	92 or 87
All other officers ... ..	First	125	First	125
	Tourist, all one class.	93 or 87 or 80	Cabin ...	103 or 99
			Tourist, one class.	92 or 87 or 83

42. The New Zealand Naval Board may grant permission for an officer to make his own arrangements for the passage of himself and wife and family to England, subject to the following conditions:—

- The foreign service leave of the officer will commence on the day following that on which the ship by which he would normally have travelled is scheduled to arrive in the United Kingdom;
- Passages are booked in British ships unless, in very exceptional circumstances, approval is given for passage in a foreign ship;
- Passages are arranged in first-class or cabin-class accommodation either minimum rate or higher. Two-berth cabin accommodation in "all one class" tourist vessels may be deemed to be cabin class for purposes of passage arrangements made by Lieutenant-Commanders and officers below that rank. Passages may be arranged by air;
- The amount payable from public funds will not exceed the net cost which would have been incurred had the passage or passages been ordered by Navy Office in the ship in which the officer would normally have left New Zealand.

43. The High Commissioner for New Zealand, on written application by any officer appointed for duty in the Royal New Zealand Navy, may grant permission for him to make his own arrangements for the passage of himself and wife and family, subject to the following conditions:—

- That he will arrive in New Zealand not later than the date he is required for duty. Particulars of this date will always be communicated when requisitions for reliefs are transmitted to the High Commissioner;
- Passages are booked in British ships unless in very exceptional circumstances, approval is given for passage in a foreign ship;
- Passages are arranged in first-class or cabin accommodation either minimum rate or higher. Two-berth cabin accommodation in "all one class" tourist vessels may be deemed to be cabin class for purposes of passage arrangements made by Lieutenant-Commanders and officers below that rank. Passages may be arranged by air;
- The amount payable from public funds will not exceed the net cost which would have been incurred had the passage been ordered in the ship in which the officer would normally have left England;
- The date of his appointment is not affected.

44. In very special circumstances, the Naval Board or the High Commissioner for New Zealand may approve an advance or passage money to those granted permission to find their own way to or from England by an alternative route. The advance will not exceed ninety per cent. of the sums mentioned in paragraph 42 (d) and may be made by the High Commissioner in England, or by the Accountant Officer of the ship in New Zealand. If made by the latter, authority must first be received from Navy Office. Cash advances will not be made until payment is due to the shipping company.

45. The balance of the amount due will be paid to the officer by the High Commissioner or the Accountant Officer of the ship, on production of his claim within three months of the date of the expenditure being incurred.

46. The officer must produce in support of his claim the following documents:—

- Shipping or air line company's receipt for passage money paid;
- A statement showing:—
  - particulars of the actual accommodation booked;
  - date passage was booked;
  - name of passenger ship or air line.

47. *Repatriation of Officers and Ratings Discharged from the Royal New Zealand Navy.*—See A.F.O. 4545/43 for wartime arrangements.

#### SECTION D.—RATES OF PAY AND ALLOWANCES

- The existing rates of pay for the Royal New Zealand Navy are shown below.
- Ratings entered or re-entered in or loaned or re-loaned to the Royal New Zealand Navy prior to 1 Jan. 1940, are to be credited with the 1939 rates of pay. New Zealand ratings in receipt of 1939 rates of pay are credited with Deferred Pay by Navy Office (see Section B, paragraph 1). Ratings in receipt of 1939 rates of pay are not liable for deductions on account of superannuation as they are not eligible for superannuation benefits.
- Ratings entered or re-entered in or loaned or re-loaned to the Royal New Zealand Navy subsequent to 31 Dec. 1939, are to be credited with 1940 rates of pay. From the age of 18 or date of entry, loan, etc., whichever is the later, all ratings in receipt of 1940 rates of pay will be liable to pay 5 per cent. of their total emoluments to the superannuation fund. The term "emoluments" for this purpose includes substantive pay and non-substantive pay plus an amount in respect of service, messing and facilities assessed at 2s. 6d. per diem. Good conduct badges are not regarded as non-substantive pay for the purpose of superannuation contributions. For further details see Appendix (page 46).
- Ratings in receipt of the 1940 rates of pay are not eligible for the credit for deferred pay except as permitted in paragraph 5. The superannuation deduction made from the pay of personnel loaned to the Royal New Zealand Navy and in receipt of 1940 rates of pay is regarded as off-setting a portion of the contribution made by the New Zealand Government to the Imperial Government for the cost of the pensions of loan ratings.
- The 1940 scale for Warrant Officers has been introduced to provide for the possibility of the abolition of deferred pay in the future and the substitution therefor of a superannuation scheme similar to that for ratings. New Zealand ratings in receipt of the 1939 rates of pay may elect to receive the 1940 rates of pay provided that an amount is deducted from their deferred pay equal to the difference between his substantive rates of pay in the 1939 and 1940 scales. The effect of this ruling is that a rating may draw, as pay, a portion of his deferred pay equal to the difference between his substantive rate of pay in the 1940 and 1939 scales. These ratings are not eligible for superannuation benefits or liable for superannuation deductions. This decision may not be revoked once it has been made. It is not intended at present that a rating may transfer from the deferred pay scheme to the superannuation scheme.
- Pay of Mobilised Reservists.*—The Naval Defence Act, 1913, Section 21, as amended by the Naval Defence Amendment Act, 1922, Section 4, provides that officers and ratings of the Naval Reserves are members of the Royal New Zealand Navy.





ACCOUNTANT OFFICERS— <i>contd.</i>								<i>Per Diem</i>		
								£	s.	d.
Paymaster Lieutenant-Commander—										
On promotion	...	...	...	...	...	...	...	1	8	0
After 3 years	...	...	...	...	...	...	...	1	10	0
After 6 years	...	...	...	...	...	...	...	1	12	0
After 9 years	...	...	...	...	...	...	...	1	14	0
After 12 years	...	...	...	...	...	...	...	1	16	0
Paymaster Commander—										
On promotion	...	...	...	...	...	...	...	1	18	0
After 3 years	...	...	...	...	...	...	...	2	2	0
After 6 years	...	...	...	...	...	...	...	2	6	0
After 9 years	...	...	...	...	...	...	...	2	10	0
After 12 years	...	...	...	...	...	...	...	2	12	6
Paymaster Captain—										
On promotion	...	...	...	...	...	...	...	2	13	0
After 3 years	...	...	...	...	...	...	...	2	18	0
After 6 years	...	...	...	...	...	...	...	3	3	0
After 9 years	...	...	...	...	...	...	...	3	8	0

## MEDICAL OFFICERS

Surgeon Lieutenant—										
On entry	...	...	...	...	...	...	...	1	6	0
After 3 years	...	...	...	...	...	...	...	1	10	0
Surgeon Lieutenant-Commander—										
On promotion	...	...	...	...	...	...	...	1	16	0
After 3 years	...	...	...	...	...	...	...	2	1	0
Surgeon Commander—										
On promotion	...	...	...	...	...	...	...	2	6	0
After 3 years	...	...	...	...	...	...	...	2	10	0
After 6 years	...	...	...	...	...	...	...	2	14	0
After 9 years	...	...	...	...	...	...	...	2	18	0
After 12 years	...	...	...	...	...	...	...	3	1	6
Surgeon Captain—										
On promotion	...	...	...	...	...	...	...	3	3	0
After 3 years	...	...	...	...	...	...	...	3	8	0
After 6 years	...	...	...	...	...	...	...	3	13	0
After 9 years	...	...	...	...	...	...	...	3	18	0

## DENTAL OFFICERS

Surgeon Lieutenant (D)—										
On entry	...	...	...	...	...	...	...	1	3	0
After 3 years	...	...	...	...	...	...	...	1	7	0
Surgeon Lieutenant-Commander (D)—										
On promotion	...	...	...	...	...	...	...	1	13	0
After 3 years	...	...	...	...	...	...	...	1	18	0
After 6 years	...	...	...	...	...	...	...	2	1	0
After 9 years	...	...	...	...	...	...	...	2	4	6

## CHAPLAINS

Chaplain—										
On entry	...	...	...	...	...	...	...	1	0	0
After 3 years	...	...	...	...	...	...	...	1	4	0
After 6 years	...	...	...	...	...	...	...	1	7	0
After 9 years	...	...	...	...	...	...	...	1	10	0
After 12 years	...	...	...	...	...	...	...	1	13	0
After 15 years	...	...	...	...	...	...	...	1	16	0
After 18 years	...	...	...	...	...	...	...	1	19	0
After 21 years	...	...	...	...	...	...	...	2	2	0
After 24 years	...	...	...	...	...	...	...	2	5	0
After 27 years	...	...	...	...	...	...	...	2	8	0
After 30 years	...	...	...	...	...	...	...	2	11	0

## INSTRUCTOR OFFICERS

Instructor Lieutenant—										
On entry	...	...	...	...	...	...	...	0	19	0
After 3 years	...	...	...	...	...	...	...	1	2	0

INSTRUCTOR OFFICERS—*contd.*

								<i>Per Diem</i>		
								£	s.	d.
Instructor Lieutenant-Commander—										
On promotion	...	...	...	...	...	...	...	1	8	0
After 3 years	...	...	...	...	...	...	...	1	10	0
After 6 years	...	...	...	...	...	...	...	1	12	0
Instructor Commander—										
On promotion	...	...	...	...	...	...	...	1	18	0
After 3 years	...	...	...	...	...	...	...	2	2	0
After 6 years	...	...	...	...	...	...	...	2	6	0
After 9 years	...	...	...	...	...	...	...	2	10	0
Instructor Captain—										
On promotion	...	...	...	...	...	...	...	2	13	0
After 3 years	...	...	...	...	...	...	...	2	18	0
After 6 years	...	...	...	...	...	...	...	3	3	0
After 9 years	...	...	...	...	...	...	...	3	8	0

## WARRANT OFFICERS AND OFFICERS PROMOTED THEREFROM

	Mechanical Branches		Non-Mechanical Branches							
	Column A		Column B							
	Column 1	Column 2	Column 1A	Column 2A						
	1939	1940	1939	1940						
	<i>Per Diem</i>	<i>Per Diem</i>	<i>Per Diem</i>	<i>Per Diem</i>						
	s.	s.	s.	s.						
	d.	d.	d.	d.						
Warrant Officer	17	6	18	6	16	6	17	6		
After 3 years	18	3	19	3	17	3	18	3		
After 6 years	19	0	20	0	18	0	19	0		
After 9 years	19	9	20	9	18	9	19	9		
Commissioned Officer from Warrant Rank	21	0	21	0	20	0	20	0		
After 3 years	23	0	23	0	22	0	22	0		
After 6 years	24	0	24	0	23	0	23	0		
After 9 years	26	0	26	0	25	0	25	0		
Lieutenant—										
On promotion	28	0	28	0	27	0	27	0		
After 3 years	29	0	29	0	28	0	28	0		
After 6 years	30	0	30	0	29	0	29	0		
Lieutenant Commander	32	0	32	0	31	0	31	0		
After 3 years	36	0	36	0	35	0	35	0		
Commander	As for Commander of Branch									

A Warrant Officer, married or widower, whose total emoluments as a rating on the date immediately preceding his promotion to warrant rank exceeded the amount to which he would be entitled as a Warrant Officer may, on the approval of the Naval Board, be paid a special rate of pay. Such a case shall be dealt with in accordance with the conditions governing similar cases in the Royal Navy.

The Mechanical Branch (Column A) shall include the ranks of Warrant Engineer, Commissioned Engineer, Engineer Lieutenant, Engineer Lieutenant-Commander, Warrant Mechanician, Commissioned Mechanician, Warrant Shipwright, Commissioned Shipwright and Shipwright Lieutenant, Warrant Electrician, Commissioned Electrician, Warrant Ordnance Officer, Commissioned Ordnance Officer, and officers promoted to the ranks of Lieutenant and Lieutenant-Commander in their respective branches from the foregoing ranks.

The Non-Mechanical Branch (Column B) shall include the ranks of Gunner, Commissioned Gunner, Gunner (T), Commissioned Gunner (T), Boatswain, Commissioned Boatswain, Signal Boatswain, Commissioned Signal Boatswain, Warrant Telegraphist, Commissioned Telegraphist, Warrant Wardmaster, Commissioned Wardmaster, Warrant Master-at-Arms, Commissioned Master-at-Arms, Warrant Writer, Commissioned Writer, Warrant Supply Officer, Commissioned Supply Officer, Warrant Cook, Commissioned Cook, Warrant Steward, Commissioned Steward, and officers promoted to the ranks of Lieutenant and Lieutenant-Commander in their respective branches from the foregoing ranks (except Steward).

	Column 1	Column 2
	1939	1940
	Per Diem	Per Diem
	£ s. d.	£ s. d.
<b>SCHOOLMASTERS</b>		
Schoolmaster Candidate	0 14 0	0 15 0
Probationary Schoolmaster	0 15 9	0 16 9
Schoolmaster (Warrant Officer) after one year from entry or on confirmation, if later	0 15 9	0 16 9
After 2 years from entry	0 15 9	0 16 9
After 3 years from entry	0 16 6	0 17 6
After 4 years from entry	0 16 6	0 17 6
After 5 years from entry	0 16 6	0 17 6
After 6 years from entry	0 17 0	0 18 0
After 7 years from entry	0 17 0	0 18 0
After 8 years from entry	0 17 0	0 18 0
After 9 years from entry	0 17 9	0 18 9
Schoolmaster (Commissioned Officer from Warrant Rank)—		
On promotion	0 19 0	0 19 0
After 1 year	0 19 0	0 19 0
After 2 years	0 19 0	0 19 0
After 3 years	1 0 6	1 0 6
After 4 years	1 0 6	1 0 6
After 5 years	1 0 6	1 0 6
After 6 years	1 1 6	1 1 6
After 7 years	1 1 6	1 1 6
After 8 years	1 1 6	1 1 6
After 9 years	1 3 6	1 3 6
After 10 years	1 3 6	1 3 6
After 11 years	1 3 6	1 3 6
After 12 years	1 3 6	1 3 6
After 13 years	1 4 0	1 4 0
After 14 years	1 4 6	1 4 6
After 15 years	1 5 0	1 5 0
Senior Master (Commissioned Officer from Warrant Rank) to receive the rate of pay to which he would have been entitled as a Schoolmaster (either Warrant Officer or Commissioned Officer from Warrant Rank according to the time served from date of entry) with an addition of	0 3 0	0 3 0
Headmaster (Lieutenant) on promotion	1 8 0	1 8 0
After 3 years	1 9 0	1 9 0
After 6 years	1 10 0	1 10 0
Headmaster (Lieutenant-Commander) on promotion	1 12 0	1 12 0
After 3 years	1 16 0	1 16 0
Headmaster Commander	As for Commander of Branch	

(i) Officers promoted to Commissioned Officer from Warrant Rank prior to 21 Feb. 1935, are to be paid under the old scheme.

(ii) Officers promoted on the above date with more than ten, but less than fifteen years from entry to receive annual increments under the old scheme for Warrant Officers and Commissioned Officers from Warrant Rank, irrespective of the date of promotion to the latter rank.

(iii) Officers serving on 21 Feb. 1935, if not promoted after ten years from entry are nevertheless to receive increments under the old scheme for Warrant Officers.

(iv) Officers serving on the above date and promoted after ten years from entry, and officers entered into the Naval Service on or after 21 Feb. 1935, are to be paid under the new scheme, the rates for which are those shown above.

*Note.*—The "old scheme" referred to in paragraphs (i) to (iv) above is that described in K.R. & A.I., Appendix I, Part 1, Nos. 62 and 63. If any officers loaned to the New Zealand Division are affected thereby, special application should be made to Navy Office for the rate of pay to be applied.

ROYAL MARINE OFFICERS		Per Diem
Commissioned Officers (Direct Entry)		£ s. d.
Probationary Second Lieutenant	...	0 7 6
Probationary Lieutenant	...	0 10 0
Lieutenant—		
Under 4 years from date of entry	...	0 10 0
After 4 years	...	0 15 0
After 8 years	...	0 18 0
After 10 years	...	1 2 0
Captain—		
On promotion	...	1 8 0
After 3 years	...	1 10 0
After 6 years	...	1 12 0
After 9 years	...	1 14 0
After 12 years	...	1 16 0
Major—		
On promotion	...	1 18 0
After 3 years	...	2 2 0
After 6 years	...	2 6 0
After 9 years	...	2 10 0
After 12 years	...	2 12 0
Lieutenant-Colonel, on promotion	...	2 18 0
Commissioned Officers Promoted from Warrant Rank or from the Ranks under K.R. & A.I., Appendix XII, Part 10, Section II (A), Paragraph 2.		
Probationary Second Lieutenant	...	0 16 0
Probationary Lieutenant	...	0 16 0
Lieutenant—		
Under 4 years from date of promotion to Probationary Second Lieutenant	...	0 16 0
After 4 years from date of promotion to Probationary Second Lieutenant	...	0 17 0
After 8 years	...	1 0 0
After 10 years	...	1 4 0
(Subsequently in accordance with the above scale for direct-entry officers.)		
WARRANT OFFICERS AND OFFICERS PROMOTED THEREFROM		
Royal Marine Gunner—		
On promotion	...	0 14 0
After 3 years	...	0 15 0
After 6 years	...	0 16 0
After 9 years	...	0 17 0
Commissioned Royal Marine Gunner—		
On promotion	...	0 19 0
After 3 years	...	1 1 0
After 6 years	...	1 3 0
After 9 years	...	1 5 0
Lieutenant—		
On promotion	...	1 7 0
After 3 years	...	1 8 0
After 6 years	...	1 9 0
Captain—		
On promotion	...	1 11 0
After 3 years	...	1 15 0
(Note.—Officers promoted under K.R. & A.I., Appendix XII, Part 10, Section II (A), paragraph 16, receive pay as Lieutenant and Captain under the above scale.)		
Sergeant-Major—		
On promotion	...	0 14 0
After 3 years	...	0 15 0
After 6 years	...	0 16 0

*For rates of pay prior to November, 1942, see Appendix, page 46.*

## D.—SECTION II. OFFICERS—ALLOWANCES

*Marriage and Children's Allowances.*—Marriage and Children's Allowances are payable to all married officers of the Royal New Zealand Navy under the conditions and at the rates described hereunder :—

- (i) With effect from 11 Jul. 1938, Marriage and Children's Allowances are payable from the date of their 25th birthday to officers, other than Sub-Lieutenants, who are "Married Officers", as defined in paragraph 3 of A.F.O. 4392/43, at the following rates :—

	Commanders, R.N.,		Lieutenant-Commanders, R.N.,		Lieutenant, R.N.,		Commissioned	
	Captain, R.N.		Lieutenant from		officers from		(and relative	
	(and relative		Warrant rank		Warrant rank,		Warrant officer	
	ranks)		(and relative		ranks)		ranks)	
	Per Day		Per Day		Per Day		Per Day	
	s. d.		s. d.		s. d.		s. d.	
Marriage allowance	5	6	4	6	3	0		
Children's allowances—								
For first child	2	0	2	0	1	6		
For each subsequent child	1	0	1	0	1	0		

- (ii) With effect from date of mobilisation, or 3 Sep. 1939, whichever is the earlier, marriage and children's allowances are payable to married officers under the age of 25 at the following rates :—

	Commissioned		Commissioned	
	officers other than		officers from	
	Commissioned		Warrant rank,	
	officers from		Warrant Officers	
	Warrant rank		Per Day	
	Per Day		Per Day	
	s. d.		s. d.	
<i>From date of mobilisation, or 3 Sep. 1939, whichever is the earlier, to 30 Sep. 1940—</i>				
Marriage allowance	4	6	3	0
Children's allowances—				
For first child	2	0	1	6
For each subsequent child	1	0	1	0
<i>From 1 Dec. 1940—</i>				
Marriage allowance	3	0	3	0
Children's allowances—				
For one child	1	6	1	6
For two or more children	2	6	2	6

- (iii) With effect from date of mobilisation, or 3 Sep. 1939, whichever is the earlier, marriage and children's allowances are payable to married Sub-Lieutenants of 25 or more years of age at the following rates :—

	Per Diem	
	s. d.	
<i>From date of mobilisation of 3 Sep. 1939, whichever is the earlier, to 30 Nov. 1940—</i>		
Marriage allowance	4	6
Children's allowances—		
For first child	2	0
For each subsequent child	1	0
<i>From 1 Dec. 1940—</i>		
Marriage allowance	3	0
Children's allowance—		
For first child	1	6
For second child	1	0
For each subsequent child	1	0

N.B.—The concession outlined in (ii) and (iii) above applies for the period of hostilities only.

2. Normally, lodging allowance will not be paid concurrently with marriage allowance (but see modifications in A.F.O. 4392/43, paragraph 40).

3. All "married officers" are to make the following declaration as soon as possible after taking up their appointment in New Zealand :—

- (i) I declare that I am eligible for the payment of marriage allowance in accordance with the terms of Admiralty Fleet Order as from

.....

- (ii) I declare that I was born on .....
- (iii) I declare that I was married on....., that my wife is still living, and that she is living with me or wholly maintained by me.

(iv) I declare that I am a widower.

- (v) I declare that I am eligible for allowances for children as defined in paragraphs 7-8 of A.F.O. 4392/43 in respect of the following, who are wholly maintained by me —

Name Date of Birth

- .....
- (vi) I declare that I will report any changes in the above particulars as they arise.

(Cross out conditions which do not apply.)

Signature .....

Rank .....

Date .....

4. The declarations are to be handed to the Accountant Officer and must be supported by marriage certificates and by birth certificates of children.

5. Where children's allowances are claimed for children over the age of 16 years, a statement should be added to the declaration to the effect that the child is receiving full-time instruction at an educational establishment, the name and address of which must be stated.

6. All changes in conditions affecting the credit of marriage allowance are to be reported by the officer immediately such changes become effective. The report is to be forwarded to the Accountant Officer, who will make the necessary adjustments and transmit it to the Naval Secretary, Navy Office, Wellington.

7. The marriage allowance scheme will not apply to Royal New Zealand Naval Reserve or Royal New Zealand Naval Volunteer Reserve officers unless they are appointed to a ship to fill a vacancy, or unless they are called up for mobilised service in an emergency.

8. *Removal Allowance.*—Removal allowance will be paid to officers who, when serving in New Zealand, are given effective appointments necessitating household removal in New Zealand. Each case is judged on its merits by the Naval Board.

9. *Uniform Upkeep Allowance.*—An allowance to assist in the maintenance of uniform has been approved at the following rates, with effect from 1 Nov. 1942 :—

(a) £10 per annum (£2 10s. 0d. per quarter) to officers serving in shore appointments in New Zealand.

(b) £20 per annum (£5 0s. 0d. per quarter) to all other officers, including officers serving in shore appointments overseas.

10. This allowance (at the quarterly rate) is to be credited in the ledger in advance on the first day of each quarter and credits in the ledger are to be indicated by the letters "U.A." (i.e. Uniform Allowance).

11. Adjustments at the approximate daily rates (at 7d. per diem for the £10 rate and 1s. 1d. per diem for the £20 rate) are to be made in respect of broken periods in any one quarter due to change in the qualifying nature of an appointment. The rate and date to which the allowance has been credited are to be shown on the transfer lists.

12. For the purpose of this allowance, a seagoing appointment is to be regarded as a definite appointment to a vessel which proceeds to sea (including vessels for harbour duties), and in which the officer is normally required to live on board. The rate of uniform upkeep allowance is to be determined according to the actual appointment issued, except that where a period in temporary appointment exceeds one month, the allowance may be increased or reduced if necessary, with effect from the date of taking up the temporary appointment.

13. Uniform upkeep allowance credited to officers serving on loan from the Royal Navy may not be allotted or remitted to the United Kingdom free of exchange.

14. *Allowance for Tropical Outfit.*—A grant of £10 towards the cost of purchase of tropical outfit will be paid to all officers who, for actual Service requirements, purchase tropical uniform. Each application is to be duly certified by the Commanding Officer to the effect that the officer concerned is, on or after 1 Nov. 1942, required to provide himself with tropical outfit and that this has been purchased in addition to ordinary blue uniform. Officers who have received a similar grant in the Royal Navy or a Dominion Navy are not eligible for a grant under this Order.

15. *Uniform Gratuities.*—The following uniform gratuities have been approved for officers appointed to shore appointments in New Zealand and provided that a gratuity for this purpose has not previously been paid:—

(i) *Officers granted temporary commissions or warrants in the Royal New Zealand Naval Reserve or Royal New Zealand Volunteer Reserve—*

	£	s.	d.
Commissioned or subordinate officer ... ..	40	0	0
Warrant officer ... ..	20	0	0

(ii) *Acting Warrant Officer promoted temporarily—*

On promotion ... ..	40	0	0
Plus ... ..	10	0	0
	(per annum) up to		
	30	0	0

(iii) *Permanent officers ... ..* Payment will be communicated by Navy Office on application.

16. The following uniform gratuities have been approved for officers appointed on or after 1 Nov. 1942, to seagoing appointments in New Zealand or to any appointment overseas whether seagoing or shore for the first time in their careers:—

(i) *Officers granted temporary commissions or warrants in the Royal New Zealand Naval Reserve or Royal New Zealand Volunteer Reserve—*

	£	s.	d.
Commissioned or subordinate officer ... ..	50	0	0
Warrant officer ... ..	30	0	0

(ii) *Acting Warrant Officer promoted temporarily—*

On promotion ... ..	50	0	0
Plus ... ..	12	10	0
	(per annum) up to		
	37	10	0

(iii) *Permanent officers ... ..* Payment will be communicated by Navy Office on application.

17. On his transfer to a first seagoing appointment in New Zealand or to any appointment overseas (on or after 1 Nov. 1942) an officer shall be paid the difference between the uniform gratuities referred to in paragraph 18 and the amount which he has already received.

18. *Deferred Pay.*—The rates of deferred pay (credited by Navy Office) accumulating for officers of the Royal New Zealand Navy (other than those lent from the Royal Navy or Royal Marines) are as follows:—

Rank or Relative Rank	Daily Rate		
	s.	d.	
Warrant officer ... ..	3	0	An additional allowance of 2s. a day is payable to Surgeon - Commanders, Surgeon Lieutenant-Commanders and Surgeon Lieutenants but not to Dental Officers.
Commissioned officer from Warrant rank—			
On promotion ... ..	3	0	
After three years ... ..	3	3	
Lieutenant promoted from Warrant rank ... ..	4	0	
Cadet ... ..	0	9	
Midshipman ... ..	1	0	
Acting Sub-Lieutenant ... ..	2	0	
Sub-Lieutenant ... ..	2	0	
Lieutenant—			
On promotion ... ..	3	0	
After four years ... ..	3	9	
Lieutenant-Commander—			
On promotion ... ..	4	6	
After three years ... ..	5	0	
Commander ... ..	6	0	
After three years ... ..	7	6	
After six years ... ..	8	0	
Captain—			
On promotion ... ..	9	3	
After three years ... ..	9	6	

19. *Provision and Leave Allowances.*—The current rate of provision and leave allowances payable to officers in the Royal New Zealand Navy is 3s. 6d. per diem.

D.—SECTION III.—SHIP'S COMPANY, SUBSTANTIVE RATES OF PAY

SEAMAN RATINGS	(1)		(2)	
	1939 Scale		1940 Scale	
	Per Diem	Per Week	Per Diem	Per Week
	s. d.	£ s. d.	s. d.	£ s. d.
Boy, 2nd Class ... ..	1 0	0 7 0	1 2	0 8 2
Boy, 1st Class ... ..	2 0	0 14 0	2 3	0 15 9
Boy, 1st Class, over seventeen ... ..	2 9	0 19 3	3 0	1 1 0
Ordinary Seaman ... ..	5 6	1 18 6	6 0	2 2 0
Able Seaman ... ..	7 9	2 14 3	8 5	2 18 11
After three years' man's service ... ..	7 11	2 15 5	8 7	3 0 1
After six years' man's service ... ..	8 1	2 16 7	8 9	3 1 3
Leading Seaman ... ..	8 10	3 1 10	9 8	3 7 8
After one year's service as such, if passed for P.O. ... ..	9 1	3 3 7	9 11	3 9 5
Petty Officer ... ..	10 4	3 12 4	11 3	3 18 9
After three years' service as such ... ..	10 8	3 14 8	11 7	4 1 1
After six years' service as such ... ..	11 0	3 17 0	11 11	4 3 5
Chief Petty Officer ... ..	11 10	4 2 10	12 10	4 9 10
After three years' service as such ... ..	12 4*	4 6 4	13 4*	4 13 4
SIGNAL AND TELEGRAPHIST BRANCHES				
Signal Boy and Boy Telegraphist ... ..	2 0	0 14 0	2 3	0 15 9
Signal Boy and Boy Telegraphist over seventeen ... ..	2 9	0 19 3	3 0	1 1 0
Ordinary Signalman and Ordinary Telegraphist ... ..	5 6	1 18 6	6 0	2 2 0
Signalman and Telegraphist ... ..	8 0	2 16 0	8 8	3 0 8
After three years' man's service ... ..	8 3	2 17 9	8 11	3 2 5
After six years' man's service ... ..	8 5	2 18 11	9 1	3 3 7
Leading Signalman and Leading Telegraphist ... ..	9 4	3 5 4	10 2	3 11 2
After one year's service as such (if passed for Yeoman of Signals or P.O. Telegraphist or for higher standard) ... ..	9 6	3 6 6	10 4	3 12 4

\* With subsequent triennial increments of 6d. per diem.

SIGNAL AND TELEGRAPHIST BRANCHES—continued.	(1) 1939 Scale		(2) 1940 Scale	
	Per Diem	Per Week	Per Diem	Per Week
	s. d.	£ s. d.	s. d.	£ s. d.
Yeoman of Signals and Petty Officer				
Telegraphist ... ..	10 10	3 15 10	11 9	4 2 3
After three years as such ... ..	11 0	3 17 0	11 11	4 3 5
After six years as such ... ..	11 4	3 19 4	12 3	4 5 9
Chief Yeoman of Signals and C.P.O.				
Telegraphist ... ..	12 4	4 6 4	13 4	4 13 4
After three years' service as such...	12 10*	4 9 10	13 10*	4 16 10
RADIO MECHANICS				
Radio Mechanic ... ..	8 6	2 19 6	9 2	3 4 2
Leading Radio Mechanic ... ..	10 1	3 10 7	10 9	3 15 3
Petty Officer Radio Mechanic ... ..	11 4	3 19 4	12 3	4 5 9
After three years as such ... ..	11 9	4 2 3	12 9	4 9 3
After six years as such ... ..	12 3	4 5 9	13 3	4 12 9
Chief Petty Officer Radio Mechanic ... ..	13 3	4 12 9	14 3	4 19 9
After three years as such ... ..	13 9	4 16 3	14 9	5 3 3
After six years as such ... ..	14 3*	4 19 9	15 3*	5 6 9
ENGINE ROOM ARTIFICERS, ELECTRICAL ARTIFICER, ORDNANCE ARTIFICER, MECHANICIANS† AND SHIPWRIGHTS				
Artificer, 5th Class ... ..	9 4	3 5 4	10 2	3 11 2
Mechanician ... ..	12 4	4 6 4	13 4	4 13 4
Artificer, 4th Class, Acting 4th Class, and Mechanician after three years' service as such.	12 10	4 9 10	13 10	4 16 10
Artificer, 3rd Class, and Mechanician after six years' service as such.	13 4	4 13 4	14 4	5 0 4
Artificer, 2nd Class, and Mechanician after nine years' service as such.	13 10	4 16 10	14 10	5 3 10
Artificer, 1st Class, and Mechanician after twelve years' service as such.	14 4	5 0 4	15 4	5 7 4
Chief ... ..	14 10	5 3 10	15 10	5 10 10
After three years as such ... ..	15 4	5 7 4	16 4	5 14 4
After six years as such ... ..	15 10	5 10 10	16 10	5 17 10
With effect from 11 Apr. 1940.				
AIR ARTIFICERS				
Air Artificer, 4th Class ... ..	12 10	4 9 10	13 10	4 16 10
Air Artificer, 3rd Class ... ..	13 4	4 13 4	14 4	5 0 4
Air Artificer, 2nd Class ... ..	13 10	4 16 10	14 10	5 3 10
Air Artificer, 1st Class ... ..	14 4	5 0 4	15 4	5 7 4
Chief Air Artificer ... ..	14 10	5 3 10	15 10	5 10 10
After three years' service as such...	15 4	5 7 4	16 4	5 4 4
After six years' service as such...	15 10*	5 10 10	16 10*	5 17 1
AIR FITTERS				
Air Fitter ... ..	8 6	2 19 6	9 2	3 4 2
Leading Air Fitter ... ..	9 8	3 7 8	10 6	3 13 6
After three years' service as such...	10 4	3 12 4	11 3	3 18 9
After six years' service as such ... ..	10 10	3 15 10	11 9	4 2 3
Petty Officer Air Fitter ... ..	11 4	3 19 4	12 3	4 5 9
After three years' service as such...	11 10	4 2 10	12 10	4 9 10
After six years service as such ... ..	12 4	4 6 4	13 4	4 13 4
Chief Petty Officer Air Fitter ... ..	13 4	4 13 4	14 4	5 0 4
After three years' service as such...	13 10*	4 16 10	14 10*	5 3 10

\* With subsequent triennial increments of 6d. per diem.

† In the case of Mechanicians, these rates are applicable only to those who were provisionally selected as candidates prior to 1 Dec. 1927. The rates for those selected after 30 Nov. 1927 appear on page 27.

AIR MECHANICS	(1) 1939 Scale		(2) 1940 Scale	
	Per Diem	Per Week	Per Diem	Per Week
	s. d.	£ s. d.	s. d.	£ s. d.
Air Mechanic, 2nd Class... ..	6 0	2 2 0	6 6	2 5 6
Air Mechanic, 1st Class ... ..	8 3	2 17 9	8 11	3 2 5
After three years' man's service ... ..	8 5	2 18 11	9 1	3 3 7
After six years' man's service ... ..	8 7	3 0 1	9 3	3 4 9
Leading Air Mechanic ... ..	9 4	3 5 4	10 2	3 11 2
After three years' service as such...	9 6	3 6 6	10 4	3 12 4
After six years' service as such ... ..	9 8	3 7 8	10 6	3 13 6
Petty Officer Air Mechanic ... ..	11 4	3 19 4	12 3	4 5 9
After three years' service as such...	11 10	4 2 10	12 10	4 9 10
After six years' service as such ... ..	12 4	4 6 4	13 4	4 13 4
Chief Petty Officer Air Mechanic ... ..	13 4	4 13 4	14 4	5 0 4
After three years' service as such...	13 10*	4 16 10	14 10*	5 3 10
MECHANICIANS				
(Applicable to those ratings provisionally selected as candidates after 30 Nov. 1927.)				
Mechanician 2nd Class, ... ..	11 10	4 2 10	12 10	4 9 10
Mechanician, 1st Class ... ..	12 4	4 6 4	13 4	4 13 4
After two years' service as such ... ..	12 10	4 9 10	13 10	4 16 10
After five years' service as such ... ..	13 4	4 13 4	14 4	5 0 4
After eight years' service as such ... ..	13 10	4 16 10	14 10	5 3 10
After eleven years' service as such ... ..	14 4	5 0 4	15 4	5 7 4
Chief Mechanician ... ..	14 10	5 3 10	15 10	5 10 10
After three years as such ... ..	15 4	5 7 4	16 4	5 14 4
After six years as such ... ..	15 10	5 10 10	16 10	5 17 10
With effect from 11 Apr. 1940				
BLACKSMITHS, PLUMBERS, PAINTERS, JOINERS AND COOPERS				
5th Class ... ..	10 4	3 12 4	11 3	3 18 9
4th Class ... ..	10 10	3 15 10	11 9	4 2 3
3rd Class ... ..	11 2	3 18 2	12 1	4 4 7
2nd Class ... ..	11 6	4 0 6	12 5	4 6 11
1st Class ... ..	11 10	4 2 10	12 10	4 9 10
After three years' service as such ... ..	12 2	4 5 2	13 2	4 12 2
Chief ... ..	12 10	4 9 10	13 10	4 16 10
After three years' service as such...	13 4	4 13 4	14 4	5 0 4
After six years' service as such ... ..	13 10	4 16 10	14 10	5 3 10
SAILMAKER BRANCH				
Sailmakers' Mate... ..	9 2	3 4 2	10 0	3 10 0
After three years' service as such...	9 4	3 5 4	10 2	3 11 2
After six years' service as such ... ..	9 6	3 6 6	10 4	3 12 4
Sailmaker ... ..	10 10	3 15 10	11 9	4 2 3
After three years' service as such...	11 2	3 18 2	12 1	4 4 7
After six years' service as such ... ..	11 6	4 0 6	12 5	4 6 11
Chief Sailmaker ... ..	12 4	4 6 4	13 4	4 13 4
After three years' service as such...	12 10*	4 9 10	13 10*	4 16 10
REGULATING BRANCH				
Regulating Petty Officer ... ..	11 4	3 19 4	12 3	4 5 9
After three years' service as such...	11 8	4 1 8	12 7	4 8 1
After six years' service as such ... ..	12 0	4 4 0	12 11	4 10 5
Master-at-Arms ... ..	12 10	4 9 10	13 10	4 16 10
After three years' service as such...	13 4*	4 13 4	14 4*	5 0 4

\* With subsequent triennial increments of 6d. per diem.

	(1)				(2)			
	1939 Scale				1940 Scale			
	Per Diem		Per Week		Per Diem		Per Week	
	s.	d.	£ s. d.	s.	d.	£ s. d.	s.	d.
<b>SICK BERTH STAFF</b>								
Sick Berth Attendant Probationer ... (from 1 Nov. 1942.)	6	0	2 2 0	6	6	2 5 6		
Sick Berth Attendant (after training) ...	8	1	2 16 7	8	9	3 1 3		
After three years' service, if passed for Leading Sick Berth Attendant.	8	3	2 17 9	8	11	3 2 5		
After six years' service if passed for Leading Sick Berth Attendant.	8	5	2 18 11	9	1	3 3 7		
Leading Sick Berth Attendant ...	9	4	3 5 4	10	2	3 11 2		
After three years' service as such if passed for Sick Berth Petty Officer.	9	6	3 6 6	10	4	3 12 4		
Sick Berth Petty Officer ...	10	10	3 15 10	11	9	4 2 3		
After three years' service as such...	11	2	3 18 2	12	1	4 4 7		
After six years' service as such ...	11	6	4 0 6	12	5	4 6 11		
Sick Berth Chief Petty Officer ...	12	4	4 6 4	13	4	4 13 4		
After three years' service as such...	12	10*	4 9 10	13	10*	4 16 10		
<b>OFFICERS' STEWARDS</b>								
Boy Steward (under seventeen) ...	2	0	14 0	2	3	15 9		
Boy Steward (over seventeen) ...	2	9	19 3	3	0	1 1 0		
Assistant Steward ...	6	0	2 2 0	6	6	2 5 6		
Steward ...	8	1	2 16 7	8	9	3 1 3		
After three years' man's time ...	8	3	2 17 9	8	11	3 2 5		
After six years' man's time ...	8	5	2 18 11	9	1	3 3 7		
Leading Steward ...	9	4	3 5 4	10	2	3 11 2		
After three years' service as such...	9	6	3 6 6	10	4	3 12 4		
Petty Officer Steward ...	10	10	3 15 10	11	9	4 2 3		
After three years' service as such...	11	2	3 18 2	12	1	4 4 7		
After six years' service as such ...	11	6	4 0 6	12	5	4 6 11		
Chief Petty Officer Steward ...	12	4	4 6 4	13	4	4 13 4		
After three years' service as such...	12	10*	4 9 10	13	10*	4 16 10		
<b>CODING BRANCH</b>								
Ordinary Coder ...	5	6	1 18 6	6	0	2 2 0		
Coder ...	8	0	2 16 0	8	8	3 0 8		
After three years' combined service as Ordinary Coder and Coder	8	3	2 17 9	8	11	3 2 5		
After six years' combined service as Ordinary Coder and Coder	8	5	2 18 11	9	1	3 3 7		
Leading Coder ...	9	4	3 5 4	10	2	3 11 2		
After one year as such if recommended and specially proficient	9	6	3 6 6	10	4	3 12 4		
Petty Officer Coder ...	10	10	3 15 10	11	9	4 2 3		
After three years as such ...	11	0	3 17 0	11	11	4 3 5		
After six years as such ...	11	4	3 19 4	12	3	4 5 9		
Chief Petty Officer Coder ...	12	4	4 6 4	13	4	4 13 4		
After three years as such ...	12	10*	4 9 10	13	10*	4 16 10		

(N.B.—Non-substantive pay will not be allowed in addition to the above rates of pay.)

#### FLYING BRANCH

Naval Airman 2nd Class ...	5	6	1 18 6	6	0	2 2 0
Naval Airman 1st Class ...	8	0	2 16 0	8	8	3 0 8
After three years' man's service ...	8	3	2 17 9	8	11	3 2 5
After six years' man's service ...	8	5	2 18 11	9	1	3 3 7

\* With subsequent triennial increments of 6d. a day.

	(1)				(2)			
	1939 Scale				1940 Scale			
	Per Diem		Per Week		Per Diem		Per Week	
	s.	d.	£ s. d.	s.	d.	£ s. d.	s.	d.
<b>FLYING BRANCH—contd.</b>								
Leading Airman ...	9	4	3 5 4	10	2	3 11 2		
After one year as such if passed for Petty Officer Airman	9	6	3 6 6	10	4	3 12 4		
Petty Officer Airman ...	10	10	3 15 10	11	9	4 2 3		
After three years as such ...	11	0	3 17 0	11	11	4 3 5		
After six years as such ...	11	4	3 19 4	12	3	4 5 9		
Chief Petty Officer Airman ...	12	4	4 6 4	13	4	4 13 4		
After three years as such ...	12	10	4 9 10	13	10	4 16 10		
After six years as such ...	13	4*	4 13 4	14	4*	5 0 4		
(For men transferred, service in other branches of the Royal Navy or in the Royal Marines will generally be allowed to reckon towards progressive pay in the corresponding "Airman" ratings.)								
<b>MOTOR MECHANICS</b>								
Motor Mechanic, on entry ...	9	4	3 5 4	10	2	3 11 2		
Motor Mechanic (after 6 months' service and if over 21 years of age and recommended).	11	6	4 0 6	12	6	4 7 6		
Motor Mechanic (after two years' service as such).	12	2	4 5 2	13	2	4 12 2		
Acting Chief Motor Mechanic, 4th Class	12	10	4 9 10	13	10	4 16 10		
Chief Motor Mechanic, 4th Class ...	12	10	4 9 10	13	10	4 16 10		
Chief Motor Mechanic, 3rd Class ...	13	4	4 13 4	14	4	5 0 4		
Chief Motor Mechanic, 2nd Class ...	13	10	4 16 10	14	10	5 3 10		
Chief Motor Mechanic, 1st Class ...	14	4	5 0 4	15	4	5 7 4		
<b>WIREMEN</b>								
Wireman ...				8	11	3 2 5		
After three years' man's service ...				9	1	3 3 7		
After six years' man's service ...				9	3	3 4 9		
Leading Wireman ...				10	2	3 11 2		
After three years as such ...				10	4	3 12 4		
Petty Officer Wireman ...				11	9	4 2 3		
Over three years as such ...				12	1	4 4 7		
Over six years as such ...				12	5	4 6 11		
Chief Petty Officer Wireman ...				13	4	4 13 4		
Over three years as such ...				13	10*	4 16 10		
<b>MISCELLANEOUS</b>								
Chief Petty Officer, Instructor for Reservists:—								
On appointment as Chief Petty Officer Instructor ...				17	0	5 19 0		
On re-engagement after five years as C.P.O. Instructor				18	0	6 6 0		
Additional pay when Senior C.P.O. Instructor of an R.N.V.R. Division.				1	0	0 7 0		
	(1)				(2)			
	1939 Scale				1940 Scale			
	Per Diem		Per Week		Per Diem		Per Week	
	s.	d.	£ s. d.	s.	d.	£ s. d.	s.	d.
<b>ELECTRICAL MECHANICS</b>								
Junior Probationary Electrical Mechanic	5	6	1 18 6	6	0	2 2 0		
Probationary Electrical Mechanic ...	6	11	2 8 5	7	6	2 12 6		
Electrical Mechanic, 5th Class ...	8	4	2 18 4	9	0	3 3 0		
Electrical Mechanic, 4th Class ...	11	4	3 19 4	12	3	4 5 9		

\* With subsequent triennial increments of 6d. per diem.

	(1)		(2)	
	1939 Scale		1940 Scale	
	Per Diem	Per Week	Per Diem	Per Week
WRITER AND SUPPLY RATINGS	s. d.	£ s. d.	s. d.	£ s. d.
Boy (under seventeen) ... ..	2 3	0 15 9	2 6	0 17 6
Boy (over seventeen) ... ..	2 9	0 19 3	3 0	1 1 0
Writer Probationer and Supply				
Probationer ... ..	6 0	2 2 0	6 6	2 5 6
Writer and Supply Assistant ... ..	8 3	2 17 9	8 11	3 2 5
After three years' man's time in branch.	8 5	2 18 11	9 1	3 3 7
After six years' man's time in branch.	8 7	3 0 1	9 3	3 4 9
Leading rate ... ..	10 4	3 12 4	11 3	3 18 9
Petty Officer rate ... ..	11 6	4 0 6	12 5	4 6 11
After three years' service as such...	11 10	4 2 10	12 10	4 9 10
Chief Petty Officer rate ... ..	12 7	5 8 1	13 7	4 15 1
After three years' service as such...	13 1*	4 11 7	14 1*	4 18 7
STOKER RATINGS				
Stoker, 2nd Class... ..	6 0	2 2 0	6 6	2 5 6
Stoker, 1st Class ... ..	8 3	2 17 9	8 11	3 2 5
After three years' man's time ... ..	8 5	2 18 11	9 1	3 3 7
After six years' man's time ... ..	8 7	3 0 1	9 3	3 4 9
Acting Leader Stoker ... ..	9 4	3 5 4	10 2	3 11 2
Leading Stoker ... ..	9 4	3 5 4	10 2	3 11 2
After three years' service as such...	9 6	3 6 6	10 4	3 12 4
Stoker Petty Officer ... ..	10 10	3 15 10	11 9	4 2 3
After three years' service as such, if in possession of stokehold certificate.	11 2	3 18 2	12 1	4 4 7
After six years' service as such ... ..	11 6	4 0 6	12 5	4 6 11
Chief Stoker ... ..	12 4	4 6 4	13 4	4 13 4
After three years' service as such ... ..	12 10*	4 9 10	13 10*	4 16 10
ARMOURERS				
Probationary Armourer's Crew ... ..	8 7	3 0 1	9 3	3 4 9
Armourer's Crew ... ..	10 6	3 13 6	11 5	3 19 11
Armourer's Mate ... ..	10 10	3 15 10	11 9	4 2 3
Armourer ... ..	11 6	4 0 6	12 5	4 6 11
After three years' service as such...	11 10	4 2 10	12 10	4 9 10
Chief Armourer ... ..	12 10	4 9 10	13 10	4 16 10
After three years' service as such...	13 4	4 13 4	14 4	5 0 4
After six years' service as such ... ..	13 10	4 16 10	14 10	5 3 10
COOK RATINGS				
Assistant Cook ... ..	6 0	2 2 0	6 6	2 5 6
Assistant Cook (S), (O), Officers' Cook, 4th Class (O.S.)	6 0	2 2 0	6 6	2 5 6
Cook (O.S.), (S), (O) and Officers' Cook, 3rd Class (O.S.)	8 3	2 17 9	8 11	3 2 5
After three years' man's time ... ..	8 5	2 18 11	9 1	3 3 7
After six years' man's time ... ..	8 7	3 0 1	9 3	3 4 9
Leading Cook (O.S.), (S), (O) and Officers' Cook, 2nd Class (O.S.)	9 4	3 5 4	10 2	3 11 2
After three years' service as such ... ..	9 6	3 6 6	10 4	3 12 4
Petty Officer Cook (O.S.), (S), (O) and Officers' Cook, 1st Class (O.S.)	10 10	3 15 10	11 9	4 2 3
After three years' service as such ... ..	11 2	3 18 2	12 1	4 4 7
After six years' service as such ... ..	11 6	4 0 6	12 5	4 6 11
Chief Petty Officer Cook (O.S.), (S), (O) and Officers' Chief Cook (O.S.)	12 4	4 6 4	13 4	4 13 4
After three years' service as such ... ..	12 10*	4 9 10	13 10*	4 16 10

\* With subsequent triennial increments of 6d. per diem.

	(1)		(2)	
	1939 Scale		1940 Scale	
	Per Diem	Per Week	Per Diem	Per Week
SHIP'S MUSICIAN RATINGS	s. d.	£ s. d.	s. d.	£ s. d.
Ship's Musician ... ..	8 10	3 1 10	9 8	3 7 8
After three years' service as such ... ..	9 1	3 3 7	9 11	3 9 5
(Note.—Ratings holding posts of C.P.O. Instructors, R.N.V.R., are eligible to receive the kit upkeep allowance of their rating but not eligible for any other of the allowances prescribed by these regulations. Medical and dental treatments at public expense will be allowed as laid down in Navy Orders.)				
ROYAL MARINES				
Marine, Musician or Bugler—				
On enlistment (under seventeen) ... ..	2 0	14 0	2 3	15 9
On enlistment (over seventeen) ... ..	2 9	19 3	3 0	1 1 0
On enlistment (over eighteen) ... ..	5 6	1 18 6	6 0	2 2 0
Marine—				
After one year or on completion of drills	7 9	2 14 3	8 5	2 18 11
After three years' man's service ... ..	7 11	2 15 5	8 7	3 0 1
After six years' man's service ... ..	8 1	2 16 7	8 9	3 1 3
Corporal ... ..	9 1	3 3 7	9 11	3 9 5
After three years as such ... ..	9 4	3 5 4	10 2	3 11 2
Sergeant ... ..	10 4	3 12 4	11 3	3 18 9
After three years as such ... ..	10 8	3 14 8	11 7	4 1 1
After six years as such ... ..	11 0	3 17 0	11 11	4 3 5
Colour Sergeant ... ..	11 10	4 10	12 2 10	4 9 10
After three years as such ... ..	12 4	4 6 4	13 4	4 13 4
After six years as such ... ..	12 10*	4 9 10	13 10*	4 16 10
Royal Marine Bandmen—				
Band Boy ... ..	2 0	0 14 0	2 3	0 15 9
After one year's service ... ..	2 9	0 19 3	3 0	1 1 0
Musician ... ..	5 6	1 18 6	6 0	2 2 0
After one year's service as such ... ..	7 9	2 14 3	8 5	2 18 11
After three years' man's service ... ..	7 11	2 15 5	8 7	3 0 1
After six years' man's service ... ..	8 1	2 16 7	8 9	3 1 3
Band Corporal ... ..	9 1	3 3 7	9 11	3 9 5
After three years as such ... ..	9 4	3 5 4	10 2	3 11 2
Bandmaster, 2nd Class (Sergeant) ... ..	10 4	3 12 4	11 3	3 18 9
After three years as such ... ..	10 8	3 14 8	11 7	4 1 1
After six years as such ... ..	11 0	3 17 0	11 11	4 3 5
Bandmaster, 1st Class (Colour Sergeant).	11 10	4 2 10	12 10	4 9 10
After three years as such ... ..	12 4	4 6 4	13 4	4 13 4
After six years as such ... ..	12 10*	4 9 10	13 10*	4 16 10

\* With subsequent increments of 6d. per diem.

(For rates of pay prior to Nov. 1942, see page 46.)



## D.—SECTION IV.—SHIP'S COMPANY—NON-SUBSTANTIVE RATINGS AND ALLOWANCES

No.	Allowance	Conditions of Payment, etc.	Rate per Diem
	Acting as, or performing duty of—		<i>s. d.</i>
1	Butcher... ..	To Royal Marines. As laid down in K.R. & A.I. To seamen or stokers performing the duties in a ship allowed a butcher in complement, but not borne.	0 3
2	Cook— (a) In vessels with numbers victualled of less than 15. (b) In vessels with numbers victualled of 15 or more.	As laid down in K.R. & A.I.	0 3 0 6
3	Naval Schoolmaster ... ..	As laid down in K.R. & A.I.	0 8
4	Victualling rating— (a) In vessels with numbers victualled of less than 15. (b) In vessels with numbers victualled of 15 or more.	As laid down in K.R. & A.I.	0 3 0 6
5	Officer's Servant ... ..	As laid down in K.R. & A.I.	0 3
5a	Air Gunner (with effect from 1 Jun., 1939) :— 3rd Class ... .. 2nd Class ... .. 1st Class ... ..	As laid down in K.R. & A.I.	2 6 2 9 3 0
	Rating Observer (with effect from 1 Jun., 1939) :— Acting Rating Observer (with effect from 14 Sept., 1940) Rating Observer ... ..	As laid down in K.R. & A.I.	4 6 4 6
	Rating Pilot (with effect from 1 Jun., 1939) :— Under training ... .. When qualified and rated Rating Pilot ... .. Reserve Pilot Allowance (payable during active naval service to ratings qualified to ratings qualified as Rating Pilot on ceasing to be available for full flying duties but remaining fit in all respects for such duties subject to their having re-engaged to complete time for pension, continuing to be competent pilots, and carrying out such periodical flying training as may be required).	As laid down in K.R. & A.I.	2 9 4 6 1 0
	Air Duty (non-flying allowance with effect from 1 Jun., 1939) (payable to ratings who on account of physical unfitness not due to their own misconduct, carelessness or neglect, have to relinquish finally the non-substantive rating of pilot; allowance to be discontinued in the event of a man qualifying subsequently for another non-substantive rate with equal or higher pay).	As laid down in K.R. & A.I.	0 6

No.	Allowance	Conditions of Payment, etc.	Rate per Diem
			<i>s. d.</i>
5b	Rating qualified in Parachute Packing.	As laid down in K.R. & A.I.	0 3
5c	Fabric Worker ... ..	As laid down in K.R. & A.I.	0 6
5d	Air Gunner (while under training until rated Acting Air Gunner, 3rd Class). For each day of ascent with effect from 1 Jun., 1939.	As laid down in K.R. & A.I.	1 0
6	Anti-gas instructor while employed as such in Anti-gas Schools. Assisting in clerical duties. See No. 79. Badge pay, petty officer boys. See No. 80. Badges. See No. 20. Bugler. See No. 45. Butcher. See No. 1.	As laid down in K.R. & A.I.	0 6
7	Captain of the heads ... ..	To ratings performing the duty in training establishments, cruisers and above.	0 6
7a	Cyphering :—Ratings employed on—This allowance is classified under Category C of K.R. & A.I., Appendix XVII, Part 3.	As laid down in K.R. & A.I.	0 6
8	Command of tenders (C.P.Os. and others).	As laid down in K.R. & A.I.	0 9
8a	Cook Ratings—general mess (in ships and establishments other than R.N. barracks).	As laid down in K.R. & A.I.	(a) 1 0 (b) 0 6
8b	Commander's office, rating employed as Writer in. Coxswain—	As laid down in K.R. & A.I.	0 3
9	Submarine Coxswain ... ..	As laid down in K.R. & A.I.	0 7
10	Coxswain of torpedo-boat ... .. Diving—Extra pay whilst employed in diving.	As laid down in K.R. & A.I. Article 160 and K.R. & A.I.	0 7
11	Artificer-Diver, 1st Class ... ..	As laid down in K.R. & A.I.	0 9
12	Artificer-Diver, 2nd Class ... ..	As laid down in K.R. & A.I.	0 6
13	Diver, 1st Class ... ..	As laid down in K.R. & A.I.	0 6
14	Diver, 2nd Class ... ..	As laid down in K.R. & A.I.	0 3
15	Diving Instructor ... ..	As laid down in K.R. & A.I.	0 9
	Engine-room—		
16	Engineer's Writer ... ..	As laid down in K.R. & A.I.	0 6
17	E.R.A. certificate allowances (a) E.R.A. ... .. (b) Chief E.R.A. (payable concurrently with (a)).	As laid down in K.R. & A.I.	1 0 1 0
18	Machinery allowance ... .. (a) Chief E.R.A., E.R.A. Chief Mechanician and Mechanician. (b) Engine-room ratings, other than (a).	As laid down in K.R. & A.I.	1 0 0 6
19	Senior Engineer's allowance ... ..	As laid down in K.R. & A.I.	1 0
20	Good conduct pay—for each good conduct badge (not exceeding three).	Article 144, N.Z.R. and K.R. & A.I.	0 3

No.	Allowance	Conditions of Payment, etc.	Rate per Diem
21	Grog-money (not to exceed 21s. in any one quarter). Gunnery (with effect from 15 Feb. 1939)—	As laid down in K.R. & A.I.	<i>s. d.</i> 0 3
22	Quarters Rating, 1st Class ...	As laid down in K.R. & A.I.	1 6
22a	Acting Quarters Rating, 1st Class (S.V.).	... ..	1 6
23	Quarters Rating, 2nd Class (Leading Seaman, Able Seaman and Marines, 3 <i>d.</i> in addition).	As laid down in K.R. & A.I.	0 6
24	Quarters Rating, 3rd Class ...	As laid down in K.R. & A.I.	0 3
25	Layer Rating, 1st Class ...	As laid down in K.R. & A.I.	1 6
26	Layer Rating, 2nd Class (Leading Seaman, Able Seaman and Marines, 3 <i>d.</i> in addition).	As laid down in K.R. & A.I.	0 6
27	Layer Rating, 3rd Class ...	As laid down in K.R. & A.I.	0 3
28	Control Rating, 1st Class ...	As laid down in K.R. & A.I.	1 6
29	Control Rating, 2nd Class (Leading Seaman, Able Seaman and Marines, 3 <i>d.</i> in addition).	As laid down in K.R. & A.I.	0 6
30	Control Rating, 3rd Class ...	As laid down in K.R. & A.I.	0 3
31	Anti-Aircraft Rating, 1st Class	As laid down in K.R. & A.I.	1 6
32	Anti-Aircraft Rating, 2nd Class (Leading Seaman and Able Seaman, 3 <i>d.</i> in addition).	As laid down in K.R. & A.I.	0 6
33	Anti-Aircraft Rating, 3rd Class	As laid down in K.R. & A.I.	0 3
34	Gunner's Mate ...	As laid down in K.R. & A.I.	2 0
35	Gunnery Instructor (R.M.) ...	As laid down in K.R. & A.I.	2 0
36	Turret Director Trainer (to die out).	As laid down in K.R. & A.I.	0 6
37	Higher fire-control allowance	As laid down in K.R. & A.I.	0 3
38	Gunnery Lieutenant's writer ... Hard-lying money. <i>See</i> No. 81. Harmonium. <i>See</i> No. 47. Instructor (diving). <i>See</i> No. 15. Instructor (physical and recreational training). <i>See</i> Nos. 51 and 52.	As laid down in K.R. & A.I.	0 3
38a	Naval rating employed as gun's crew in defensively-equipped merchant ship.	As laid down in K.R. & A.I. and Admiralty Fleet Order.	0 6
38b	Mercantile marine seaman employed as gun's crew in defensively-equipped merchant ship (merchant seaman gunner)	As laid down in K.R. & A.I. and Admiralty Fleet Order.	0 6
38c	Acting Seaman Gunner (D.E.M.S.)	As laid down in K.R. & A.I.	0 3
38d	Acting Gunlayer (D.E.M.S.) ...	As laid down in K.R. & A.I.	0 3
39	Lamp-trimmer— For lamp-trimming duties. For care of lamps and lamp stores— 30 lamps or under ... .. 31-100 lamps ... .. 101-200 lamps ... .. 201-300 lamps ... .. Over 300 lamps ... ..	As laid down in K.R. & A.I.	0 2 Nil 0 1 0 2 0 3 0 4
	Land-line operating. <i>See</i> No. 82.		

No.	Allowance	Conditions of Payment, etc.	Rate per Diem
40	Library ... .. Mechanical road transport driving—	As laid down in K.R. & A.I.	<i>s. d.</i> 0 3
41	Driver ... ..	As laid down in K.R. & A.I.	0 9
42	Driver mechanic ... ..	As laid down in K.R. & A.I.	1 0
	Mess-traps. <i>See</i> No. 66.		
42a	Meteorological duties ratings qualified	As laid down in K.R. & A.I.	0 3
	Military Training Instructor—		
43	1st Class ... ..	As laid down in K.R. & A.I.	1 0
44	2nd Class ... ..	As laid down in K.R. & A.I.	0 6
	Music—		
45	Bugler ... ..	As laid down in K.R. & A.I.	0 3
46	Bugler—to boys who qualify in bugling, from date of passing; payable only whilst in training ship.	As laid down in K.R. & A.I.	0 1
47	Harmonium, or other suitable instrument. Organist—civilian performing duty of, in Naval Depot, Auckland, provided no member of ship's company of depot ship available for the duty; not to be paid concurrently with the allowance for playing harmonium.	Regulations for New Zealand Division, Article 175 As directed by Naval Board	2 0 per week 5 0 per week
	Naval Schoolmaster. <i>See</i> No. 3.		
48	Photographer, 1st Class ... ..	As laid down in K.R. & A.I.	1 0
49	Photographer, 2nd Class ... ..	As laid down in K.R. & A.I.	0 6
50	Physical and recreational training—		
	(a) Staff Physical and Recreational Training Instructor.	As laid down in K.R. & A.I.	1 6
	(b) Senior Staff Physical and Recreational Training Instructor.	As laid down in K.R. & A.I.	2 0
51	Physical and Recreational Training Instructor, 1st Class	As laid down in K.R. & A.I.	1 3
52	Physical and Recreational Training Instructor, 2nd Class	As laid down in K.R. & A.I.	0 9
	Printing—		
53	Printer ... ..	As laid down in K.R. & A.I.	1 6
54	Assistant Printer ... .. Shorthand Instructors <i>See</i> No. 83.	As laid down in K.R. & A.I.	0 9
55	Senior allowances—	As laid down in K.R. & A.I. (subject to Naval Board approval in each case).	
	(a) Chief Yeoman of Signals ... ..		0 4
	(b) Chief Petty Officer Telegraphist.		0 4
	Sick Berth Ratings—		
56	Dispensing allowance ... ..	As laid down in K.R. & A.I.	0 2
57	Laboratory Assistant ... ..	As laid down in K.R. & A.I.	0 6
58	Masseur ... ..	As laid down in K.R. & A.I.	0 6
59	Operating-room Assistant ... ..	As laid down in K.R. & A.I.	0 6

No.	Allowance	Conditions of Payment, etc.	Rate per Diem
			<i>s. d.</i>
	Sick Berth Ratings— <i>contd.</i>		
60	X-ray Assistant ...	As laid down in K.R. & A.I.	0 6
61	Lunatic Ward Attendant ...	As laid down in K.R. & A.I.	0 6
62	Zymotic Ward Attendant ...	As laid down in K.R. & A.I.	0 6
63	Wardmaster ...	As laid down in K.R. & A.I.	0 6
64	Shorthand Typist—		
	Higher grade (H.G.) ...	As laid down in K.R. & A.I.	1 6
	Lower Grade (L.G.) ...	As laid down in K.R. & A.I.	0 9
64a	Signal branch—		
	V/S.1 ...	As laid down in K.R. & A.I.	1 6
	V/S.2 ...	As laid down in K.R. & A.I.	0 8
	V/S.3 ...	As laid down in K.R. & A.I.	0 4
	T.O. (V/S) ...	As laid down in K.R. & A.I.	0 2
65	Signaller, Royal Marines, 1st Class	As laid down in K.R. & A.I.	0 6
65a	Signaller, Royal Marines, 2nd Class.	As laid down in K.R. & A.I.	0 3
	Stokers, men acting as.— <i>See</i> No. 86.		
66	Mess-traps (Flag Officers', Commanding Officers', ward-room, gun-room and Warrant Officers') for charge of, when the property of the Crown—		
	(a) For care of Flag and Commanding Officers' sets.—	As laid down in K.R. & A.I.	
	Flag Officer ...		0 6
	Flag Captain ...		0 4
	Commodore or Captain ...		0 5
	Commander ...		0 3
	Lieut.-Commander or Lieut. in command.		0 2
	(b) Ward - room mess (full scale)—	As laid down in K.R. & A.I.	
	Mess of 1 officer ...		0 1
	Mess from 2 to 4 officers (inclusive).		0 1
	Mess from 5 to 9 officers (inclusive).		0 3
	Mess from 10 to 14 officers (inclusive).		0 4
	Mess from 15 to 24 officers (inclusive).		0 5
	Mess from 25 to 34 officers (inclusive).		0 6
	Mess from 35 to 44 officers (inclusive).		0 7
	Mess from 45 to 54 officers (inclusive).		0 8
	Mess from 55 to 74 officers (inclusive).		0 9
	Mess from 75 to 94 officers (inclusive).		0 10
	Mess from 95 to 114 officers (inclusive).		0 11
	Mess of 115 and over ...		1 0

No.	Allowance	Conditions of Payment, etc.	Rate per diem	
			<i>s. d.</i>	
	Mess-traps— <i>contd.</i>			
66— <i>contd.</i>	(c) Officers' messes on scales allowed to destroyers and flotilla leaders; also gun-room and warrant officers (new scale) messes:—	As laid down in K.R. & A.I.		
	Messes of 1 to 4 officers (inclusive).	... ..	0 1	
	Messes of 5 to 10 officers (inclusive).	... ..	0 2	
	Messes of 11 to 16 officers (inclusive).	... ..	0 3	
	Messes of 17 to 22 officers (inclusive).	... ..	0 4	
	Messes of 23 to 34 officers (inclusive).	... ..	0 5	
	Messes of 35 to 46 officers (inclusive).	... ..	0 6	
	Messes of 47 to 58 officers (inclusive).	... ..	0 7	
	Messes of 59 to 70 officers (inclusive).	... ..	0 8	
	Messes of 71 to 94 officers (inclusive).	... ..	0 9	
	Messes of 95 to 118 officers (inclusive).	... ..	0 10	
	Messes of 119 to 142 officers (inclusive).	... ..	0 11	
	Messes of 143 and upward	... ..	1 0	
	Submarines—			
67	Submarine allowance—			
	(a) Ratings forming part crews of submarines, including those in immediate reserve—	As laid down in K.R. & A.I. (payable continuously).		
	Ratings above A.B. and equivalent ratings.	... ..	3 9	
	A.Bs. and equivalent ratings.	... ..	3 0	
	Ordinary Seamen and equivalent ratings.	... ..	2 3	
	Boys ...	... ..	1 1½	
No.	Allowance	Conditions of Payment, et.	For each day at sea in Submarines	For each day not at sea in Submarines
			<i>s. d.</i>	<i>s. d.</i>
67— <i>contd.</i>	Submarines— <i>contd.</i>			
	Submarine allowance— <i>cont.</i>			
	(b) When appointed to depots as spare crews or undergo courses in schools.	As laid down in K.R. & A.I.		
	Ratings above A.B. equivalent ratings.	... ..	3 9	2 6
	A.Bs. and equivalent ratings.	... ..	3 0	2 0
	Ordinary Seamen and equivalent ratings.	... ..	2 3	1 6
	Boys ...	... ..	1 1½	0 9

No.	Allowance	Conditions of Payment, etc.	For each	For each
			day at sea in Submarines	day not at sea in Submarines
67— <i>contd.</i>	Submarines— <i>contd.</i>		<i>s. d.</i>	<i>s. d.</i>
	Submarine Allowance— <i>contd.</i>			
	(c) Ratings under training— Ratings above A.B. and equivalent ratings.	As laid down in K.R. & A.I.	3 9	Nil
	A.Bs. and equivalent ratings.	... ..	3 0	Nil
	Ordinary Seamen and equivalent ratings.	... ..	2 3	Nil
	Boys ... ..	... ..	1 1½	Nil
	(d) Ratings other than the above, when actually at sea in submarines for the performance of specific duty—	As laid down in K.R. & A.I.		
	Ratings above A.B. and equivalent ratings.	... ..	3 9	Nil
	A.Bs. and equivalent ratings.	... ..	3 0	Nil
	Ordinary Seamen and equivalent ratings	... ..	2 3	Nil
Boys. ... ..	... ..	1 1½	Nil	

No.	Allowance	Conditions of Payment, etc.	Rate per Diem
68	Submarines— <i>contd.</i>		<i>s. d.</i>
	Submarine detector—		
	(a) Submarine Detector Instructor.	As laid down in K.R. & A.I.	1 9
	(b) Higher Submarine Detector. (Able Seaman and Leading Seaman 3d in addition)	As laid down in K.R. & A.I.	0 9
	(c) Submarine detector ...	As laid down in K.R. & A.I.	0 6
	(d) Telegraphist Detector Instructor.	As laid down in K.R. & A.I.	1 3
	(e) Higher telegraphist detector	As laid down in K.R. & A.I.	0 6
	(f) Telegraphist Detector ...	As laid down in K.R. & A.I.	0 3
	68a Submarine Detector (unqualified) (with effect from 5 May, 1943).	As laid down in K.R. & A.I.	0 6
	69 Surveying recorder—		
(a) Surveying Recorder, 1st Class.	As laid down in K.R. & A.I.	1 6	
(b) Surveying Recorder, 2nd Class.	As laid down in K.R. & A.I.	1 0	
(c) Surveying Recorder, 3rd Class.	As laid down in K.R. & A.I.	0 6	
Tailor. See No. 87.			
Telegraphist Air Gunner. See Air.			

No.	Allowance	Conditions of Payment, etc.	Rate per Diem
69a	Telegraphist branch—		<i>s. d.</i>
	W/T 1 ... ..	As laid down in K.R. & A.I.	1 6
	W/T 2 ... ..	As laid down in K.R. & A.I.	0 8
	W/T 3 ... ..	As laid down in K.R. & A.I.	0 4
	T.O. (W/T) ... ..	As laid down in K.R. & A.I.	0 2
	69b Charge pay, Senior Telegraphist Ratings (with effect from 1 Apr., 1942).	As laid down in K.R. & A.I.	1 0
	Torpedo—		
	Torpedo Coxswain. See No. 10.		
	70 Torpedo Gunner's Mate ...	As laid down in K.R. & A.I.	2 0
	70a Leading Torpedoman (low-power) (Leading Seaman and Able Seaman holding the rate of S.T., 3d in addition)	As laid down in K.R. & A.I.	1 0
71 Leading Torpedoman ... ..	As laid down in K.R. & A.I.	0 6	
72 Seaman Torpedoman ... ..	As laid down in K.R. & A.I.	0 3	
73 Torpedo Lieutenant's Writer	As laid down in K.R. & A.I.	0 3	
74 Training allowances—			
Petty Officers ... ..	As laid down in K.R. & A.I.	0 6	
Leading Seamen ... ..	As laid down in K.R. & A.I.	0 3	
Tropical allowances. See No. 88.			
Work in confined spaces. See No. 89.			
Writer (or supply rating performing dual duties of Writer and supply ratings)—			
*75 Captain's Writer allowance ...	As laid down in K.R. & A.I.	1 0	
76 Charge allowance ... ..	As laid down in K.R. & A.I.	1 0	
77 Senior Officer's Writer's allowance.	As laid down in K.R. & A.I. not exceeding	2 6	
78 Yeoman of Stores—			
Destroyers and sloops ...	As laid down in K.R. & A.I.	0 3	
79 Assisting in clerical duties ...	As laid down in K.R. & A.I.	1 3	
80 Badge pay ... ..	Training Service Regulations and as directed by Naval Board.	0 1	
Leading Boys—			
Petty Officer Boys ... ..	Naval Board.	0 2	
Instructor Boys ... ..	... ..	0 3	

\* This allowance may also be paid to the C.P.O. Writer or P.O. Write employed in the office of the Naval Officer-in-Charge, Auckland.

No.	Allowance	Conditions of Payments	Full Rate	Half Rate
81	Hard-lying money—		<i>s. d.</i>	<i>s. d.</i>
	(a) Chief Petty Officers and Petty Officers.	As laid down in K.R. & A.I.	1 3	0 7½
	(b) Leading Rates, Able Seamen and Stokers.	... ..	1 0	0 6
	(c) Ordinary Seamen, Stokers, 2nd Class, and others of the ship's company.	... ..	0 9	0 4½
	(d) Boys ... ..	... ..	0 3	0 1½

No.	Allowance	Conditions of Payment, etc.	Rate per Diem
82	Land-line operating ... ..	As approved by Naval Board.	s. d. 0 3
83	Shorthand Instructors ... ..	As approved by Naval Board.	1 0
84	Stores—Chief Petty Officers and Petty Officers placed in charge of stores may be paid the appropriate store allowance as laid down in K.R. & A.I.		
85	Store allowance—Engineer's store	As approved by Naval Board.	0 3
86	Stokers, men acting as—	As laid down in K.R. & A.I.	
	(a) Ordinary rate ... ..	... ..	1 0
	(b) Tropical rate ... ..	... ..	1 6
87	Tailor ... ..	As laid down in K.R. & A.I.	0 4
88	Tropical pay ... ..	As laid down in K.R. & A.I.	1 6
89	Work in confined spaces—	As laid down in K.R. & A.I.	
	(a) Ordinary rate ... ..	... ..	0 9
	(b) Within the tropics ... ..	... ..	1 0
	(c) When in the Red Sea or Persian Gulf between 1 Apr. and 30th Nov. inclusive.	... ..	1 0
	(d) Supervision of work in confined spaces.	... ..	0 6
90	Royal Marines qualified in gunnery "Q.G."	As laid down in K.R. & A.I.	0 3
90a	Non-substantive pay to Colour Sergeants.	As laid down in K.R. & A.I.	To cover the actual loss so sustained but not to exceed 7d. a day.
91	Living under canvas ... ..	As laid down in K.R. & A.I.	0 6
91a	Field ... ..	As laid down in K.R. & A.I.	0 6
92	Clothing of ratings employed in oil-worked turrets—compensation for damage and supply of protective garments—		Per qtr.
	Ordnance Artificers ... ..	As laid down in K.R. & A.I.	11 6
	Other Naval Ratings and Royal Marine Ranks.	As laid down in K.R. & A.I.	6 9
	(With effect from 1 Apr. 1941.)		
93	Radar Operators (with effect from 1 Oct. 1941)—payable to operators entered in the special section of the Seaman Branch.	As laid down in K.R. & A.I.	0 3
94	Harbour defence duties—		
	Harbour Defence Operator, 1st Class.	As laid down in K.R. & A.I.	1 0
	Harbour Defence Operator, 2nd Class.	... ..	0 8
	Harbour Defence Operator, 3rd Class.	... ..	0 4
	(With effect from 1 Jan. 1942)		

## D.—SECTION V—SHIP'S COMPANY—MISCELLANEOUS ALLOWANCES

*Provision and Leave Allowances.*—The current rate of provision and leave allowances payable to men in the Royal New Zealand Navy is 3s. 0d. per diem in each case. (See Section B, paragraph 22, Men serving in H.M. Ships.)

2. *Marriage Allowance.*—Issue of marriage allowance is not subject to any age qualification. Marriage allowance will be payable to all ratings, for wives and all children under the age of 16, at the rates shown in Scale (A) below. With effect from 1 Apr., 1941, the allowance may also be paid in respect of children over 16 years and under 18 years of age undergoing full-time instruction at an educational establishment, providing a certificate to that effect is produced. Marriage allowance may also be paid to widowers with children under the age of 16 years, at the rates shown in Scale (B) below.

3. Application for the allowance should be made on the appropriate form which is obtainable from the office of the High Commissioner for New Zealand. On completion by the man, the form should be handed to the Accountant Officer, who should re-transmit it to the New Zealand Government Offices in London.

4. The payment of marriage allowance is governed by the following conditions:—

(a) Ratings, other than widowers, must declare an allotment of at least one half of active pay, including non-substantive pay and badge pay, but excluding other allowances and deferred pay. The full amount of marriage allowance is to be added.

(b) Widowers must declare an allotment in favour of a guardian of one quarter of active pay as defined above, plus the full amount of marriage allowance.

5. The allowance is to be credited at the rate applicable for broken periods up to and including the Thursday following the date on which a rating first became eligible for it; thereafter the allowance is to be credited at the weekly rate in accordance with allotments charged.

*Rate of Marriage Allowance*  
(With effect from 1 Nov., 1942.)  
SCALE "A"

	Per Week	Per Diem (for broken period)
	£ s. d.	s. d.
Wife ... ..	1 0 0	3 0
Children—		
One child ... ..	0 5 0	0 9
Each additional child ... ..	0 5 0	0 9

## SCALE "B"

	Per Week	Per diem (for broken period)
	£ s. d.	s. d.
One child ... ..	0 15 0	2 3
Each additional child ... ..	0 5 0	0 9

6. *Dependants' Allowance.*—Dependants' allowance £1 per week or 3s. per diem for broken periods.

7. *Deferred Pay*.—The rates of deferred pay (credited by Navy Office, Wellington) accumulating for men of the Royal New Zealand Navy (other than those lent from the Royal Navy or Royal Marines), are as follows:—

Rating or Relative Rating	Daily Rate	
	s.	d.
Chief Petty Officer over six years ... ..	2	10
Chief Petty Officer under six years ... ..	2	7
Petty Officer ... ..	2	3
Leading Seaman ... ..	2	0
Able Seaman ... ..	1	9
Ordinary Seaman (over eighteen) ... ..	1	3
Boy ... ..	0	6

8. *Special Allowance—Ratings Messing in Allied Warships*.—Payment may be made of a special messing allowance of 6d. per day to naval ratings serving in Allied warships, with effect from 12 Aug., 1941.

#### D.—SECTION VI.—OFFICERS AND SHIP'S COMPANY—MISCELLANEOUS ALLOWANCES, ETC.

*Minimum Rate of Remuneration for Married Naval Personnel*.—With effect from 1 Sept., 1942, the minimum rate of pay and allowances to be received by married personnel of the Royal New Zealand Navy has been fixed at £235 7s. 6d. per annum. (The rate from 1 Oct., 1940, was £230 8s. 1d.)

2. Substantive pay, marriage and children's allowance, rations valued at 2s. 6d. per diem, and, where applicable, deferred pay, are to be included when computing the minimum rate payable. All other allowances are to be disregarded. The value of rations is to be assessed at 2s. 6d. per diem, irrespective of whether an officer is in receipt of lodging and provision allowances or is victualled from Service sources.

3. Personnel who are normally contributors to the Superannuation Fund, that is, personnel in receipt of "1940" rates of pay, and who receive the minimum rate of remuneration, are required to contribute to the Superannuation Fund on the basis of the following pay and allowances:—

- Substantive pay;
- Non-substantive pay;
- The value of service messing and facilities assessed at 2s. 6d. per diem;
- Increase in pay and allowances received in terms of this Navy Order.

4. Increase in pay in terms of the foregoing may be paid without the prior approval of the Naval Board. The allowance is to be distinguished in ship's ledgers and pay documents by the letters M.M.M. (Married Men's Minimum). Transfer lists are to show the notation "M.M.M. payable in terms of Admiralty Fleet Order....."

5. *Married Officers and Married Men*.—Where the total emoluments of a married officer or married man (Able Seaman rate or above), of the Royal New Zealand Navy are less than those of a married member of corresponding rank of the New Zealand Army, an allowance, to make up the difference, will be paid to the wife of the officer or man concerned, with effect from 1 Nov., 1942. This difference will be payable to the wives of loan personnel only where the allotment to the wife is paid in New Zealand.

6. For the purpose of this allowance, total emoluments are regarded as including only the following:—

- Substantive pay (at basic rate, *i.e.*, before superannuation contribution is deducted);
- Marriage and Dependents' Allowance;
- Domestic Allowance;
- Naval Deferred Pay; or
- Superannuation gratuity (£10 per annum);
- Lodging and provision allowances, when applicable (effective from 15 Nov., 1943).

7. Officers or ratings who elect to receive the equivalent of Army rates of pay and allowances are to make application to their Commanding Officer, who may approve payment on the form of certificate shown below. Where, however, the applicant is in receipt of lodging and/or provision allowance, the application is to be referred to Navy Office for decision. A copy of each completed certificate is to be forwarded to Navy Office.

#### ROYAL NEW ZEALAND NAVY.

#### APPLICATION FOR DIFFERENCE BETWEEN ARMY RATES OF PAY

*Navy Order.*

Name Rank or Rating Official Number

I hereby elect to receive the equivalent Army Rates of Pay in accordance with paragraph ..... Navy Order..... with effect on and from .....

Signature .....

Date .....

	Navy	Army
	Rank .....	Rank .....
Weekly rate ... ..	Rating .....	
Substantive pay ... ..		
Marriage or dependants' allowance		
Domestic allowance... ..		
Naval deferred pay ... ..		
Superannuation gratuity (£1 ) ... (3s. 10d. per week)		
Weekly rate ... ..	£ : :	£ : :

Difference to be credited on ledger (daily rate = weekly, £ : :  
(divided by 7 to nearest penny).

Present allotment ... £ : :

New allotment\* ... £ : :

R.L.....

F.L.....

Certified correct,

*Accountant Officer.*

Date .....

Approved†

*Commanding Officer.*

Date .....

\* N.Z. Forms 22 should be prepared and rendered.

† This approval must be reviewed by the Accountant Officer when any change in rank or rating takes place.

8. As this allowance is payable to the wife, it will be necessary for the allotment to the wife to be increased accordingly from the Thursday following the effective date of payment, or from the last day of the succeeding month, in the case of officers.

N.B.—The provisions of A.F.Os. 732/41, 2226/42, 2227/42 and 3364/42 ceased to be effective from 6 Dec. 1943, and no further applications under those Orders may be approved, but Army rates of marriage allowance now being paid may continue.

9. Where the option is exercised prior to 30 Jun. 1943, the allowance may commence from 1 Nov. 1942. Where the option to receive Army rates of pay and allowances or to revert to Naval rates of pay and allowances is exercised subsequent to 30 Jun. 1943, the allowance may be ante-dated only to the first day of the quarter in which the option is exercised. All credits are to be reviewed on change of rank or rating.

The option of receiving Army rates of pay and allowances is also applicable to officers and ratings serving under T.124 agreements or variants.

10. For the purpose of this allowance, the relative ranks and rates of pay and allowances payable in the New Zealand Army are shown below. It will be observed that for this purpose the rating of Able Seaman in the Royal New Zealand Navy is to be regarded as equivalent to a Lance-Corporal in the New Zealand Army.

*Relative Rank of Personnel of the Royal New Zealand Navy and  
the New Zealand Army*

The relative ranks of the personnel of the Royal New Zealand Navy and New Zealand Army shall be laid down in the following table:—

Navy Ranks and Ratings		Army Ranks		Daily Rate of Pay	
				<i>s. d.</i>	
Captain	...	Colonel	...	42	6
Commander	...	Lieutenant-Colonel	...	35	0
Lieutenant-Commander	...	Major	...	27	6
Lieutenant	...	Captain	...	21	0
Sub-Lieutenant	...	Lieutenant	...	17	6
Acting Sub-Lieutenant and Commissioned Officer from Warrant Rank.	...	Second Lieutenant	...	16	6
Warrant Officer	...	...	...	14	0
Midshipman	...	Not applicable	...	—	—
Chief Petty Officer	...	Company Quartermaster Sergeant.	...	11	6
Petty Officer	...	Sergeant	...	10	0
Leading Seaman	...	Corporal	...	9	0
Able Seaman	...	Lance Corporal	...	8	0

**MEDICAL OFFICERS AND DENTAL OFFICERS**

Navy		Army		<i>s. d.</i>	
Captain	...	Colonel	...	42	6
Commander	...	Lieutenant-Colonel	...	36	0
Lieutenant-Commander	...	Major	...	32	0
Lieutenant	...	Captain	...	29	0

**ALLOWANCES—ALL RANKS**

		Per Diem	
		<i>s. d.</i>	
Marriage allowance	...	3	0
Children's allowance (payable for all children)	...	1	6
Dependants' allowance	...	1	6

**DOMESTIC ALLOWANCE**

Wives with one or more children	...	2	6
Wives with no children or whose children are over the age of 16 years	...	0	6

Credits in the ledger of this difference in daily rates should be shown as "D.A.R." (*i.e.*, difference between Army Rates).

12. *Overseas Bonus*.—An "overseas bonus" is payable to Naval personnel in respect of war service. This bonus will be credited at the rate of 1s. per diem to all officers and ratings (including officers and men on loan from the Royal Navy and also T.124 personnel) in respect of each day they are engaged on overseas service.

13. "Overseas service" is defined as service in a seagoing ship whose duties take her away from the coasts of New Zealand, and, therefore, will not include service in minesweepers or small vessels engaged on duty around the coasts of New Zealand. Service in shore bases in the Pacific Islands and more distant bases will be regarded as overseas service for this purpose.

14. Service in the following ships and bases will be counted as overseas service, subject to the qualification in paragraph 15:—

- Service in H.M.N.Z. cruisers and armed merchant cruisers;
- Service in other of H.M.N.Z. vessels detached from New Zealand for service from time to time;
- Service in defensively equipped merchant ships (excluding New Zealand coastal vessels and ferry steamers);
- Service in shore bases in the Fiji Group, New Caledonia and adjacent or more distant Pacific Islands;
- Service on loan to the Royal Navy;
- Whilst on passage to and from New Zealand.

Payment will not be permissible in respect of periods of Foreign Service leave.

15. Overseas bonus is effective from 3 Sep. 1939, and will be credited from the date of leaving New Zealand for overseas on or subsequent to that date. Credit will cease when vessels or personnel arrive in New Zealand from overseas, subject to the provision that the continuity will not be broken where the stay in New Zealand does not exceed seven days. Where the period spent in New Zealand or at a New Zealand port exceeds seven days, no part of the time so spent will reckon towards this bonus. Periods spent on passages between New Zealand ports in H.M.N.Z. ships and other vessels will not reckon towards the bonus.

16. Credit of this bonus and payment thereof will be effected by Navy Office. No action, therefore, is necessary in the ships in which the officers and men are borne for pay.

17. Overseas bonus will be payable in New Zealand currency or equivalent, and will be paid in the following circumstances:—

- On final discharge from the New Zealand Armed Services, if such discharge takes place before the end of the war;
- On final demobilisation at the end of the war;
- In the case of long service officers and ratings, settlement will be made at the same time as payment is made to personnel generally demobilised;
- Payments to loan personnel will be made by Navy Office through the High Commissioner for New Zealand as soon as possible after completion of loan service.

18. *Domestic Allowance* is payable to all naval personnel at the following rates:—

From 5 Sep. 1941—		<i>s. d.</i>	
Wives with one or more dependant children	...	1	0 per diem
Wives with no children	...	Nil	Nil

From 1 May 1942—		<i>s. d.</i>	
Wives with one or more dependant children	...	1	6 per diem
Wives with no children	...	0	3 per diem

From 1 Nov. 1942—		<i>s. d.</i>	
Wives with one or more dependant children	...	2	6 per diem
Wives with no children	...	0	6 per diem

19. All payments will be effected by Navy Office direct to the wives and the allowance is not to be credited in the ship's ledger.

20. Conditions of payment are as follows:—

- The allowance may not be claimed as a right, and is payable at the discretion of the Naval Board.
- Payments may be made to a wife or reputed wife provided she is already in receipt of marriage allowance.

- (c) The allowance is not payable to the guardian of a child.  
 (d) The allowance is not payable to the mother of an illegitimate child unless the mother is the wife, or reputed wife of the person concerned.  
 (e) Only one allowance at either rate is payable in respect of any one officer or rating.  
 (f) The term "child" or "children" means a child or children under the age of 16 years, whether in employment or not. The allowance would normally cease on a child attaining the age of 16 years, but in special cases may be continued on the authority of the Naval Board, so long as the child remains at school, but in any case will cease on the child attaining the age of 18 years.

21. The allowance is payable to wives of loan personnel even though they are resident overseas. Arrangements are made by the Director of Navy Accounts for these payments to be made, free of exchange.

22. *Plain Clothes Gratuity.*—A plain clothes gratuity of £12 10s. 0d. is payable to every officer of the Royal New Zealand Navy who is discharged to shore, if, during the period of his war service in the armed forces he has served overseas or in a sea-going vessel. Service in a sea-going vessel includes service in a minesweeper but does not include service on harbour duties only, e.g. in an examination vessel or inner patrol launch. The plain clothes gratuity for overseas or sea-going service shall be payable only if the officer or rating has been discharged to shore since the outbreak of hostilities or is hereafter discharged to shore.

23. A plain clothes gratuity of £7 10s. 0d. is payable to every other officer or rating of the Royal New Zealand Navy who is discharged to shore on or after 1 Apr. 1942, upon completion of full time continuous service for a period of not less than 12 months, or who is discharged on or after 1 Mar. 1943, upon completion of full time continuous service for a period of not less than 6 months. The gratuity of £7 10s. 0d. will not be payable again in the event of any officer or rating re-entering and being discharged again after serving for a further period.

24. Personnel are to be credited in the ledger with the amount.

25. A plain clothes gratuity will not be paid when personnel are transferred to the New Zealand Army or Royal New Zealand Air Force.

26. A plain clothes gratuity may be paid to officers and ratings discharged outside New Zealand. In all cases, the gratuity will be paid in New Zealand currency.

27. For the purpose of the payment of this gratuity, all service prior to the outbreak of hostilities is to be disregarded.

#### APPENDIX

##### PART I—SUBSTANTIVE PAY

"The following is an extract from an Order issued by the New Zealand Government on 10 Oct., 1939 relating to the introduction of the '1939' and '1940' scales of pay. *Present rates on each scale are set out in Section D of this A.F.O.*"

##### RATES OF PAY

Increased rates of pay, to be known respectively as:—

- (a) The 1939 rates, and  
 (b) The 1940 rates

have been approved.

2. The 1939 rates take effect from 1 Jun. 1939, and the 1940 rates under the conditions and from the date shown in paragraph 7 of this Order.

##### 1939 RATES

3. The 1939 rates represent the following increases over and above the rates in force at 31 May, 1939:—

	<i>s. d.</i>
For Able Seamen ratings ... ..	5 3 per week.
For Leading ratings ... ..	5 10 per week.
For Petty Officer ratings ... ..	9 4 per week.
For Chief Petty Officer ratings ... ..	9 4 per week.

4. These rates are set out in detail in column (1) of Schedule A to this Navy Order.

5. The rates of pay of warrant officers have also been increased commensurately with the rates for ratings, and the revised rates for these officers also have effect from 1 Jun. 1939. The new rates are shown in column (1) of Schedule B.

##### 1940 RATES

6. As stated above, the Government have decided that new rates of substantive pay shall be established for all ratings entered, loaned or reloaned subsequent to 31 Dec. 1939. These rates will be known as the 1940 rates and provide for the following increases over and above the rates existing on 31 May, 1939:—

	<i>s. d.</i>
Boy ratings ... ..	1 2 per week.
Ordinary ratings ... ..	3 6 per week.
Able Seamen ratings ... ..	9 11 per week.
Leading ratings ... ..	11 8 per week.
P.O. ratings ... ..	15 9 per week.
C.P.O. ratings ... ..	16 4 per week.

(See column 2 of Schedule "A")

7. In addition to the above two rates of pay, the Government have approved of ratings on the 1939 scales of pay being allowed the option on the first day of any quarter after 31 Dec. 1939, to receive pay at the 1940 rates, subject to an amount being deducted from their deferred pay equal in amount to the difference between the substantive rates of pay in the 1940 and 1939 scales. Men who exercise this option will not pay any superannuation contribution since, on discharge, they will not be eligible for a pension for service. Once a decision is given by a man to receive pay at the 1940 rates on the above conditions, he will not be permitted to revoke that decision.

8. Concurrently, deferred pay will be abolished for personnel in receipt of 1940 rates of pay and a system of contributory pensions for long service, and of discharge gratuities for other service, will be introduced.

9. New Zealand ratings now serving will have the option of transferring to the 1940 rates of pay if they so desire. This option may be exercised to commence at the beginning of a quarter after 31 Dec. 1939, but once exercised the option will be irrevocable.

##### WEEKLY RATES OF PAY

10. In future the rates of pay will be stated and accounted for at weekly rates.

11. The basis for ledger accounting will be the number of Thursdays an officer or man is borne for pay. Where an officer or man is entered into or discharged from the New Zealand Naval Forces on a day other than a Thursday, his pay will be computed at so many sevenths of the weekly rate for the part of the week.

The date on which weekly pay rates are to be brought into force will be communicated later.

##### PART II—SUPERANNUATION

##### SUPERANNUATION SCHEME AND GRATUITIES

12. All ratings will be required to contribute 5 per cent. of their emoluments to a Superannuation Fund.

13. The term "emoluments" for this purpose will include substantive pay and non-substantive pay, plus an amount in respect of service messing and facilities assessed at 2s. 6d. per diem.

##### CONTRIBUTIONS

14. From the age of 18, or from the date of entry if entered after that age, all personnel entered after 31 Dec., 1939, will be required to contribute to the Superannuation Fund a sum equal to 5 per cent. of their emoluments as determined above.

BENEFITS (except when discharge or death is attributable to the conditions of the Service)

15. Subject to further examination and approval of details, the benefits will be as follows:—

- (a) Ratings, other than those referred to in clause (e) below who complete 22 or more years' service (calculated from the age of 18 or the date of entry if later), will receive, for each complete year of service, a pension calculated at 1/60th of their average emoluments during the last three years of their service.



(b) Ratings who are invalidated out of the Service for causes beyond their own control after more than seventeen, but less than twenty-two years' service (calculated from the age of eighteen or the date of entry, if later), will receive pensions calculated with reference to their average emoluments during the last three years of their service on the following scale:—

After 17 years ...	17/60ths of average emoluments less 10 per cent.
After 18 years ...	18/60ths of average emoluments less 8 per cent.
After 19 years ...	19/60ths of average emoluments less 6 per cent.
After 20 years ...	20/60ths of average emoluments less 4 per cent.
After 21 years ...	21/60ths of average emoluments less 2 per cent.

(c) Ratings discharged from the Service with seventeen or fewer years service, either on completion of an engagement or on account of physical or mental infirmity due to causes beyond their own control, will receive a gratuity at the rate of £10 for each complete year of service from the age of eighteen (or the date of entry, if later), but subject to a maximum of £120. They will also receive a refund, without interest, of their contributions to the Superannuation Fund.

(d) The estates of ratings who die in the Service from causes beyond their own control will be credited with a gratuity, calculated with reference to their length of service as in clause (c) of these rules, and with a refund of their superannuation contributions.

(e) Ratings who desert, or are discharged for misconduct or purchase their discharge, will be ineligible for pension or gratuity, but will be eligible for refund of their superannuation contributions.

#### FORFEITURE OF PENSION DURING FURTHER NAVAL SERVICE

17. A pensioner recalled to service in time of war or emergency will not forfeit a pension earned by previous service, except for desertion, mutiny, or an offence entailing a sentence of dismissal from the service with disgrace.

#### SCHEDULE "A"

##### SUBSTANTIVE RATES OF PAY—NAVAL RATINGS AND ROYAL MARINES

SEAMAN RATINGS	(1)		(2)	
	1939 Scale		1940 Scale	
	Per Diem.	Per Week.	Per Diem.	Per Week.
Boy, 2nd Class ...	1 0	0 7 0	1 2	0 8 2
Boy, 1st Class ...	1 9	0 12 3	1 11	0 13 5
Boy, 1st Class, over seventeen ...	2 6	0 17 6	2 8	0 18 8
Ordinary Seaman ...	5 0	1 15 0	5 6	1 18 6
Able Seaman ...	7 9	2 14 3	8 5	2 18 11
After three years' man's service ...	7 11	2 15 5	8 7	3 0 1
After six years' man's service ...	8 1	2 16 7	8 9	3 1 3
Leading Seaman ...	8 10	3 1 10	9 8	3 7 8
After one year's service as such, if passed for P.O.	9 1	3 3 7	9 11	3 9 5
Petty Officer ...	10 4	3 12 4	11 3	3 18 9
After three years' service as such...	10 8	3 14 8	11 7	4 1 1
After six years' service as such ...	11 0	3 17 0	11 11	4 3 5
Chief Petty Officer ...	11 10	4 2 10	12 10	4 9 10
After three years' service as such...	12 4*	4 6 4	13 4*	4 13 4
SIGNAL AND TELEGRAPHIST BRANCHES				
Signal Boy and Boy Telegraphist ...	1 9	0 12 3	1 11	0 13 5
Signal Boy and Boy Telegraphist, over seventeen.	2 6	0 17 6	2 8	0 18 8
Ordinary Signalman and Ordinary Telegraphist.	5 0	1 15 0	5 6	1 18 6

\* With subsequent triennial increments of 6d. per diem.

#### SCHEDULE "A"—continued.

SIGNAL AND TELEGRAPHIST BRANCHES—continued.	(1)		(2)	
	1939 Scale		1940 Scale	
	Per Diem	Per Week	Per Diem	Per Week
Signalman and Telegraphist ...	8 0	2 16 0	8 8	3 0 8
After three years' man's service ...	8 3	2 17 9	8 11	3 2 5
After six years' man's service ...	8 5	2 18 11	9 1	3 3 7
Leading Signalman and Leading Telegraphist.	9 4	3 5 4	10 2	3 11 2
After one year's service as such (if passed for Yeoman of Signals or P.O. Telegraphist or for higher standard).	9 6	3 6 6	10 4	3 13 4
Yeoman of Signals and Petty Officer Telegraphist.	10 10	3 15 10	11 9	4 2 3
After three years as such ...	11 0	3 17 0	11 11	4 3 5
After six years as such ...	11 4	3 19 4	12 3	4 5 9
Chief Yeoman of Signals and C.P.O. Telegraphist.	12 4	4 6 4	13 4	4 13 4
After three years' service as such...	12 10*	4 9 10	13 10*	4 16 10
ENGINE ROOM ARTIFICERS, ELECTRICAL ARTIFICERS, ORDNANCE ARTIFICERS, MECHANICIANS† AND SHIPWRIGHTS				
Artificer, 5th Class ...	9 4	3 5 4	10 2	3 11 2
Mechanician ...	12 4	4 6 4	13 4	4 13 4
Artificer, 4th Class, acting 4th Class, and Mechanician after three years' service as such.	12 10	4 9 10	13 10	4 16 10
Artificer, 3rd Class, and Mechanician after six years' service as such.	13 4	4 13 4	14 4	5 0 4
Artificer, 2nd Class, and Mechanician after nine years' service as such.	13 10	4 16 10	14 10	5 3 10
Artificer, 1st Class, and Mechanician after twelve years' service as such.	14 4	5 0 4	15 4	5 7 4
Chief, 2nd Class ...	14 10	5 3 10	15 10	5 10 10
Chief, 1st Class ...	15 10	5 10 10	16 10	5 17 10
MECHANICIANS				
(Applicable to those ratings provisionally selected as candidates after 30 Nov., 1927.)				
Mechanician, 2nd Class ...	11 10	4 2 10	12 10	4 9 10
Mechanician, 1st Class ...	12 4	4 6 4	13 4	4 13 4
After two years' service as such ...	12 10	4 9 10	13 10	4 16 10
After five years' service as such ...	13 4	4 13 4	14 4	5 0 4
After eight years' service as such ...	13 10	4 16 10	14 10	5 3 10
After eleven years' service as such...	14 4	5 0 4	15 4	5 7 4
Chief Mechanician, 2nd Class ...	14 10	5 3 10	15 10	5 10 10
Chief Mechanician, 1st Class ...	15 10	5 10 10	16 10	5 17 10
BLACKSMITHS, PLUMBERS, PAINTERS, JOINERS AND COOPERS				
5th Class ...	10 4	3 12 4	11 3	3 18 9
4th Class ...	10 10	3 15 10	11 9	4 2 3
3rd Class ...	11 2	3 18 2	12 1	4 4 7
2nd Class ...	11 6	4 0 6	12 5	4 6 11
1st Class ...	11 10	4 2 10	12 10	4 9 10
After three years' service as such...	12 2	4 5 2	13 2	4 12 2
Chief ...	12 10	4 9 10	13 10	4 16 10
After three years' service as such...	13 4	4 13 4	14 4	5 0 4
After six years' service as such ...	13 10	4 16 10	14 10	5 3 10

\* With subsequent triennial increments of 6d. per diem.

† In the case of mechanicians, these rates are applicable only to those who were provisionally selected as candidates prior to 1 Dec., 1927. For further rates, see the following.

## SCHEDULE "A"—continued.

	(1)		(2)	
	1939 Scale.		1940 Scale.	
	Per Diem	Per Week	Per Diem	Per Week
	s. d.	£ s. d.	s. d.	£ s. d.
<b>SAILMAKER BRANCH</b>				
Sailmaker's Mate... ..	9 2	3 4 2	10 0	3 10 0
After three years' service as such...	9 4	3 5 4	10 2	3 11 2
After six years' service as such ...	9 6	3 6 6	10 4	3 12 4
Sailmaker ... ..	10 10	3 15 10	11 9	4 2 3
After three years' service as such...	11 2	3 18 2	12 1	4 4 7
After six years' service as such ...	11 6	4 0 6	12 5	4 6 11
Chief Sailmaker ... ..	12 4	4 6 4	13 4	4 13 4
After three years' service as such...	12 10*	4 9 10	13 10*	4 16 10
<b>REGULATING BRANCH</b>				
Regulating Petty Officer ... ..	11 4	3 19 4	12 3	4 5 9
After three years' service as such...	11 8	4 1 8	12 7	4 8 1
After six years' service as such ...	12 0	4 4 0	12 11	4 10 5
Master-at-Arms ... ..	12 10	4 9 10	13 10	4 16 10
After three years' service as such...	13 4*	4 13 4	14 4*	5 0 4
<b>SICK BERTH STAFF</b>				
Sick Berth Attendant Probationer ...	5 6	1 18 6	6 0	2 2 0
Sick Berth Attendant (after training) ...	8 1	2 16 7	8 9	3 1 3
After three years' service, if passed for Leading Sick Berth Attendant	8 3	2 17 9	8 11	3 2 5
After six years' service, if passed for Leading Sick Berth Attendant.	8 5	2 18 11	9 1	3 3 7
Leading Sick Berth Attendant ... ..	9 4	3 5 4	10 2	3 11 2
After three years' service as such, if passed for Sick Berth Petty Officer.	9 6	3 6 6	10 4	3 12 4
Sick Berth Petty Officer ... ..	10 10	3 15 10	11 9	4 2 3
After three years' service as such...	11 2	3 18 2	12 1	4 4 7
After six years' service as such ...	11 6	4 0 6	12 5	4 6 11
Sick Berth Chief Petty Officer ... ..	12 4	4 6 4	13 4	4 13 4
After three years' service as such...	12 10*	4 9 10	13 10*	4 16 10
<b>WRITER AND SUPPLY RATINGS</b>				
Boy (under seventeen) ... ..	2 0	0 14 0	2 2	0 15 2
Boy (over seventeen) ... ..	2 6	0 17 6	2 8	0 18 8
Writer Probationer and Supply Pro- bationer.	5 6	1 18 6	6 0	2 2 0
Writer and Supply Assistant ... ..	8 3	2 17 9	8 11	3 2 5
After three years' man's time in branch.	8 5	2 18 11	9 1	3 3 7
After six years' man's time in branch.	8 7	3 0 1	9 3	3 4 9
Leading rate ... ..	10 4	3 12 4	11 3	3 18 9
Petty Officer rate ... ..	11 6	4 0 6	12 5	4 6 11
After three years' service as such...	11 10	4 2 10	12 10	4 9 10
Chief Petty Officer rate ... ..	12 7	4 8 1	13 7	4 15 1
After three years' service as such...	13 1*	4 11 7	14 1*	4 18 7
<b>STOKER RATINGS</b>				
Stoker, 2nd Class ... ..	5 6	1 18 6	6 0	2 2 0
Stoker, 1st Class ... ..	8 3	2 17 9	8 11	3 2 5
After three years' man's time ...	8 5	2 18 11	9 1	3 3 7
After six years' man's time ...	8 7	3 0 1	9 3	3 4 9
Acting Leading Stoker ... ..	9 4	3 5 4	10 2	3 11 2
Leading Stoker ... ..	9 4	3 5 4	10 2	3 11 2
After three years' service as such...	9 6	3 6 6	10 4	3 12 4
Stoker Petty Officer ... ..	10 10	3 15 10	11 9	4 2 9
After three years' service as such, if in possession of Stokehold Certificate.	11 2	3 18 2	12 1	4 4 7
After six years' service as such ...	11 6	4 0 6	12 5	4 6 11
Chief Stoker ... ..	12 4	4 6 4	13 4	4 13 4
After three years' service as such...	12 10*	4 9 10	13 10*	4 16 10

\* With subsequent triennial increments of 6d. per diem.

## SCHEDULE "A"—continued.

	(1)		(2)	
	1939 Scale		1940 Scale	
	Per Diem	Per Week	Per Diem	Per Week
	s. d.	£ s. d.	s. d.	£ s. d.
<b>ARMOURERS</b>				
Probationary Armourer's Crew ... ..	8 7	3 0 1	9 3	3 4 9
Armourer's Crew ... ..	10 6	3 13 6	11 5	3 19 11
Armourer's Mate ... ..	10 10	3 15 10	11 9	4 2 3
Armourer ... ..	11 6	4 0 6	12 5	4 6 11
After three years' service as such...	11 10	4 2 10	12 10	4 9 10
Chief Armourer ... ..	12 10	4 9 10	13 10	4 16 10
After three years' service as such...	13 4	4 13 4	14 4	5 0 4
After six years' service as such ...	13 10	4 16 10	14 10	5 3 10
<b>COOK RATINGS</b>				
Assistant Cook ... ..	5 6	1 18 6	6 0	2 2 0
Assistant Cook (S), (O), Officers' Cook, 4th Class (O.S.).	5 6	1 18 6	6 0	2 2 0
Cook (O.S.), (S), (O), and Officers' Cook, 3rd Class (O.S.).	8 3	2 17 9	8 11	3 2 5
After three years' man's time ...	8 5	2 18 11	9 1	3 3 7
After six years' man's time ...	8 7	3 0 1	9 3	3 4 9
Leading Cook (O.S.), (S), (O), and Officers' Cook, 2nd Class (O.S.).	9 4	3 5 4	10 2	3 11 2
After three years' service as such...	9 6	3 6 6	10 4	3 12 4
Petty Officer Cook (O.S.), (S), (O), and Officers' Cook, 1st Class (O.S.).	10 10	3 15 10	11 9	4 2 3
After three years' service as such...	11 2	3 18 2	12 1	4 4 7
After six years' service as such ...	11 6	4 0 6	12 5	4 6 11
Chief Petty Officer Cook (O.S.), (S), (O), and Officers' Chief Cook (O.S.).	12 4	4 6 4	13 4	4 13 4
After three years' service as such...	12 10*	4 9 10	13 10*	4 16 10
<b>SHIP'S MUSICIAN RATINGS</b>				
Ship's Musician ... ..	8 10	3 1 10	9 8	3 7 8
After three years' service as such...	9 1	3 3 7	9 11	3 9 5
<b>OFFICERS' STEWARDS</b>				
Boy Steward (under seventeen) ...	1 9	12 3	1 11	13 5
Boy Steward (over seventeen) ...	2 6	17 6	2 8	18 8
Assistant Steward ... ..	5 6	1 18 6	6 0	2 2 0
Steward ... ..	8 1	2 16 7	8 9	3 1 3
After three years' man's time ...	8 3	2 17 9	8 11	3 2 5
After six years' man's time ...	8 5	2 18 11	9 1	3 3 7
Leading Steward ... ..	9 4	3 5 4	10 2	3 11 2
After three years' service as such...	9 6	3 6 6	10 4	3 12 4
Petty Officer Steward ... ..	10 10	3 15 10	11 9	4 2 3
After three years' service as such...	11 2	3 18 2	12 1	4 4 7
After six years' service as such ...	11 6	4 0 6	12 5	4 6 11
Chief Petty Officer Steward ... ..	12 4	4 6 4	13 4	4 13 4
After three years' service as such...	12 10*	4 9 10	13 10*	4 16 10
<b>MISCELLANEOUS</b>				
Chief Petty Officer, Instructor for Reservists:—				
On appointment as Chief Petty Officer Instructor ... ..	17 0	5 19 0		
On re-engagement after five years as C.P.O. Instructor.	18 0	6 6 0		
Additional pay when senior C.P.O. Instructor of an R.N.V.R. Division.	1 0	7 0		

(Note.—Ratings holding posts of C.P.O. Instructors, R.N.V.R., are eligible to their rating but not eligible for any other of the allowances prescribed by these regulations. Medical and dental treatment at public expense will be allowed as laid down in Navy Orders.)

\* With subsequent triennial increments of 6d. per diem.

SCHEDULE "A"—*continued.*

	(1)		(2)	
	1939 Scale		1940 Scale	
	Per Diem	Per Week	Per Diem	Per Week
	s. d.	£ s. d.	s. d.	£ s. d.
<b>ROYAL MARINES</b>				
Marine, musician or bugler—				
On enlistment (under seventeen) ...	1 9	0 12 3	1 11	0 13 5
On enlistment (over seventeen) ...	2 6	0 17 6	2 8	0 18 8
On enlistment (over eighteen) ...	5 0	1 15 0	5 6	1 18 6
Marine—				
After one year or on completion of drills.	7 9	2 14 3	8 5	2 18 11
After three years' man's service ...	7 11	2 15 5	8 7	3 0 1
After six years' man's service ...	8 1	2 16 7	8 9	3 1 3
Corporal ...	9 1	3 3 7	9 11	3 9 5
After three years as such ...	9 4	3 5 4	10 2	3 11 2
Sergeant ...	10 4	3 12 4	11 3	3 18 9
After three years as such ...	10 8	3 14 8	11 7	4 1 1
After six years as such ...	11 0	3 17 0	11 11	4 3 5
Colour Sergeant ...	11 10	4 2 10	12 10	4 9 10
After three years as such ...	12 4	4 6 4	13 4	4 13 4
After six years as such ...	12 10*	4 9 10	13 10*	4 16 10
<b>ROYAL MARINE BANDSMEN</b>				
Band Boy ...	1 9	0 12 3	1 11	0 13 5
After one year's service ...	2 6	0 17 6	2 8	0 18 8
Musician ...	5 0	1 15 0	5 6	1 18 6
After one year's service as such ...	7 9	2 14 3	8 5	2 18 11
After three years' man's service ...	7 11	2 15 5	8 7	3 0 1
After six years' man's service ...	8 1	2 16 7	8 9	3 1 3
Band Corporal ...	9 1	3 3 7	9 11	3 9 5
After three years as such ...	9 4	3 5 4	10 2	3 11 2
Bandmaster, 2nd Class (Sergeant) ...	10 4	3 12 4	11 3	3 18 9
After three years as such ...	10 8	3 14 8	11 7	4 1 1
After six years as such ...	11 0	3 17 0	11 11	4 3 5
Bandmaster, 1st Class (Colour Sergeant) ...	11 10	4 2 10	12 10	4 9 10
After three years as such ...	12 4	4 6 4	13 4	4 13 4
After six years as such ...	12 10*	4 9 10	13 10*	4 16 10

\* With subsequent triennial increments of 6d. per diem.

## SCHEDULE "B"

## WARRANT OFFICERS AND OFFICERS PROMOTED THEREFROM

*Note.*—A 1940 rate of pay has been provided for warrant officers owing to the probability of the abolition of deferred pay in the future and the substitution therefor of a superannuation scheme. Accordingly, provision is necessary for a 1940 scale of pay for those warrant officers who are promoted from ratings serving under the scheme providing for superannuation as ratings. The existing rule is retained, whereby at the discretion of the Naval Board a special rate of pay may be granted to a warrant officer if his pay on promotion at the ordinary scale is less than his emoluments on the day preceding promotion.

SCHEDULE "B"—*continued.*

	Mechanical Branches (Column A)		Non-Mechanical Branches (Column B)	
	Column 1	Column 2	Column 1A	Column 2A
	1939	a1940	1939	1940
	Per Diem	Per Diem	Per Diem	Per Diem
	s. d.	s. d.	s. d.	s. d.
Warrant Officer ...	17 6	18 6	16 6	17 6
After three years ...	18 3	19 3	17 3	18 3
After six years ...	19 0	20 0	18 0	19 0
After nine years ...	19 9	20 9	18 9	19 9
Commissioned Officer from Warrant Rank	21 0	21 0	20 0	20 0
After three years ...	23 0	23 0	22 0	22 0
After six years ...	24 0	24 0	23 0	23 0
After nine years ...	26 0	26 0	25 0	25 0
Lieutenant—				
On promotion ...	28 0	28 0	27 0	27 0
After three years ...	29 0	29 0	28 0	28 0
After six years ...	30 0	30 0	29 0	29 0
Lieutenant-Commander ...	32 0	32 0	31 0	31 0
After three years ...	36 0	36 0	35 0	35 0
Commander ...			As for Commander of Branch.	
			Column 1	Column 2
			1939	1940
			Per Diem	Per Diem
			£ s. d.	£ s. d.
<b>SCHOOLMASTERS</b>				
Schoolmaster Candidate ...			0 12 0	0 13 0
Probationary Schoolmaster ...			0 12 6	0 12 6
Schoolmaster (Warrant Officer) after one year from entry,				
or on confirmation, if later ...			0 14 6	0 15 6
After two years from entry ...			0 15 0	0 16 0
After three years from entry ...			0 15 0	0 16 0
After four years from entry ...			0 15 6	0 16 6
After five years from entry ...			0 15 6	0 16 6
After six years from entry ...			0 16 0	0 17 0
After seven years from entry ...			0 16 0	0 17 0
After eight years from entry ...			0 16 6	0 17 6
After nine years from entry ...			0 17 0	0 18 0
Schoolmaster (Commissioned Officer from Warrant Rank)				
on promotion ...			0 17 6	0 17 6
After one year ...			0 18 0	0 18 0
After two years ...			0 18 6	0 18 6
After three years ...			0 19 0	0 19 0
After four years ...			0 19 6	0 19 6
After five years ...			1 0 0	1 0 0
After six years ...			1 0 6	1 0 6
After seven years ...			1 1 0	1 1 0
After eight years ...			1 1 6	1 1 6
After nine years ...			1 2 0	1 2 0
After ten years ...			1 2 6	1 2 6
After eleven years ...			1 3 0	1 3 0
After twelve years ...			1 3 6	1 3 6
After thirteen years ...			1 4 0	1 4 0
After fourteen years ...			1 4 6	1 4 6
After fifteen years ...			1 5 0	1 5 0

SCHEDULE "B"—continued.

Non-Mechanical  
Branches  
Column 1 Column 2  
1939 1940  
Per Diem Per Diem  
£ s. d. £ s. d.

SCHOOLMASTERS—continued

Senior Master (Commissioned Officer from Warrant Rank) to receive the rate of pay to which he would have been entitled as a Schoolmaster (either Warrant Officer or Commissioned Officer from Warrant Rank according to the time served from date of entry) with an addition of	0	3	0	0	3	0
Headmaster (Lieutenant) on promotion ... ..	1	8	0	1	8	0
After three years ... ..	1	9	0	1	9	0
After six years ... ..	1	10	0	1	10	0
Headmaster (Lieutenant-Commander) on promotion ...	1	12	0	1	12	0
After three years ... ..	1	16	0	1	16	0

(K.R. & A.I., Articles 1596, 1730 (a) and (b), 1732, 1746, 1756, 1676, 651, 760 and Appendices I, XII and XXIX.)

(A.F.Os. 1212/35, 403/39, 1034/41, 1912/41, 4841/41, 3979/42, 5635/42, 6118/42, 6260/42, 457/43, 1549/43, 3543/43, 4392/43, 4544/43, 4545/43.)

(A.F.Os. 2702/37, 529/38, 650/38, 1864/38, 2146/38, 2489/38, 2553/38, 2807/38, 2939/38, 472/39, 1839/39, 498/40, 2245/40, 732/41, 1577/41, 2125/41, 2250/41, 2251/41, 2807/41, 2808/41, 4259/41, 5037/41, 441/42, 442/42, 995/42, 1518/42, 1646/42, 2226/42, 2227/42, 3216/42, 3364/42, 3365/42, 3488/42, 5261/42, 1172/43, 1173/43, 1174/43, 1307/43, 1898/43, 3138/43, 3417/43, 3678/43, 4416/43, 4417/43, and 4418/43, are cancelled.)