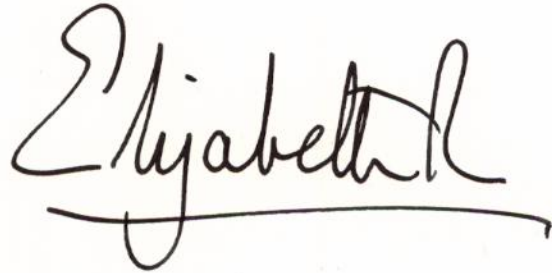


THE  
PROMOTIONS AND APPOINTMENTS  
WARRANT  
2009

*Being the Royal Warrant and  
Schedule governing  
Promotions and Appointments  
of the Army*



**ROYAL WARRANT**

ELIZABETH R.

WHEREAS WE deem it expedient to consolidate and amend the provisions concerning the Promotions and Appointments of Our Army contained in Our Warrant of 21<sup>st</sup> March 1964 and in such other Warrants, granted since that date as are still in force;

OUR WILL AND PLEASURE is that the Schedule attached to this Our Warrant, together with any additions and amendments that We may hereafter decide, shall be established and obeyed as the sole authority on the matters herein treated; and that Our Defence Council shall be the sole administrators and interpreters of the Schedule attached to this Our Warrant, and shall be empowered to issue such detailed instructions in reference thereto as they may from time to time deem necessary; and that any function of the Defence Council under this Warrant may (subject to any direction of the Defence Council) be discharged by the Army Board or such persons authorised by them, and accordingly each reference in this Warrant to the Defence Council shall include a reference to the Army Board or such authorised persons;

OUR FURTHER WILL AND PLEASURE is that the Schedule attached to this Our Warrant, together with any additions and amendments that We may hereafter decide, shall unless hereinafter otherwise specified, be in force, on or after 31<sup>st</sup> October 2009.



Given at Our Court of St. James's,  
This 24<sup>th</sup> day of April  
in the 63<sup>rd</sup> Year of Our Reign.

By Her Majesty's Command

# H

## **EXPLANATORY MEMORANDUM**

The Royal Warrant relating to promotions, appointments, rewards and awards to officers and other ranks for all members of Her Majesty's regular and reserve forces came into effect in 2009, having replaced the relevant sections of Army Pay Warrant 1964. This is the first amendment to that Warrant and the amendments have been highlighted in red.



SCHEDULE 1  
TO THE  
PROMOTIONS AND APPOINTMENTS  
WARRANT  
2009

Contents

AMENDMENTS

Amendment number	By whom amended	Date of insertion	Amendment number	By whom amended	Date of insertion
1					

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1. Gaps within PAW 2009 list of articles indicates that the PW 1964 articles have either been cancelled or moved to JSP 754 or JSP 752 in the tri-Service Pay, Bounty and Allowances Warrant referred to in the original Explanatory Memorandum.

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General Provisions

Part I

**GENERAL PROVISIONS**

---

**Revision of Promotion and Appointment Warrant structure**

1. **Revision of terms.** Except where provided, no officer, soldier, or other person shall be entitled to claim hereafter any promotion or other advantage conferred by any provision of this Schedule, in the event of such provision being at any time added to varied or cancelled.
2. **Time barred claims.** Except in such exceptional circumstances as may be approved by the Defence Council or by an officer duly authorized by them, no claim shall be admitted for any pecuniary advantage granted by this Warrant relating to any period of more than six years antecedent to the date of claim.
- 3-4. *Reserved.*

**Part II**  
**DEFINITIONS**

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5. The following expressions, when used in this Warrant, shall, unless contrary intention appears, be held to have the meanings stated below.
6. “Secretary of State” shall mean the Principal Secretary of State to whom for the time being Her Majesty shall think fit to entrust the seals of the Ministry of Defence.
7. “The Approved Medical Authority” shall mean the Director General Army Medical Services or a board of officers of the Royal Army Medical Corps, together with medical officers of the Army Medical Services and qualified civilian practitioners **as outlined in the [PULHHEEMS Administration Pamphlet](#)**.
8.
  - a. “Regular officer” shall mean an officer appointed to a regular commission in the Regular Army.
  - b. “Intermediate regular officer”, formerly “special regular officer” shall mean an officer appointed to a commission for a fixed period of service leading to retirement with retired pay under Part 2 of the Army Pensions Warrant 1977 (AC 13045) **(Armed Forces Pension Scheme 1975) or an early departure payment in accordance with JSP 764 (Armed Forces Pensions Scheme 2005)**.
  - c. “Short service officer” shall mean an officer, other than an intermediate regular officer, appointed to a commission for a fixed period of service.
  - d. “Emergency commissioned officer” shall mean an officer appointed to a commission in a time of emergency.
  - e. “Full Commission” shall **be awarded to** a medical, dental or nursing officer appointed to a commission in the Regular Army **that culminates with the award of an immediate full career pension**.
  - f. “Medium Commission” shall **be awarded to** a medical, dental or nursing officer appointed to a commission for a fixed period of service **in accordance with Defence Council Instructions**.
  - g. “Short Commission” shall mean a medical, dental or nursing officer, other than a medium commissioned officer, appointed to a commission for a fixed period of service **in accordance with Defence Council Instructions**.
  - h. “Extended service officer” shall mean an officer who, while serving **on a short service or short commission or a intermediate regular or medium commission** on the Active List and having as such completed at least three years continuous full time commissioned service, **is permitted to extend his service beyond the parameters of their commission type but within the constraints of other Articles within this Warrant**.
  - i. “Continuance” shall mean a period of continuous Active List service, in accordance with Article 184, that will take an officer’s service beyond normal retirement age as defined in Article 182 and a period of extended service beyond the parameters of Article 183.

## Definitions

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- j. “Gap Year Commission”, formerly “Short Service Limited Commission” shall mean an officer appointed to a probationary commission for a period of service between leaving school and going up to university.
- k. “University cadet” shall mean an officer, other than a medical, dental or legal cadet, appointed to a regular commission (on probation) for the purpose of obtaining a degree.
- l. “Medical cadet”, “dental cadet”, “veterinary cadet”, “pharmacy cadet”, “nursing cadet” shall mean an officer of the Royal Army Medical Corps (RAMC), Royal Army Dental Corps (RADC), Royal Army Veterinary Corps (RAVC) or Queen Alexandra’s Royal Army Nursing Corps (QARANC) appointed to a short commission (on probation) for the purpose of obtaining a medical, dental, veterinary, pharmacy or nursing degree.
- m. “AGC” shall mean Adjutant General’s Corps. Its branches are as follows:
  - (i) Adjutant General’s Corps (Staff and Personnel Support) – AGC(SPS), formerly the Royal Army Pay Corps (RAPC), elements of the Women’s Royal Army Corps (WRAC), RAOC Staff Clerks and the subsumed All Arms Clerks element of the Regular Army.
  - (ii) Adjutant General’s Corps (Provost) – AGC(Pro), formerly the Corps of Royal Military Police (RMP), that also incorporates the Military Provost Staff Corps (MPSC) and the Military Provost Guard Service (MPGS).
  - (iii) Adjutant General’s Corps (Educational and Training Services) – AGC(ETS), formerly the Royal Army Education Corps (RAEC).
  - (iv) Adjutant General’s Corps (Army Legal Services) – AGC(ALS), formerly the Army Legal Corps (ALC).
- n. “Undergraduate Army Placement”, is for young men and women studying at a UK university on a course which requires them to do a placement year. This period of service in the Army will be on terms and pay similar to the Gap Year Commission. *(Provision suspended in 2007)*
- o. “General Service (GS)” shall refer to service entailing a liability to serve worldwide.
- p. “Assignment” shall be when an officer or soldier moves to another unit for a fixed period under authority of an Assignment Order without change to terms of service.
- q. “Transfer” shall be when an officer or soldier moves permanently from one Regiment or Corps to another.
- r. “Conversion” shall be when an officer changes his type of commission.
- s. “TA” shall mean Territorial Army.
- t. “Short service volunteer commission officer (SSVC)” shall mean a Territorial Army officer appointed to a commission for a period of service in the Regular Army up to a maximum of 3 years.<sup>1</sup>

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<sup>1</sup> Started to be phased out with the introduction of FTRS, vide section 24 of the Reserve Forces Act 1996, in 1998. Commission type carried on being used in NI until normalisation in 2007.

## Definitions

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- u. “Full Time Reserve Service (FTRS)” shall refer to a commitment by officers and soldiers of the TA or Regular Reserve (including RARO) to serve full time in established posts in Units and Headquarters, for periods, **as determined by the Defence Council**, whilst remaining members of the reserve forces.
9. The term “subaltern” shall include Lieutenant and Second Lieutenant.
10. “Officers on the Active List” shall mean officers of the Regular Forces, whether on full pay or otherwise, before their retirement, **or those reinstated prior to Normal Retirement Age (NRA)**, and shall not include officers who have retired and are subsequently recalled to service or re-employed.
11. “Late Entry Commissioned Officers” shall mean officers commissioned directly from the ranks at or over the age of 30 years.
12. “Substantive rank” shall exclude brevet, honorary, local, acting, or war substantive rank.
13. “Retirement” refers to the case of an officer who has left the Active List and who either has a reserve liability or is in receipt of Service retired pay.
14. “Resignation” refers to the case of an officer who has resigned his commission or who has been called upon to do so. **In either case the officer ceases to hold an Army commission and** is under no obligation to serve in the Regular Army Reserve of Officers.
15. **Intentional deletion.**
16. Except where otherwise stated, reference in this Warrant to:
- Staff Sergeant* shall include Squadron Quartermaster Corporal (Household Cavalry), Squadron, Battery or Company Quartermaster Sergeant, Colour Sergeant and Staff Corporal (Household Cavalry).
- Sergeant* shall include Corporal of Horse (Household Cavalry).
- Corporal* shall include Bombardier, **Lance Sergeant** and **Lance Corporal of the Horse**.
- Lance Corporal* shall include Lance Bombardier.
- Private* shall include Trooper, Gunner, Sapper, **Signaller**, Guardsman, Fusilier, Kingsman, Rifleman, Ranger, Air Trooper, Craftsman **and Musician**.
- Soldier* shall include Warrant Officer, Class 1 or Class 2, and the ranks and appointments specified in this article.
- Junior soldier* shall mean a **person** enlisted under the age of 17 years.
- Young soldier* shall mean a person, other than a junior soldier enlisted under the age of 17.5 years.
- Junior entrant* shall mean a person who enlists under the age of 17.5 years.
- Young entrant* shall mean junior soldiers and young soldiers.
17. Throughout this Schedule, unless the contrary intention appears, words importing the masculine gender shall include the feminine.

## Definitions

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18. Service on the “Long Service List”<sup>2</sup> shall mean service in one of the appointments not specified to a particular arm which have been annotated by the Ministry of Defence as being suitable for the extra-regimental employment of soldiers who have completed 22 years reckonable service.
19. “Month” shall mean a calendar month. For the purpose of aggregating broken periods, each broken period will be calculated in complete calendar months, with odd days converted on the basis of 30 days = 1 month, 61 days = 2 months, 91 days = 3 months.
20. Other expressions used in this Warrant shall, unless a contrary intention appears, have the same meaning as they have in the **Armed Forces Act 2006**.
- 21-26. *Reserved.*

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<sup>2</sup> The ‘Long Career’ within the Versatile Engagement (VEng), introduced on 1 April 2008, will subsume the current ‘Long Service List’. The Long Service List will gradually be drawn down over the period up to 2013.



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Part III  
Officers

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**Section 1 - First Appointments and Commissions<sup>3</sup>**

27. *General rule.* Commissions in the Land Forces for service in the Regular Army may be given to persons under regulations approved by the Defence Council. Such Commissions may be probationary for such period as may be decided by the Defence Council.
28. A candidate approved by the Defence Council may be granted a commission in, or an officer who already holds a Land Forces commission may be transferred to, a local **overseas territories** force. Except where specially provided, an officer so appointed or transferred shall not be entitled to any pay or advantage granted by this Warrant. The conditions of service and rates of pay shall be those laid down locally from time to time for officers of the force in which they serves.

**SECOND LIEUTENANTS**

29. A Gap Year (see Article **8.k.**) commission as probationary second Lieutenant for service in the Regular Army may be granted to a qualified candidate under conditions laid down by the Defence Council<sup>4</sup>.
30. An Undergraduate Army Placement (see Article **8.o.**) commission as a probationary second Lieutenant may be granted to a qualified candidate under conditions laid down by the Defence Council.<sup>5</sup>
31. A short service commission as Second Lieutenant for service in the Regular Army may be granted to a qualified candidate under conditions laid down by the Defence Council.
- 31A. A short commission as Second Lieutenant for service in the Regular Army may be granted to a qualified candidate under conditions laid down by the Defence Council.**
32. An intermediate regular commission as Second Lieutenant for service in the Regular Army may be granted to a qualified candidate under conditions laid down by the Defence Council.
33. A regular commission as second-Lieutenant for service in the Household Cavalry, Royal Armoured Corps, Royal Artillery, Royal Engineers, Royal Corps of Signals, Foot Guards, Infantry, Army Air Corps, The Royal Logistic Corps, Royal Army Medical Corps (Medical Support Officer), Royal Electrical and Mechanical Engineers, Adjutant General's Corps (Provost), Adjutant General's Corps (Staff and Personnel Support) and Intelligence Corps may be granted under such rules laid down by the Defence Council to:
- a. a cadet of the Royal Military Academy, Sandhurst;
  - b. a cadet of the Royal Military College, Kingston, Canada;
  - c. a cadet of the Royal Military College, Duntroon, Australia;
  - d. an officer holding a regular commission in the Royal Navy, Royal Marines, Royal Air Force or the regular military forces of the Commonwealth or **Local Forces raised in British Overseas Territories (BOTs)**<sup>6</sup>

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**Defence Council's Instructions.**

<sup>3</sup> Articles 27 to 49. Instructions are contained in the current edition of Army Commissioning Regulations.

<sup>4</sup> From 1 September 2007 the 'Gap Year Commission' is suspended until further notice.

<sup>5</sup> This provision was suspended on 1 Sep 2007 until further notice.

<sup>6</sup> Previously known as British Dependant Territories and before that Crown Colonies, BOTs came into being as a result of The British Overseas Territories Act 2002.

- e. an officer holding an intermediate regular, emergency or short service commission in the Land Forces, the Royal Marines, the Royal Air Force, or the Commonwealth or **Local Forces raised in British Overseas Territories**
- f. a university cadet.
- g. such other professional qualified candidates as may be decided by the Defence Council.

### **Household Cavalry and Foot Guards**

34. In the case of an appointment to the Household Cavalry or Foot Guards the nomination for approval of a qualified candidate shall be vested in the Colonel of the regiment.

### **The Brigade of Gurkhas**

35. A commission in the Regular Army as Second Lieutenant for service in the Brigade of Gurkhas may be granted to a cadet of the Royal Military Academy, Sandhurst, who has previously been selected by the Colonel Brigade of Gurkhas, under conditions laid down by the Defence Council.

36 – 39 **Intentional Deletion.**

### **LIEUTENANTS**

40. A short commission as Lieutenant may be granted under conditions laid down by the Defence Council.

41. **Intentional Deletion.**

### **CAPTAINS**

42. **A short or short service commission as Captain may be granted to a suitably qualified candidate under conditions laid down by the Defence Council.**

### **The Brigade of Gurkhas**

43. With effect from 1 October 2007 a short service commission (Late Entry) in The Brigade of Gurkhas may be granted in the rank of Captain to a Gurkha other rank. Conversion to an intermediate regular commission (Late Entry) and regular commission (Late Entry) may be granted subject to the current **Regular** Late Entry criteria.

44. **Intentional Deletion.**

### **RAMC and RADC**

45. A full, medium or short commission as Captain may be granted for service as a medical officer in the **RAMC** or a dental officer in the **RADC**, under conditions laid down by the Defence Council.

### **Royal Army Chaplains' Department**

46. A short service commission **in the rank of CF4 may be granted for service as a Chaplain in the Royal Army Chaplains' Department under conditions as laid down by the Defence Council.**<sup>7</sup>
47. **Intentional Deletion.**

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<sup>7</sup> See Army Commissioning Regulations for details

### LATE ENTRY COMMISSIONS

48. A short service commission (Late Entry) may be granted, in the rank of Captain to a serving soldier, normally a senior NCO, under conditions laid down by the Defence Council.
49. An intermediate regular commission (Late Entry) as a Captain may be granted to a short service commission (Late Entry) Officer or to a Warrant Officer, under conditions laid down by the Defence Council.
50. A regular commission (Late Entry) **normally** as a Major may be granted to an immediate regular commission (Late Entry) officer under conditions laid down by the Defence Council.

### **SERVING SOLDIERS OVER THE AGE OF 30<sup>8</sup>**

51. **A short service or intermediate regular commission may be awarded, in the rank of Captain, to an ex-soldier, over the age of 30 and normally a Senior NCO, under conditions laid down by the Defence Council.**

### CONVERSION OF COMMISSIONS

52. Officers may be granted a conversion of commission from a short service or short commission to an intermediate regular or medium commission and from an intermediate regular or medium commission to a regular or full commission, under conditions laid down by the Defence Council.

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<sup>8</sup> See Army Commissioning Regulations for details



## Section 2 - Antedates

- 53.** **General.** In line with the Future Officer Structure implementation plan<sup>9</sup>, graduate antedates covered in Articles 54 to 54C, 58 59 and 61 will cease to apply for those officers commissioning from 1 January 2012 onwards or to such a time as may be determined by the Defence Council.
- 53A.** A full time officer granted a regular or full, intermediate regular or medium, or short service or short commission who has previous service qualifying for time promotion may be granted an antedate for the purpose of Article [100](#) and [142](#) in accordance with the provisions of Articles [54](#) to [64A](#).
- 53B.** An officer's seniority may not be antedated to before age 18 and a half.
- 54.**<sup>10</sup> **Graduates and holders of diplomas of technology.** An officer (other than those referred to in Articles [55](#) to [64A](#) below) who is appointed to a regular, intermediate regular, or short service commission as a graduate direct entrant (provided that his qualification was not obtained during one or other such appointment) including graduates from the Royal Military College, Kingston and the Royal Military College, Duntroon, or to a regular commission as a university cadet and who graduates as such; and who is a graduate of an approved university or a holder of an acceptable degree may be granted an antedate as follows:
- a. For a recognised first degree resulting from two years' full time study, the seniority date may be aligned to the commissioning date of the Commissioning Course (formerly known as the Standard Military Course) which entered the Royal Military Academy, Sandhurst, two years before the graduate joined the Royal Military Academy, Sandhurst.
  - b. Those whose first degree results from three years' full time study may be similarly aligned to the commissioning date of the Commissioning Course starting three years before the graduate joins the Royal Military Academy, Sandhurst.
  - c. Those whose first degree results from four years' full time study may be similarly aligned to the commissioning date of the Commissioning Course subject to a maximum of three and a half years' antedate.
  - d. Those graduates, and those entering the British Army after 11 June 1980 from Commonwealth Forces, the Royal Navy, Royal Marines, and the Royal Air Force who are not required to attend a Commissioning Course at the Royal Military Academy, Sandhurst, and who are in possession of an acceptable first degree resulting from full time study may be awarded an antedate of one and a half years for attending a two-year University Course, two and a half years for attending a three-year University Course and three and a half years for attending a four-year University Course, in addition to any other service reckoning towards promotion under Article [100](#).
- 54A.** **Intentional deletion.**<sup>11</sup>
- 54B.** **Diplomas and Certificates.** With effect from 1 April 1990 an officer appointed to a regular, intermediate regular or short service commission who holds a BTEC Higher National Diploma, a Diploma of Higher Education (Dip HE) or a Higher National Certificate (HNC), may, provided that the qualification was not obtained during one or other such appointment, and provided no antedated seniority has been awarded under Article [54](#) and provided that the

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<sup>9</sup> D/DM(A)/Offr Pol/03/04 dated 19 Apr 11.

<sup>10</sup> Articles 54. In this context, 'first' degree means initial and not the grading of the degree awarded.

<sup>11</sup> *Cadetships and Bursaries*. Original article is extant for those commissioned prior to 11 Jun 1980.

subject of the Diploma/Certificate is, in the opinion of the Defence Council, of value in the performance of his military duties, be awarded 12 months antedated seniority for an HNDE/Dip HE or 6 months for an HNC.

- 54C Degree earned through part-time study.** With effect from 1<sup>st</sup> April 2007, an officer appointed to a regular, intermediate regular or short service commission who holds a recognised first degree achieved through part time study, may, provided that the qualification was obtained before such an appointment and before enlistment into the Regular Army, be awarded between 2 and 3 years graduate antedated seniority dependent on the length of the equivalent full time degree.
- 55. Royal Army Chaplains' Department.** An officer appointed to a commission in the Royal Army Chaplains' Department may be granted an antedate for pay purposes not exceeding four years in respect of approved civilian experience as an ordained clergyman after the age of 25. The antedate is to be reckoned from the date of Ordination into the Holy Order of Deacons in the Church of England, or its equivalent in other denominations, after the age of 25.
- 56. Royal Army Medical Corps.** A medical officer of the Royal Army Medical Corps granted a short commission may be granted a seniority antedate under rules laid down by the Defence Council.<sup>12</sup>
- 57. QARANC. A Nursing Officer may be granted an** antedate, under rules laid down by the Defence Council<sup>13</sup>, who has left the service and wishes to re-enter, and to a nursing officer who, on first commissioning, has previous nursing experience in the ranks, or who has had previous whole time nursing experience.
- 58. Royal Artillery, Royal Engineers, Royal Corps of Signals, and Royal Electrical and Mechanical Engineers.**
- a. An officer of the Royal Artillery, Royal Engineers, Royal Corps of Signals, and Royal Electrical and Mechanical Engineers who is appointed on or after 1 June 1980 to a regular, intermediate regular or short service commission (providing his qualification was not obtained during one or other of such appointment) may be granted on antedate as follows:
    - (i) For graduate or equivalent membership of a professional institution approved by the Defence Council - 2½ years.
    - (ii) For possession of a degree or diploma specified by the Defence Council - period calculated in accordance with Article [54](#).
  - b. An officer awarded an antedate under a. (i) or (ii) may, after a period ending after 1<sup>st</sup> September 1981 spent in gaining practical experience which is approved by the Defence Council, be granted an additional seniority antedate equal to the period spent up to a maximum of 2½ years, 5 years in the case of officers of the Royal Electrical and Mechanical Engineers, provided the period so spent was after the award of the relevant qualification.
- 59. AGC(SPS).** An officer appointed to a short service commission may be granted an antedate for possession of a degree, diploma or certificate specified by the Defence Council, for a period calculated in accordance with Article [54](#) and [54B](#).

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<sup>12</sup> Details contained in JSP 527 Chapter 1 Section 4.

<sup>13</sup> Details contained in JSP 527 Chapter 2 Section 1.

**60. Royal Army Veterinary Corps.**

- a. An officer of the Royal Army Veterinary Corps granted a short service commission prior to 1 April 2004 who has been engaged in civil practice or has held an approved whole time appointment in a recognised civil veterinary institution, may be granted an antedate for the period of the civil practice or appointment subject to a maximum of four years.
- b. An officer of the Royal Army Veterinary Corps granted a short service commission on or after 1 April 2004, who has been engaged in civil practice or has held an approved whole time appointment in a recognised civil veterinary institution, may be granted an antedate for pay purposes only subject to a maximum of 4 years.

**61. AGC(ETS).**

- a. An officer appointed as a graduate direct entrant to a regular, intermediate regular or short service commission may be granted an antedate, except as specified in Article [100.d.](#), for the possession of a degree or diploma resulting from full time study and specified by the Defence Council as equivalent to a degree - a period calculated in accordance with Article [54](#). See Article [142a](#).
- b. An officer who was appointed on or after 1 September 1981 and who before appointment to a regular, special regular or short service commission, holds a Post-graduate Certificate of Education (PGCE) may be granted antedated seniority of 1 year.
- c. The total antedate awarded under a. and b. above, and Article [100.h.\(ii\)](#) is not to exceed a maximum of 4.5 years.
- d. The above amendments took effect from 04 April 2006.<sup>14</sup>

**62. Royal Army Dental Corps.** A dental officer of the Royal Army Dental Corps granted a short commission may be granted a seniority antedate under rules laid down by the Defence Council.<sup>15</sup>

**63. AGC(ALS).**

- a. An officer appointed to a commission in the [AGC\(ALS\)](#) on or after 1 November 1982 may be granted an antedate for pay and seniority purposes in respect of relevant practical legal experience gained for civilian life. Such antedate may be awarded when the experience accumulated is considered by the Director General of Army Legal Services to be of potential benefit to the officer in the performance of ALS duties and is approved by the Army Commissions Board on behalf of the Defence Council. The antedate is calculated as a period equal to one half of the relevant experience gained up to a maximum of 2 years.
- b. The total antedate in a. above together with previous reckonable service shall not cause the seniority of an officer to be earlier than their 25<sup>th</sup> birthday.

**64. RAMC - Pharmacists.**

- a. An officer of the Royal Army Medical Corps who after registration as a pharmacist by The Pharmaceutical Society of Great Britain is appointed to a short service commission (provided his qualification was not obtained during one or other such appointment) may

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<sup>14</sup> Except for those individuals who were interviewed by DETS(A) and were granted a confirmed offer of a commission in AGC(ETS) before that date, who will be granted antedated seniority in accordance with Article 61 amendment 75 of Pay Warrant 1964.

<sup>15</sup> Details contained in JSP 527 Chapter 1 Section 4.

be granted, for a relevant first degree and mandatory pre-registration practical civilian experience, a seniority antedate of 4 years.

- b. An officer awarded seniority under a. may also be granted, for relevant post-registration civilian experience, approved by the Defence Council as of value to the Royal Army Medical Corps, an antedate of up to 2 years.
- c. The total antedate under a. and b. is not to exceed 6 years. The changes at a. and b. above will take effect from 01 April 2003.

**64A. RAMC - Physiotherapists.**

- a. An officer of the Royal Army Medical Corps who after gaining registration as a physiotherapist by the Chartered Society of Physiotherapists is appointed a short service commission (provided the qualification was not obtained during one of other such appointment) may be granted, for relevant training, a seniority of up to 3 years.
- b. An officer awarded seniority under a. may be granted, for relevant post-registration civilian experience, approved by the Defence Council as of value to the Royal Army Medical Corps, an antedate up to 3 years.
- c. The total antedate under a. and b. is not to exceed 6 years.

**64B. RAMC – Allied Health Professionals<sup>16</sup>.** An officer of the RAMC who, after registration with the appropriate professional body, is appointed to a short service commission may be granted, for relevant post-registration civilian experience, an antedate of up to five years.

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<sup>16</sup> Currently limited to DE Environmental Health Officers and Clinical Psychologists.

### Section 3 - Appointments Generally

65. **General Rule.** No appointment in excess of establishment, and no new appointment, shall be made without sanction except as provided under the instructions of the Defence Council.

#### Aides-de-camp to the Sovereign

66. a. Aides-des-camp General, not normally exceeding six in number, may be selected by Her Majesty from General officers on the active list.
- b. A General officer so selected shall hold the appointment of aide-de-camp General for three years, but the tenure of the appointment may be extended at Her Majesty's Pleasure.
- c. A General officer shall vacate the appointment on retirement from the active list or on promotion to Field Marshal, but a retired General officer shall be eligible for appointment as extra aide-de-camp General to Her Majesty for such period as Her Majesty may determine.
- d. Aides-de-camp general shall not be included in the establishment of aides-de-camp to Her Majesty.
- e. A General officer holding the appointment of aide-de-camp General should not be thereby exempted from liability to retirement on the ground of non-employment.
67. a. Aides-de-camp not exceeding normally thirteen in number may be selected by Her Majesty from officers on the active list holding the substantive rank of Colonel or Brigadier in the Army.
- b. An officer appointed aide-de-camp to Her Majesty shall vacate such appointment on retirement or on promotion to the rank of Major General.

#### Equerries to the Sovereign and the Royal Family

68. The appointment of equerries, temporary equerries and extra equerries to Her Majesty, to His Royal Highness The Prince Philip, Duke of Edinburgh, to His Royal Highness The Prince of Wales and to His Royal Highness The Duke of York, shall be held at Their Pleasure.

#### Honorary Appointments to the Sovereign

##### Chaplains

69. Certain of the most meritorious chaplains of the Royal Army Chaplains' Department not exceeding four in number, which may include one selected from the senior chaplains of the Territorial Army, shall be named Honorary Chaplains to Her Majesty.

##### Physicians and surgeons

70. Five of the most meritorious officers of the Royal Army Medical Corps, or officers promoted there from, shall be named Honorary Physicians to Her Majesty and five shall be named Honorary Surgeons to Her Majesty. Of these officers, one physician and one surgeon are to be of the Territorial Army.

### Veterinary surgeons

71. The **Director Army Veterinary and Remount Services** may be appointed Honorary Veterinary Surgeon to Her Majesty **for the duration of the appointment**.

### Dental surgeons

72. Two of the most meritorious officers of the Royal Army Dental Corps, or officers promoted there from, which may include one officer of the Territorial Army, shall be named Honorary Dental Surgeons to Her Majesty.

### Nursing Sisters

73. Two of the most meritorious officers of the Queen Alexandra's Royal Army Nursing Corps, which may include one officer of the Territorial Army, shall be named Honorary Nursing Sisters to Her Majesty.

### Relinquishment of Honorary Appointments

74. The appointments in Articles [70](#), [71](#), [72](#) and [73](#) shall be relinquished **normally** after four years for Regular Army officers and **normally** after two years for Territorial Army officers with the exception that those officers holding the following posts will relinquish them **on ceasing to fulfil the appointment**:

Director General Army Medical Services  
Director Army Veterinary and Remount Services  
**Chief Dental Officer (Army)**  
Director Army Nursing Services  
TA Advisor to the Director General Army Medical Services

### Miscellaneous Appointments

75. **Provost Marshal (Army)**. The appointment of Provost Marshal Army may only be awarded to eligible Provost Officers as directed by Her Majesty.<sup>17</sup>
76. **Constable of the Tower of London**. This appointment shall be conferred as a reward for distinguished service on Field Marshals or retired General Officers. The term of the appointment shall be five years.
77. **Lieutenant of the Tower of London**. This appointment may be given to a retired General Officer. The term of the appointment shall be three years.

### Aides-de-camp to a General Officer

78. General Officers in command at home or abroad, or where sanctioned, may be allowed an aide-de-camp. Extra aides-de-camp may, if necessary, be appointed subject to the approval of the Defence Council.

### Royal Marines

79. An officer in the Royal Marines, when selected for the staff of the Army, shall be subject to the regulations governing the employment of officers of the Army in similar appointments.

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<sup>17</sup> See section 5 of the Armed Forces Act 2011.

### **Tenure of Appointments**

- 80. General rule.** Except as otherwise provided in this Warrant, the normal term of a command, staff or other extra regimental appointment, shall be three years, but longer or shorter periods may, in special circumstances, be fixed at the discretion of the Defence Council<sup>18</sup>.

### **Colonels and Colonels Commandant of Regiments and Corps and Chaplain Commandant**

- 81.** Regiments and Corps may appoint Colonels of Regiment or Colonel Commandants of Regiments and Corps in accordance with Defence Council Instructions.<sup>19</sup>

### **Honorary Colonels Commandant of Regiments and Corps**

- 82.** Honorary Colonels Commandant of Regiments and Corps may be appointed in accordance with Defence Council Instructions.<sup>19</sup>

### **RAMC Officers assigned to the Household Cavalry**

- 83.** RAMC Medical officers assigned to the Household Cavalry may be granted honorary Household Cavalry status for the duration of their tenure.
- 84.** Intentional Deletion.

### **RAVC Veterinary Officers assigned to the Household Cavalry**

- 85.** RAVC Veterinary officers assigned to the Household Cavalry may be granted honorary Household Cavalry status for the duration of their tenure.
- 86.** **Intentional Deletion.**
- 87.** **Intentional Deletion.**

### **Appointments not Remunerated from Army Funds**

- 88.** Officers may be permitted, at the discretion of the Defence Council, to accept appointments not remunerated from Army funds. They shall be appointments that can reasonably be regarded as part of an Army officer's career, which have officially been offered to them, to which they can bring their military knowledge and from which they gain additional experience.
- 89.** Reserved.

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<sup>18</sup> See AGAI 34 for details.

<sup>19</sup> See AGAI 37 for details

## Section 4 - Promotion and Rank

### General Rule

90. No promotion, **to the rank of General rank**, shall be made without the approval of the Secretary of State.

### SUBSTANTIVE PROMOTION

#### Promotion for Distinguished Service

91. **In exceptional circumstances an officer of the Army may be specially promoted for distinguished service.**

#### Qualification for Substantive Promotion

92. **General rule.** Officers shall not, unless otherwise provided, be promoted to the substantive rank unless they are recommended and are qualified in accordance with instructions laid down by the Defence Council.<sup>20</sup>
93. **Exemption from qualification.** In very special circumstances the Defence Council may exempt from examination an officer who has shown marked ability, or gallantry in the field.
94. **Officers on active service.** Officers who have been prevented from qualifying owing to active service or to medical unfitness attributable to active service, or pregnancy, may, when their turn for promotion arrives, be provisionally promoted subject to them qualifying at the first opportunity, provided that they have not neglected any reasonable opportunity of qualifying previously. In the event of them failing to qualify at the first reasonable opportunity, their promotion shall be cancelled, but they shall not be required to forfeit any portion of their pay for the period they held the higher rank.
95. **Officers on long courses or specialist attachments.** Officers who, by reason of their attendance on a graduate or post-graduate course or a long language course or specialist attachment, are unable to prepare for the qualifying examination may, if the Defence Council consider it would be in the interests of the Service, be promoted provisionally on the date on which they would otherwise be eligible for promotion. In the event of their failing to qualify at the first reasonable opportunity, their promotion shall be cancelled, but they shall not be required on that account to forfeit any portion of their pay for the period during which they held the higher rank.
96. **Non-qualification owing to medical unfitness or other reasons beyond the officer's control.** Officers who, for reasons beyond their own control, have not had three reasonable opportunities to qualify before the date on which they would otherwise be eligible for promotion, may, at the discretion of the Defence Council be allowed further opportunities to sit for the qualifying examination. Provided they qualify no later than the third reasonable opportunity they may be granted an antedate which will restore them to such seniority as they would have had but for the delay in their promotion, or to such seniority as the Defence Council may decide. Such an antedate shall not reckon for pay, increase of pay, allowances or non-effective benefits.

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<sup>20</sup> AGAI Chapter 35



97-99. Reserved.

### Service Reckoning for Promotion

100. Except as laid down in Article [101](#), the following service shall reckon towards promotion of an officer:
- a. **Regular Army service on the active list.** Full time service while holding a regular or full, intermediate regular or medium, or short service or short commission, other than as a university cadet in the Army. (Full time service rendered by a former HSPT officer when called out shall count).
  - b. **Other commissioned service on the active list.**
    - (i) Service on full pay after attaining the age of 18 years while holding a regular, or short service commission as a full time officer in the former Ulster Defence Regiment, or in the Royal Navy, Royal Marines, Royal Air Force or Regular Forces of the Commonwealth. But see Article [101.b.](#) and Article [141a.](#)
    - (ii) Service on full pay while holding a Gap Year commission for at least six months shall count as six months provided that the officer has been awarded a seniority antedate after the 1 September 1972, under Article [54A](#)<sup>21</sup>a.(1), but not under Article [54Aa\(3\)](#). This article only applies to officers whose university cadetship or bursary was signed on or before 11 June 1980.
    - (iii) Service on full pay on a Short Service Volunteer Commission (SSVC) shall count in full provided an officer's total antedated service remains within the constraints of Articles [53A](#), [54A.b](#) and [61c](#).
  - c. **Appointments not remunerated from Army funds.** Time spent in employment not remunerated from Army funds, if permitted under Article [88](#).
  - d. **Antedates.** The period by which an officer's seniority is ante-dated under Articles [53 to 64A](#) of this Warrant may be counted towards service qualifying for promotion, except that:<sup>22</sup>
    - (i) **AGC(ETS).** The period granted to an officer under Article [61](#) shall not count towards service qualifying for promotion above the rank of Captain whilst serving on a Short Service Commission.
    - (ii) **Royal Army Chaplains' Department.** The period granted to a chaplain under Article [55](#) shall not count towards service qualifying for promotion.
  - e. Sub Para moved to Article 101.f.
  - f. **RAMC, RADC and QARANC.**
    - (i) **Medical and dental officers commissioned on or after 1 April 03.** All full paid reckonable service elsewhere in this article provided it was spent as a medical or dental officer. Previous military service not as a medical or dental officer is not reckonable towards promotion of a medical or dental officer.

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<sup>21</sup> See original version of this Warrant for detail.

<sup>22</sup> Not relevant to officers commissioned after 1 January 2012 see Article 53 for details.

- (ii) **Medical and dental officers commissioned on or after 1 October 53 and on or before 31 Mar 03.** All full pay service reckonable elsewhere in this article provided it was spent as a medical officer or dental officer, together with one-half of any full pay commissioned service (other than as a medical or dental officer, a provisionally-registered medical officer, or a medical or dental cadet), reckonable elsewhere in this article.
  - (iii) **Medical and dental officers reinstated prior to 31 March 03.** As in (ii) but where this is less than 7 years, civilian experience admissible under Articles [56](#) and [62](#) may be included up to a total maximum of 7 years.
  - (iv) **Medical and dental officers reinstated on or after 1 April 03.** Retired officers with previous medical or dental experience who are reinstated may be awarded seniority for rank and pay in accordance with Chapter 1, Section 5, Paragraphs 5.8 and 5.9 of JSP 527.
  - (v) **QARANC officers and those nursing officers formerly of the Royal Army Medical Corps.** All paid service reckonable elsewhere in this Article provided it was spent as a nursing officer on a regular, intermediate regular, short service, late entry, short, medium, or full commission in the QARANC or Royal Army Medical Corps.
- g. **Non-regular commissioned service during a national emergency.** Non-regular commissioned service on full pay during a national emergency:
- (i) Regular Army Reserve of Officers, Territorial Army; or
  - (ii) on an emergency commission<sup>23</sup>; or
  - (iii) in the Royal Navy, Royal Marines, Royal Air Force or **as a member** of the Commonwealth Forces; or
  - (iv) **with a local force raised under the law of a British Overseas Territory, or in the face of the enemy.**<sup>6</sup>
- h. **Service in the ranks.**
- (i) *Reserved.*
  - (ii) For an officer who is appointed from the Royal Military Academy Sandhurst to a regular commission, an intermediate regular commission or to a short service commission, other than a late entry officer: Half of any service in a rank below warrant officer class 1 or equivalent:
    - (a) In the Regular Forces (Royal Navy, Royal Marines, Army or Royal Air Force), or otherwise during a national emergency, or while on active service; or
    - (b) With **a** Commonwealth Force during a national emergency, or:
    - (c) With a **British Overseas Territory** or similar force during a national emergency outside the territory, or in the face of the enemy:
    - (d) On Full Time Reserve Service (FTRS).

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<sup>23</sup> See Army Commissioning Regulations for details.

(but also excluding service at the Royal Military Academy Sandhurst on a commissioning course) except that the maximum antedate to be awarded in respect of service in the ranks shall be limited to **two** years<sup>24</sup>.

(iii) With effect from 31 October 2009, an officer granted antedated seniority under Article **100h(ii)** above, who has a recognised first degree or diploma/certificate obtained prior to any service in Her Majesty's Forces may, under the terms of Articles [54](#), [54B](#) or [54C](#), be eligible for an antedate under these articles provided the total aggregate antedate granted on commissioning from the Royal Military Academy Sandhurst under Article **100.h.** does not exceed 4 years<sup>25</sup>.

- i. **Service as a re-employed officer of the Regular Army Reserve of Officers when recalled under the provisions of the Reserve Forces Act 1996 and Article 150.** For an officer reinstated on, or granted a regular commission, intermediate regular commission or a short service commission, previous service on full pay when recalled from the Regular Army Reserve of Officers and while re-employed **under conditions as outlined in the Reserve Forces Act 1996 or Article 150.**
- j. **AGC(ALS). Officers appointed to a commission, or transferred to the [AGC\(ALS\)](#) on or after 1 November 1982.** All full pay service reckonable elsewhere in this article provided it was spent as a legally qualified officer of AGC(ALS). Also, one third of any full pay commissioned service in the substantive rank of Captain or above (other than as a legally qualified officer of the AGC(ALS)) reckonable elsewhere in this Article, up to a maximum of one year.
- k. **Royal Army Chaplains' Department.** All full paid commissioned service as a Chaplain with HM Forces together with one third of any other full paid commissioned service reckonable elsewhere in this Article up to a maximum of one year.
- l. **FTRS in a Commissioned Rank.** FTRS in a commissioned rank shall count in full provided an officer's total aggregated seniority remains within the terms of Articles **53B**, or [61c](#).
- m. **Other appropriate experience.** Exceptionally, the Defence Council may allow such previous experience (not otherwise provided for in this Article) as they consider appropriate to reckon towards the promotion of an officer to such an extent as they think fit.
- n. **Pregnancy.** The calculation of reckonable service for officers undergoing a period of absence due to pregnancy is covered in the provisions of [JSP 760](#).

### Non-reckonable Service

**101.** The following periods shall not reckon as service for promotion:

- a. **Break in service.** For an officer appointed or reappointed to the Active List of the Regular Army, other than an officer compulsorily recalled under **the provisions of the Reserve Forces Act 1996**; any previous service if the break in service is in excess of five years, unless that previous service reckons under Article [100.f.](#) or g., or unless the

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<sup>24</sup> Under the authority outlined in footnote 8, those officers commissioned with effect from 1 January 2012 will only be able to count up to a maximum of 2 years service in the ranks as qualifying for promotion to the rank of Major only.

<sup>25</sup> Under the authority outlined in footnote 9 this Article is not relevant to officers commissioned after 1 January 2012.

Defence Council shall otherwise determine having judged each case on its merits taking into account such factors as the relevance of civil experience and/or attainment of professional qualifications and the manning situation in the relevant arm/service or speciality. In assessing the length of the break in service, service in the Reserve Forces, the former Ulster Defence Regiment, or service on HSPT terms, if carrying a liability for periodic training, may be used to offset the five years rule.

- b. **Failure to secure promotion.** Where an officer fails to secure promotion to the rank of Lieutenant, Captain or Major on completing the period of service required by Articles [103](#), [104](#) or [104A](#) ; the period between the date they completed that period of service and the date of their subsequent promotion, unless the Defence Council shall otherwise determine.
- c. **Forfeiture of service.** Periods of service forfeited, **as a soldier**, following an admission of desertion or a conviction for desertion in accordance with the Armed Forces (Forfeiture of Service)(No2) Regulations 2009.
- d. **Forfeiture of seniority.** Where an officer has been sentenced to forfeit seniority, **in accordance with Section 132 of the Armed Forces Act 2006** in a rank, the period between the date of the original appointment to the rank and the date of new seniority in that rank.<sup>26</sup>
- e. **Junior or Young Soldier.** Periods of Service as a junior or young soldier shall not count toward promotion.<sup>27</sup>
- f. **Royal Army Veterinary Corps.** The period granted to a Veterinary Officer under Article 60.b. shall not count towards service qualifying for promotion.

**102.** An officer who has lost service qualifying for time promotion under the rules laid down in Article [100](#), in consequence of having been granted leave without pay, having been absent without leave, or for other reasons, may, if otherwise qualified, be promoted to the next higher rank but without the pay and allowances thereof, with effect from the date on which the officer would have qualified by service if no service had been lost in the circumstances described above. On completion of the necessary qualifying service in accordance with Article [100](#), the officer shall become entitled to the pay and allowances of his higher rank.

**102A.** The rules covering periods of non-reckonable service for those officers undergoing a formally agreed Career Break are covered in JSP 760.

### Promotion to Lieutenant or Captain

**103.** A regular, intermediate regular or short service officer may be promoted to the substantive rank of Lieutenant or Captain on completion of the following periods of service reckonable under Article [100](#) and subject to recommendation:

Category	The number of years of reckonable Service for promotion to	
	Lieutenant	Captain
a. Officers receiving pay under <b>JSP 754 Chap 3 Section 1 Para 03.0107</b> who were commissioned from a commissioning course (formerly known as the standard military course) at the Royal Military Academy. <sup>28</sup>	1 <sup>29</sup>	3 <sup>28</sup>

<sup>26</sup> See AGAI 62 for details.

<sup>27</sup> See Article 16 for definition.

## Promotion and Rank

b. All Late Entry officers.	-	On appointment
c. Nursing officers of the QARANC.	-	4
d. Provisionally registered medical officers of the RAMC.	-	On full registration.
e. Medical cadets of the RAMC.	On provisional registration	On full registration
f. Dental cadets of the RADC	-	On completion of Phase 2 training.
g. Qualified and RCVS registered veterinary officers of the Royal Army Veterinary Corps <sup>30</sup>	-	On appointment as a veterinary officer
h. Legal officers of the Army Legal Service	-	On appointment as a Legal Officer
i. Chaplains of the Royal Army Chaplains' Department	-	On appointment (CF4) as a Chaplain

### Promotion to Major

- 104. General rule.** Except as provided in Article [104A](#), a regular/regular(Late Entry) or intermediate regular/intermediate regular(Late Entry) officer may be promoted to the substantive rank of Major by selection in accordance with instructions laid down by the Defence Council.<sup>31</sup>
- 104A.** An intermediate regular commission **Veterinary** officer of the **RAVC** may be promoted to the substantive rank of Major on the completion of **6 years** service reckonable under Article [100](#), subject to such instructions as may be laid down by the Defence Council:<sup>32</sup>
- 105.** Medical and Dental Officers. Promotion on the date of attaining 5 years seniority as a Captain subject to such instructions as may be laid down by the Defence Council in JSP 527.
- 106.** A short service commission **AGC(ALS)** officer may be promoted by selection to the substantive rank of Major in accordance with Article [104](#).<sup>33</sup>
- 107.** A subaltern or Captain who is a prisoner of war may be promoted in the same manner as if the officer were effective.
- 108. Reserved.**

### Royal Army Chaplains' Department

- 109.** Officers of the Royal Army Chaplains' Department shall be promoted by selection subject to such instructions as may be laid down by the Defence Council.<sup>34</sup>

### Promotion to Lieutenant Colonel

- 110. General rule.** Except as otherwise provided in this Warrant, an officer holding the substantive rank of Major may be promoted by selection to the substantive rank of Lieutenant Colonel in accordance with instructions laid down by the Defence Council.

<sup>28</sup> Officers commissioned as graduates with a seniority antedate under Articles 54, 58, 59 or 61 was removed under Future Officer Structure Implementation Plan with effect from 1 Jan 12. Antedated seniority for those commissioned before 1 Jan 12 will count in accordance with this Article at the date of commissioning.

<sup>29</sup> Introduced in 1 Jan 12 as part of the Future Officer Structure Implementation Plan.

<sup>30</sup> Pre-RCVS registered veterinary officers will be granted a probationary commission in the rank of substantive Captain subject to such instructions as are laid down by the Defence Council.

<sup>31</sup> See AGAI 35 Annex C for details.

<sup>32</sup> Veterinary officers serving in the rank of Captain on 31 Mar 04 will have transitional rights to the terms of Article 104A. Also see Annex C to AGAI 35.

<sup>33</sup> Transitional rules apply to AGC(ALS) officers who held the substantive rank of captain on 31 December 2007 – see AGAI 35 annex C.

<sup>34</sup> See AGAI 35 for details

**111 - 112. Reserved.**

- 113. RAVC.** A veterinary officer of the Royal Army Veterinary Corps may be promoted by selection into a vacancy to the substantive rank of Lieutenant Colonel after at least 13 years reckonable service as a veterinary officer and subject to such instructions as may be laid down by the Defence Council.<sup>35</sup>
- 114. AGC(ALS).** Provided that they is qualified and recommended, a legally qualified officer of the AGC(ALS) may be promoted by selection to the rank of Lieutenant Colonel subject to such instructions as may be laid down by the Defence Council.<sup>31</sup>
- 115. Late Entry Commission.** Regular commission (late entry) officers may be promoted to the substantive rank of Lieutenant Colonel by selection into vacancies in the calendar years **End of Engagement Date (EED) minus 4** and **EED minus 3** for promotion in calendar years **EED minus 3** and **EED minus 2**, subject to such instructions as may be laid down by the Defence Council.<sup>34</sup>

**Promotion to Colonel**

- 116. General rule.** Except as otherwise provided in this Warrant an officer holding the substantive rank of Lieutenant Colonel may be promoted by selection to the substantive rank of Colonel in accordance with instructions laid down by the Defence Council.<sup>36</sup>
- 117. Reserved.**
- 118. Exceptions.** In exceptional circumstances, a late entry Lieutenant Colonel may be considered for promotion to Colonel.

**Promotion to Brigadier**

- 119. General Rule.** Except as otherwise provided in this Warrant an officer holding the substantive rank of Colonel may be promoted by selection to the substantive rank of Brigadier in accordance with instructions laid down by the Defence Council.<sup>37</sup>
- 120. Reserved.**

**Promotion to Major General**

- 121.** Except as otherwise provided in this Warrant an officer holding the substantive rank of Brigadier may be promoted by selection to the substantive rank of Major General in accordance with instructions laid down by the Defence Council.<sup>38</sup>
- 121A** Promotion to the appointment of Chaplain General will be from either the Deputy Chaplain General or from a chaplain of the grade of CF1 in accordance with instructions laid down by the Defence Council.

**Promotion to Lieutenant General**

- 121B** Except as otherwise provided in this Warrant an officer holding the substantive rank of Major General may be promoted by selection to the substantive rank of Lieutenant General in accordance with instructions laid down by the Defence Council.<sup>39</sup>

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<sup>35</sup> See Annex D to AGAI 35 for details.

<sup>36</sup> See Annex E to AGAI 35 for details

<sup>37</sup> See Annex F to AGAI 35 for details

<sup>38</sup> See Annex G to AGAI 35 for details

<sup>39</sup> See Annex H to AGAI 35 for details

### Promotion to General

- 121C** Except as otherwise provided in this Warrant an officer holding the substantive rank of Lieutenant General may be promoted by selection to the substantive rank of General in accordance with instructions laid down by the Defence Council.<sup>40</sup>

### Promotion to Field Marshal

- 122.** A General Officer, whether on the active or retired list, may be promoted to the rank of Field Marshal at Her Majesty's Pleasure without regard to seniority.

### Dates of Promotion

- 123.** **General Rule.** Except as otherwise provided in this Warrant, the date of promotion of an officer to the substantive rank shall be in accordance with instructions laid down by the Defence Council.<sup>41</sup>

- 124.** Reserved.

### Paid Acting Higher Rank

- 125.**<sup>42</sup> **General Rule.** An officer selected otherwise than as an interim measure to fill a vacancy in an establishment of the Regular Forces or the Territorial Army carrying higher rank than their own substantive rank, may be granted the appropriate paid acting higher rank except where a junior officer fills such a vacancy and is not considered by their commanding officer to be fitted to the grant of paid acting higher rank. The conditions under which paid acting higher rank may be granted, retained and relinquished shall be determined by the Defence Council.

### Local (Unpaid) Rank<sup>43</sup>

- 126.** To meet temporary situations when higher rank is necessary for the purpose of status or defence diplomacy, local unpaid rank may, for the convenience of the Service, be conferred on an officer for such period as may be necessary, without regard to seniority. Local unpaid rank shall not carry any advantages regarding pay, retirement or retired pay/pension.

### Honorary Rank

- 127.** **General rule.** Honorary rank shall be granted under conditions laid down by the Defence Council.<sup>44</sup> It shall not carry any advantages regarding pay, retirement or retired pay.
- 128.** **Equerries.** A substantive Lieutenant Colonel who has held the appointment of equerry to the Sovereign for at least five years may be granted on retirement the honorary rank of Colonel.

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<sup>40</sup> See Annex 1 to AGAI 35 for details

<sup>41</sup> See AGAI 35 for details.

<sup>42</sup> Article 125. The detailed conditions governing the grant, retention, and relinquishment of paid acting rank are contained in AGAI Chapter 35.

<sup>43</sup> Local rank as an officer cannot be granted to a Warrant Officer or soldier unless they hold an interim emergency commission as outlined in the latest edition of the Army Commissioning Regulations.

<sup>44</sup> The Queen's Regulations for the Army, Chapter 9.

- 129. Colonels of Regiments.** A Lieutenant Colonel on the retired list of the Regular Army appointed Colonel Commandant of a corps or Colonel of a regiment under Article [81](#) may be granted the honorary rank of Colonel.
- 129A Very, Very Important Person (VVIPs)** may be granted honorary rank under conditions laid down by the Defence Council.<sup>45</sup>

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<sup>45</sup> See the *Officers' Commissions (Army) Order 1967 and AGAI 42 for further detail.*



## Section 5 - Removal, Exchange and Transfer

- 130. General rule.** An officer from the Regular Army may be permitted to transfer from one regiment or corps to another regiment or corps under such regulations as may be approved by the Defence Council.<sup>46</sup>
- 131.** An officer of the substantive rank of Colonel or above shall become late of their regiment or corps.
- 132.** An officer appointed to the **E2<sup>47</sup>, Loan or Exchange Service** shall not be removed from their regiment or corps.
- 133 - 134. Reserved.**

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<sup>46</sup> See *Army Commissioning Regulations* for details.

<sup>47</sup> See AGAI 34 for definition of E2.

## Section 6 - Pay, General Provisions

- 135.** The pay of an officer on first appointment and on promotion shall begin from the date of their commission or promotion, respectively, as stated in the *London Gazette*; See **JSP 754 Chap 2 Section 1** for details of the JPA system of payment.

### Pay of Missing Officers

- 136.**<sup>48</sup> Where it appears to the satisfaction of the Defence Council or any officer authorized by them, that satisfactory means of communication with an officer are not available in circumstances which do not justify the presumption of the officer's death or absence without leave, or being officially declared "missing" or a "prisoner of war", a sum not exceeding two-thirds of the pay and other emoluments granted to the officer by this Warrant may be paid out of such pay or emoluments to or for the benefit of the officer's spouse and/or any other dependent at the discretion of the Defence Council or such authorized officer, provided that it is proved to their satisfaction that such spouse or dependant is in need at the time and is a person to whose support the officer contributed. A receipt given by or on behalf of such spouse or other dependant shall be a sufficient discharge.

### Pay during absence from duty

- 137. Unemployed officers.** An officer of the Regular Army of the rank of Lieutenant Colonel or above (other than a Field Marshal) shall, if the Defence Council so decide, be granted full pay during a period of unemployment. Officers so paid shall be regarded as available for such temporary employment as may be decided by the Defence Council.

### Absence through **Pregnancy, Sickness or Injury**

- 138.**<sup>49</sup> Unless the Defence Council decide otherwise, full pay shall continue during absence from duty owing to sickness or injury (whether or not this is regarded as attributable to military service) for a period not exceeding 18 months provided that, in the opinion of the approved medical authority, there is, and continues to be, a reasonable prospect that the officer will become fit for duty within that period. Pay shall not, however, cease before the expiration of any invaliding and/or terminal leave granted.

- 138A** The rules covering pay for female officers proceeding on maternity leave and spouses or legal guardians undergoing paternity or adoption leave are contained in **JSP 760**.

- 139. Officers serving overseas or whose repatriation overseas has been approved.** The provisions of Article **138** shall apply to officers serving overseas except that an officer who is to be invalided in the United Kingdom shall remain entitled to pay until they have been medically

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#### Defence Council's Instructions

<sup>48</sup> Article **136** The powers under this article are intended to be used where means of communication with an officer have either wholly failed or temporarily become so difficult that contact with the officer cannot be established with reasonable expedition.

<sup>49</sup> Article **138**.

a. For the purpose of computing the period for which full pay is admissible, all periods of absence from duty due to the same disability will be aggregated except where separated by a continuous period of six months at duty. Periods of absence for different disabilities will be aggregated only when there is no intervening period at duty.

b. Specialist pay may be paid during absence from duty in accordance with the normal rules as detailed in **JSP 754 Chapter 6 Section 1**.

c. Paid Acting rank will be retained for the periods specified in the regulations at **AGAI Vol 2, Chap 35**.

d. An individual who is found, on the initial medical examination held within seven days of joining for duty or as the immediate result of that examination, to be unfit for service because of a disability incurred before entry, and who is unlikely to become fit for service within the period specified in Article **138**, will at once have their commission terminated or be discharged. In such a case, invaliding or terminal leave will not be admissible.

e. Except in such cases as may be prescribed, an individual serving for a fixed period will not be retained on pay beyond the normal date for termination of his service.

f. The provisions of this article will apply to members of the Reserve Forces when called out or embodied and accepted for permanent service.

g. Detailed instructions are contained in the **PULHHEEMS Administrative Pamphlet (Code No 13371)**.

boarded after return to the United Kingdom, and has completed his invaliding and terminal leave. An officer who is to be invalided and whose repatriation to his home country overseas has been approved shall be retained on full pay until the date of disembarkation in their home country (provided that embarkation takes place at the first available opportunity) and for the periods of invaliding and terminal leave admissible thereafter. If, however, the officer is normally domiciled in, or has elected to reside in, the country in which they are located at the date the decision to invalid them is taken, full pay shall not be admissible beyond the periods specified in Article [138](#).

### **Substitution Pay for Temporary Performance of Duties of a Higher Rank/Grade**

**140.** An officer who is selected other than as an interim measure to fill a vacancy in an establishment of the Regular Forces or the TA carrying a higher rank/grade than their own substantive rank, and who, under the terms of Article [125](#), is not considered by their commanding officer to be fitted or qualified for the grant of paid acting rank, may be granted substitution pay under the pay rules of **JSP 754 Chapter 3 Section 8**.

### **Service reckoning for increase of pay**

**141.**<sup>50</sup> Unless otherwise provided in the Warrant:

- a. Service reckoning for promotion under Article [100](#) shall reckon for increase in pay except that for an officer appointed to a short service commission an antedate granted under Article [61](#) or any service in the ranks shall reckon in the rank of lieutenant only.
- b. The period of antedate granted to chaplains under Article [55](#) and any periods of previous service as a Chaplain with HM Forces or any other full paid commissioned service reckonable under Article [100.k](#), shall reckon for incremental pay purposes.
- c. A chaplain who, on promotion to Class 1, advances up the scale under Para **05.0407** of **JSP 754**, and a veterinary officer who, on promotion to Major, advances up the scale under Para **05.0209** of **JSP 754**, shall then be deemed to have reckonable service appropriate to his rate of pay.
- d. Subject to the provisions of Para **03.0405** of **JSP 754**, previous periods of service in a paid rank shall count towards increments in the same or lower rank. In the case of officers (other than regular commission (late entry) officers) of the Royal Army Medical Corps, Royal Army Veterinary Corps and Royal Army Dental Corps, only service in the rank in the arm indicated shall reckon, unless an officer, except a former nursing officer of the Queen Alexandra's Royal Army Nursing Corps, has transferred to one of these corps from another arm of the Service without a break in service.

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#### **Defence Council's Instructions**

<sup>50</sup> Articles [141](#) and [142](#).

*a. When assessing the pay of an officer appointed to a commission, including an officer transferred from one type of commission to another without a break in service, the APC will deduct from the total of previous reckonable service and reckonable civilian antedate the number of years required to produce his substantive rank on appointment, and will reckon any balance remaining towards increase of pay in that rank. The expression "in the rank" used in pay scales is modified to this extent. Where, however, on appointment the officer has had previous periods of service in a paid rank reckonable under Article [141d](#), his pay will either be calculated as above or will be assessed at the basic rate for his substantive rank with the increments for previous service in the same or higher rank, which ever is more favourable.*

*b. An officer who is sentenced to forfeit seniority in a rank will have his pay re-assessed to ensure that the period forfeited does not reckon for increase of pay. Any seniority granted under this regulation which gives an officer promotion to a higher rank will reckon towards increase of pay in the higher rank.*

e. Where SSVC officers have previous periods of full time service in a paid rank this shall count towards increments in the same or lower rank. Previous periods of part time service shall not count for such increments.

f. For RAVC officers see Article 60.

#### Non-reckonable service

142. Service that is not reckonable for promotion under Article [101](#) shall not reckon as service towards increase of pay.

#### Cessation of Pay

143. **Retirement, resignation.** An officer who retires on retired pay or gratuity, or who resigns their commission, or whose commission is terminated under Article [195](#), shall not receive pay beyond the date preceding that notified in the *London Gazette*.

144. An officer serving abroad who has his probationary commission terminated or is called upon to resign, may be allowed pay up to the date of disembarkation in the United Kingdom, provided that they proceed by the first available opportunity. **If remaining overseas paid service will continue to the day preceding the termination date as notified in the *London Gazette*.**

145. **Dismissal, or termination of a commission etc.** An officer who is **dismissed or called upon to retire or resign from the Army, or whose commission is terminated under Article 195**, shall receive pay to the date preceding that notified in the *London Gazette*.

146. **Death.** Pay is issuable, subject to the rules in **JSP 754 Chapter 3 Section 14**, up to and including the date of death of an officer.

147. **Loaned officers.** An officer permitted to accept an appointment not remunerated from any Army funds as specified in Article [88](#), shall cease to draw Army pay from the date on which they embark or otherwise proceeds to take up such employment – see **JSP 754 Chap 3 Section 14**.

#### RATES OF PAY – DEFENCE SIXTH FORM COLLEGE (DSFC)

148. Welbeck – The Defence Sixth Form College (DSFC) students joining the Defence Technical Undergraduate Scheme (DTUS) will do so on annual technical bursary terms; detailed terms of service are contained in Army General Administrative Instructions Chapter 15 and Army Commissioning Regulations (ACR).

#### MISCELLANEOUS ISSUES

149. **Antedates.** Officers **commissioned prior to 1 January 2012 and** granted antedates of seniority in accordance with Articles [53-64A](#) which qualify for increases of pay under Articles [100](#) and [141](#) shall be assimilated to the appropriate incremental level for the authorized rank and seniority.<sup>51</sup>

150. **Re-employment/Re-instatement.** Officers who are re-employed or re-instated shall initially be paid at the Level 1 rate appropriate to their rank on re-entry. When any former service declared on re-entry, including paid time in a higher rank/s has been confirmed and allowed,

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<sup>51</sup> Introduced in 1 Jan 12 as part of the Future Officer Structure Implementation Plan.

pay may be reassessed to count the former service in that rank and higher rank/s towards incremental pay.

**151. Reserved.**

**152. Gap Year Commission (GYC).** The GYC was suspended from use on 1 September 2007. See **JSP 754 Chap 3 Section 1 annex A** for pay scale if re-introduced.

#### MISCELLANEOUS APPOINTMENTS

**153.** The pay of officers holding the under mentioned appointments shall be at the following rates:

a.	Honorary Physician or 'Honorary Surgeon to the Queen'	The pay of rank or of a Colonel, Army Medical Services, which ever is higher.
b.	'Honorary Veterinary Surgeon to the Queen'	The pay of rank.
c.	'Honorary Dental Surgeon to the Queen'	The pay of rank or of a Colonel, Army Dental Services, which ever is higher.

**154-160. Reserved.**

## Section 7 – Re-employment of Retired Officers

- 161. General rule.** The Defence Council may, when they think fit, employ under such conditions, as they shall from time to time determine, officers who have retired from the Army.
- 162. Termination of Employment.** The employment of an officer referred to in Article **161** may be terminated at any time if, in the opinion of the Defence Council, their services are no longer required. In such an event the officer shall revert to his position as a non-employed retired officer. They shall have no claim to pay for any day beyond the last date on which they actually perform a duty.
- 163. Re-instatement.** The Defence Council may, when they think fit, re-instate a retired officer under conditions prescribed by them.<sup>52</sup> Those officers re-instating on or after 1 April 2000 will do so under the provisions of Length of Service based Terms of Service.<sup>53</sup>
- 164-180.** Reserved.

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<sup>52</sup> See *Army Commissioning Regulations for details*.

<sup>53</sup> See *Article 183*.

**Section 8 - Conditions of Retirement, Resignation, and Removal from the Army**

**Captains**

**181.** A regular officer of the rank of Captain, other than a regular commission late entry officer, who fails to attain the substantive rank of Major shall be retired on completing the requisite<sup>54</sup> reckonable service for retired pay or after such period as may be approved by the Defence Council.<sup>55</sup>

**Retired for Age**

**182.** Subject to Article 181 above and except as at Article 183 and as may otherwise be provided, a regular officer serving in a corps or category mentioned in Tables 1 to 3 below, shall be retired on attaining the normal age for retirement appropriate to his substantive rank and category as set out in that table:

**Table 1**

Serial		Major	Lieutenant Colonel	Colonel	Brigadier	Major General	Lieutenant General	General
1	All Arms or Services Direct Entry and Late Entry officers with the exception of those in Serials 2, 3, 4 & 5.	55	55	55	55	55	57	58 <sup>56</sup>
2	Royal Army Medical Corps (Medical Officers), Royal Army Dental Corps (Dental Officers) <sup>57</sup>	58	58	58	58	58	58 <sup>58</sup>	
3	Royal Army Veterinary Corps (Veterinary Officers)	58	58	58	59			
4	Adjutant General Corps (ALS) <sup>59</sup>	60	60	60	60	60		
5	QARANC including those nursing officers formerly of the RAMC	55	55	55	55			

**Table 2**

Royal Army Chaplain's Department	Retiring Age
Chaplain Class IV	57
Chaplain Class III	57
Chaplain Class II	57
Chaplain Class I	57
Deputy Chaplain-General	58
Chaplain General	60

Details on the extended age management of Chaplains can be found in the Army Commissioning Regulations.

<sup>54</sup> The requisite period of reckonable service will be dependent on the appropriate pension scheme but is defined as either reaching the immediate pension point (IPP) in accordance with the AFPS 75 or the early departure point as defined in AFPS 05.

<sup>55</sup> See AGAI 35 for details.

<sup>56</sup> When the post of CDS is held by a general, the retirement age for that post shall be 60.

<sup>57</sup> The normal age of retirement for Reg C officers who opt to remain on pre-JSP 527 terms of service will be 60;

<sup>58</sup> Or such age as to complete a normal tenure.

<sup>59</sup> For legal officers of the AGC(ALS) who have opted to retain their age based terms of service (ATOS). The normal retirement age of Reg C ALS officers commissioned on or after 1 Jan 02 or who have opted to transfer to length of service terms of service (LTOS), will be as provided at Article 183.

### Retired for Service

**183.** Subject to Articles **181** above and as may be otherwise provided, a regular officer, commissioned on or after 1 Apr 00, (veterinary officers commissioned **or having converted their commission after** 1 Apr 04, legal officers commissioned after 1 Jan 02) and all regular (late entry) officers, shall **normally** be retired after having completed 34 years reckonable service for retired pay, calculated in accordance with Article **33** of The Army Pensions Warrant 1977, **Para 0202 to Chapter 2 of JSP 764 (Armed Forces Pension Scheme 2005)** or having reached the age of 60 whichever is the earlier. (This does not affect the following professionally qualified officers (doctors, dentists, nursing officers, physiotherapists, pharmacists, **clinical psychologists** and chaplains, who remain subject to Article **182**). Officers commissioned before age 21 will have a normal retirement age in accordance with Article **182** Table 1.

### Retention beyond date for retirement

**184. General rule.** The Defence Council may, at their discretion, retain an officer on the active list beyond the date on which they would have otherwise been retired.<sup>60</sup>

**185. Options to continue to serve beyond the present age limits.** Reg C officers with a graduate antedate in the RAC, RA, RE, R SIGNALS, Infantry, AAC, RLC, REME and Intelligence Corps, including female officers formerly WRAC for permanent employment with these Arms and Services, who commenced their undergraduate studies in the academic year 1957 - 1986 inclusive, will be permitted, under conditions laid down by the Defence Council, to serve beyond the compulsory retirement age by a period equal to the antedate, or to complete 34 years service, whichever is the earlier, in order to qualify for increased retired **pay**.<sup>61</sup>

**186. Retention at a time of national emergency.** In the event of an officer being called to, or engaged on, active service, or service in a national emergency, when under any article of this Warrant they would be liable to retire from the Army, they may be retained, at the discretion of the Defence Council, on the active list during the continuance of the emergency.

**187. Retention to allow terminal leave to be taken.** An officer who has not completed the period of terminal leave for which they are eligible on retirement by the date otherwise fixed for their compulsory retirement shall remain on full pay until the expiration of such leave, and their retirement shall be deferred until their full pay ceases.

**188. Retention to Allow Entitlement to Resettlement to be taken.** When an officer has been unable to utilise his full Graduated Resettlement Time (GRT) entitlement, for Service, medical or compassionate/welfare reasons, they may apply, under the rules contained in **JSP 534** paras **0333** and **0334** , for their retirement date to be delayed.

### Retirement on completion of tenure of appointment, etc

**189.** Any officers of the rank of **Brigadier or above** for whom no further employment can be foreseen **may** be retired on completing the tenure of a command or appointment or on completion of such service in the rank as may be specified in the officer's case, not withstanding the officer may not have attained the age for retirement laid down in Articles **182** and Article **183**.

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<sup>60</sup> See AGAI Chapter 31 for details.

<sup>61</sup> See Army Commissioning Regulations for details.



### Compulsory Retirement, Resignation, etc.

- 190. General Rule.** An officer may at any time be called upon by the Defence Council to retire or resign their commission for reasons other than misconduct and not necessarily within their own control.
- 191. Retirement or Resignation.** The retirement or resignation of an officer under Article [190](#) shall have effect from the date of expiration of two months notice of impending retirement or resignation, except that the termination of the notice of the short service officer will not be later than date on which the active list service for which the officer was commissioned ends. When an officer is serving at home, the two months notice will run from the date the Defence Council letter calling upon the officer to retire or resign; if serving abroad, the two months notice will run from the date on which the officer would arrive in the UK, provided that the officer proceeds by the first available opportunity. For an officer retiring or resigning while overseas and remaining abroad, the two months will run from the date the officer is informed of the Defence Council decision.
- 192. Misconduct.** An officer may at any time be called upon by the Defence Council to retire or resign their commission or be removed from the Army for misconduct.
- 193. Failure to Retire or Resign.** In the event of an officer failing to retire or resign when called upon to do so under Article [190](#) or [192](#), his commission shall be terminated on the date on which the officer would otherwise have retired or resigned.
- 193A Imprisonment.** In the case of an officer who has been sentenced to a term of imprisonment by the civil power and who is directed to retire or resign from the Army, the date of removal shall be the date of conviction.<sup>62</sup>
- 194. Dismissal.** When an officer is sentenced, **by Court Martial**, to be dismissed from the Service, the sentence shall have effect from the date of award.
- 195. Termination of probationary commissions.** If an officer appointed to a commission on probation is reported upon as unfitted to retain his commission, his commission may be terminated forthwith.
- 196. Medical unfitness.** An officer who, on account of ill-health, is reported by an approved medical authority as being unfit for military service under current standards, as laid down by the Defence Council<sup>63</sup>, **may** be retired from the Army.
- 197. Redundancy.** Notwithstanding any provisions to the contrary in this Warrant or in other regulations governing retirement, an officer may be specially or prematurely retired on redundancy, in accordance with instructions of the Defence Council.

### Voluntary Retirement or Resignation

- 198. a. General Rule.** An officer may at the discretion of the Defence Council under such rules as they may from time to time lay down, be permitted to retire or resign his commission at his own request. The date of retirement or resignation shall be the date notified in **accordance with Defence Council instructions**.<sup>64</sup>
- b. Pregnancy.** Female officers who become pregnant may either retire or opt for maternity leave, as eligible, and return to duty after the birth of their child.<sup>65</sup>

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<sup>62</sup> See AGAI 67 for details.

<sup>63</sup> See PULHHEEMS Administration Pamphlet and AGAI 99 for details.

<sup>64</sup> See AGAI 38 for detail.

<sup>65</sup> See JSP 760 for details.

## Conditions of Retirement

- c. **Conscience.** An officer may, at the discretion of the Defence Council under such rules as they may from time to time lay down, be permitted to retire, resign from a commission on the grounds of conscience.<sup>66</sup>

**199-205.** *Reserved.*

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<sup>66</sup> See AGAI Chapters 55 and 38 for details.

## **Section 9 - Regular Army Reserve of Officers**

### **COMPOSITION OF THE RESERVE**

- 206.** The Regular Army Reserve of Officers is divided into classes: these are described in the Reserve Forces Act 1996 and in the Compendium of Reservist Regulations and Administrative Instructions for the Army 1997, known as the 'Compendium'.
- 207.** Officers have a compulsory commitment to serve in the Regular Army Reserve of Officers if they are serving on a regular/full, intermediate regular/medium commission, or, if serving on a short service/short commission with a liability for a fixed period of Reserve service shall, on ceasing to serve on the Active List, be a compulsory member of the Regular Army Reserve of Officers until completion of Reserve service. The Regular Army Reserve of Officers classes are shown at paragraph 4 of Administrative Instructions for the Regular Reserve in the Compendium.
- 208.** A regular/full, intermediate regular/medium or short service/short commission officer may, at the direction of the Defence Council be relieved of liability to serve in the Regular Army Reserve of Officers.
- 209.** All procedures pertaining to Service on the Reserve are contained in the Compendium of Reservist Regulations and Administrative Instructions for the Army 1997.
- 210-239.** Reserved.

**Part IV - Warrant Officers, Non Commissioned Officers and Privates**

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Part IV

**Warrant Officers  
Non Commissioned Officers  
and Privates**

(Part IV is applicable to Gurkha soldiers<sup>67</sup>)

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**Section 1 – Rank and Appointment.**

240. The ranks and appointments of Warrant Officers, Non Commissioned Officers and Privates are as laid down in Queen’s Regulations.

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<sup>67</sup> A few Gurkha soldiers remain eligible for some Gurkha terms or conditions of service.

## Section 2 – Promotion

### General

241. Promotion means advancement in substantive rank. It is granted normally to fill vacancies within the number of such ranks authorised for the particular arm or corps. Acting rank may be granted in certain circumstances when promotion is not possible. The conditions under which normal promotion may be made and acting rank granted are laid down in Queen's Regulations.
242. Exceptions to the normal procedure for promotion are made:
- a. in certain employments in which promotion is governed by time or qualification, and
  - b. for distinguished service.

### Promotion by Time

243. **General.** The employments in which the promotion of soldiers is governed by time are detailed in Article [250](#), Time Promotion Table. No soldier in such employment shall be promoted unless they have acquired the necessary educational and other qualifications laid down in Queen's Regulations and has been recommended by their commanding officer. Promotion thus made shall be within the total number of soldiers allowed by the respective corps establishment for each employment. The employments in which the promotion of a soldier is governed by gaining a trade qualification are detailed in Article [250](#).
244. **Paid Higher Acting rank.** Except where otherwise provided by the Defence Council<sup>68</sup> a soldier in any of the employments listed in Article [250](#) shall not be granted paid acting rank in a rank or appointment, promotion to which is governed by time, without the authority of DM(A).

### Reckoning of Service for Time Promotion

245. Subject to the provisions of Article [247](#), service while mustered in an employment listed in the Time Promotion Table, under the conditions laid down by the Defence Council, shall count as reckonable service for time promotion in that employment. Additionally, subject also to Article [247](#), the following service may count for this purpose:
- a. Former service in a specified vacancy in an employment listed in Article 250, on a current or previous regular engagement on whole-time service or as a member of the reserve or auxiliary forces on mobilized or embodied service, or, in the case of a young soldier entrant, service from date of posting to an adult unit having completed Phase 1 and Phase 2 training and been classified in a technician employment or from age 17½ years, whichever is the later.
  - b. Service as an emergency commissioned officer which immediately followed service in an employment listed in Article [250](#).
  - c. Service as an Army pilot or as a member of the Special Air Service, subject to the provisions of current Army General and Administrative Instructions.
246. Subject to the provisions of Article [247](#) the following service, in a specified vacancy in an employment listed in Article [250](#), shall count as reckonable service for time promotion in that employment:

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Defence Council's instruction

<sup>68</sup> Article 244. Paid Acting higher rank may be granted under the provisions of Queen's Regulations, para 9.152e to soldiers on long courses.

## Warrant Officers, Non-Commissioned Officers and Privates

- a. Service as a soldier on a regular engagement or, in the case of a junior entrant, service from date of posting to an adult unit having completed junior entrant training and been classified in his employment, or from the age of 17½ years, whichever is the later.
- b. Non regular mobilised or embodied service, except that the amount of such service admissible shall be restricted to the amount necessary to qualify for the first step in promotion prescribed in the time scale concerned.

Additionally, service as an emergency commissioned officer which, immediately followed service in an employment listed in Article [250](#), may count as reckonable service for time promotion on return to that employment.

### Non reckonable service

**247.** The following service shall not count as reckonable service for time promotion:

- a. Any period of service not admissible as “reckonable service” for pay purposes under the provisions of Articles [270](#) to [271](#).
- b. For the employments listed in Article [250](#) – any service rendered before a break exceeding 12 months in colour service.
- c. For a soldier reduced in rank by court martial, under Army Act 1955 section 201 or by his commanding officer following a charge heard summarily, or in accordance with section 332 of the Armed Forces Act 2006 – service rendered before such reduction in previous higher ranks than the rank to which he is reduced. Initial promotion after reduction may be granted at any time after the expiry of the minimum period specified in Queen’s Regulations for the Army 1975, paragraph 9.181.
- d. For a soldier with former service in an employment referred to in Article [250](#), who re-enlists, voluntarily rejoins the Colours or is recalled to the Colours, but who is not immediately qualified for his former rank – any service between the date of rejoining and the date of re-qualification in that rank except as specified by the Defence Council.<sup>69</sup>
- e. Service on the Long Service List.<sup>70</sup>

**248.** If a soldier promoted to the rank of Lance Corporal or Lance Bombardier in accordance with the time scale is reduced by his commanding officer, they may subsequently be re-promoted at any time, at the discretion of the Colonel of the relevant soldier branch in the Army Personnel Centre, on the recommendation of his commanding officer. On re-promotion the service rendered in the rank of Lance Corporal or Lance Bombardier before their reduction shall be allowed to reckon for the purpose of subsequent promotion.

**249.** A soldier eligible for promotion by time who becomes a prisoner of war may continue, during their period of captivity, to be granted promotion by time. The recommendation required by Article [243](#) shall be waived in such cases. Such promotion shall be reviewed at the end of the period of 12 months from the date on which the soldier is taken on the posted or attached strength of a British unit after the soldier’s escape or release from captivity. If the soldier then fails to fulfil the qualifications appropriate to their new rank or appointment, or has not been recommended in accordance with Article [243](#), the soldier shall revert from the day following the completion of the 12 months period defined above, to the substantive rank held at the time of capture or to the rank or appointment for which the soldier is qualified and recommended under Article [243](#) if this is higher.

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<sup>69</sup> See AGAI 46 for details.

<sup>70</sup> The Long Service List will waste out and is replaced by the Versatile Engagement (VEng) (Long Career). VEng was introduced for all new recruits joining from 1 January 2008.

Warrant Officers, Non-Commissioned Officers and Privates

250. Subject to the conditions laid down in Articles [245](#) to [247](#), and except as otherwise provided by the Defence Council, soldiers of the employments shown in the following tables may be promoted to the rank specified therein on completion of the requisite number of years of reckonable service for time promotion. The requisite number of years of reckonable service for time promotion may be varied in such circumstances as may be decided by the Defence Council. A soldier transferring from some other employment to one of the employments covered in the following Tables may be transferred in their substantive rank provided the soldier is eligible. For time promotion purposes, it may be assumed that a soldier has completed the specified years of reckonable service for promotion to the rank held on transfer. In addition, the soldier may count towards promotion, to the next rank, any period of service before the date of transfer in the substantive rank held on transfer.

**Time Promotion**

Serial	Employment Trade CEG	Arm or Service	Rank on appt to trade/ qualification	Pte - LCpl	LCpl - Cpl	Cpl - Sgt	Sgt- SSgt	SSgt- WO2
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
1	Clerk of Works – E, M & C	RE	SSgt					6 years <sup>71</sup>
2	Ammo Tech	RLC	LCpl		1 year			
3	Dental Hygienist	RADC	LCpl		1 year			
4	Radiographer	RAMC	LCpl		1 year	4 years		
5	Biomedical Scientist	RAMC	LCpl		1 year	4 years		
6	Registered Nurse(Adult)	QARANC	LCpl		1 year	4 years		
7	Registered Nurse(Mental Health)	QARANC	LCpl		1 year	4 years		
8	Instructor SASC	SASC	Sgt				2 years	2 years
9	Tailor	Guards Div & Scottish Div	Gdsm/Pte	3 years	3 years	4 years		

**Trades Granting Rank on Qualification/Appointment – With No Further Time Promotion**

Serial	Employment Trade CEG	Arm or Service	Rank on appt to trade/qualification
(a)	(b)	(c)	(d)
1	Clerk or Works (C, E and M)	RE	SSgt
2	Military Plant Foreman	RE	SSgt
3	Foreman of Signals	R Signals	SSgt
4	Yeoman of Signals	R Signals	SSgt
5	Yeoman of Signals (Electronic Warfare)	R Signals	SSgt
6	Foreman of Signals (Information Systems)	R Signals	SSgt
7	Electronic Warfare Systems Operator	R Signals	LCpl
8	Communications Systems Engineer	R Signals	LCpl
9	Mil Police	AGC(RMP)	LCpl
10	MPGS Sy NCO	AGC(MPGS)	Sgt
11	Op MI	Int Corps	LCpl
12	Op MI(L)	Int Corps	Cpl
13	Artificer – All Disciplines	REME	SSgt
14	PTI	RAPTC	Sgt
15	Registered Veterinary Nurses	RAVC	LCpl

<sup>71</sup> Applies only to those who qualified as Calk Wks prior to 1 Apr 2009.



**Promotion for distinguished service**

- 251.** A soldier may be granted substantive promotion for distinguished or exceptional service, subject to the approval of the Defence Council, as follows:
- a. Where promotion is governed by the procedure described in Article [241](#), a soldier may be promoted up to and including the rank of Sergeant, provided that the establishment is not exceeded by more than five per cent and that soldiers so promoted are absorbed in the vacancies to which they would have succeeded in the ordinary course.
  - b. Where promotion is governed by a time scale, a soldier may be promoted up to and including the rank of Staff Sergeant. A soldier so promoted shall be absorbed in due course into the position they would have attained in the ordinary way and will not qualify for promotion to the next higher rank earlier than they would have done had they progressed by time throughout.
- 252-266.** *Reserved.*

## **Section 3 – Pay**

### **Pay during Absence from Duty**

267. **Absence through sickness.** The conditions governing the grant of pay to a soldier while absent from duty owing to sickness or injury shall be those laid down in Articles **138, 138A** and **139** for officers except where such conditions are inconsistent with the provisions of **JSP 754, Chapter 3, Section 14, Para 03.1408.e.**
268. **Prisoners of war.** The provisions of Article **136** shall apply equally to soldiers

### **Reckoning of Service for Pay**

269. Subject to the exceptions of Articles **270** and **271**, the following periods shall count as “Army service” and as “reckonable service”. In all cases, however, service for committal pay purposes reckons from age 18 or date of attestation, whichever is later.
- a. **Service on a current engagement.** Service with the Colours rendered on a current engagement, after attaining the age of 17.5 years.
- b. **Former service.**
- (i) Former service as a commissioned officer which would be reckonable for increments of pay as an officer, provided that it is acknowledged on enlistment or re-enlistment and is duly confirmed.
  - (ii) Any previous rank and seniority as an ‘other rank’ may be awarded to other ranks who are reinstated to the Service provided that the awards are deemed by the MOD to be reasonable and reflect Service needs.
  - (iii) Former service of not less than three months, after attaining the age of 17.5 years, in any of the following categories, provided that it is acknowledged on enlistment or re-enlistment, and provided that it would be reckonable for pay services in the force in which it was rendered and that it is duly confirmed:-
    - (a) In the Royal Navy, Army, Royal Marines and the Royal Air Force.
    - (b) Full time paid service in a Commonwealth force, Royal Gibraltar Regiment or The Bermuda Regiment.
    - (c) In the mobilised or embodied Militia, the former Ulster Defence Regiment, Territorial Army, or in the Regular Army Reserve when called out.
- c. **Unpaid service.** Service after the age of 17.5 years on engagements or in appointments not remunerated from Army funds which it may be decided by the Defence Council can reasonably be regarded as part of a soldier’s career.
- d. **Other appropriate experience.** Exceptionally, the Defence Council may allow such previous experience (not otherwise provided for in this Article) as they consider appropriate to count as “Army service” and as “reckonable service”.
- e. **Forfeiture of pay (less than 28 days).** Any period of not more than 28 days for which pay has been forfeited, other than by reason of desertion, shall reckon both as “Army service” and as “reckonable service”.

## Pay

- 270.**<sup>72</sup>
- a. **Forfeiture of pay (more than 28 days pay).** Any period in excess of 28 days shall reckon as "army service" only and not "reckonable service".
  - b. **Unpaid Leave.** Unpaid leave shall not reckon as "reckonable service" but any period of unpaid leave on a current engagement and any continuous period of unpaid leave not exceeding six months on a former engagement shall reckon as "Army service".

### Non-reckonable Service

**271.** The following shall not count as either "Army service" or "reckonable service":-

a. **Service on a current engagement.**

(1) Any period of service forfeited under section 81 of the Army Act 1955, or in accordance with regulation 4 of the Armed Forces (Forfeiture of Service) (No 2) Regulations 2009 by reason of desertion or having been convicted of desertion by either the Court Martial or the commanding officer, unless such service is restored, either in accordance with Queen's Regulations or regulation 5 of the Armed Forces (Forfeiture of Service) (No 2) Regulations 2009.

(2) Any service rendered before a period in excess of five years for which pay has been forfeited.

b. **Former service.**

(1) Former service which terminated while the soldier was declared to be in a state of desertion, but in respect of which they have neither been tried by court-martial nor had their trial dispensed with under the provisions of Queen's Regulations.

(2) Former service terminated by discharge in any of the following circumstances:-

Dismissal<sup>73</sup>

Dismissal with disgrace

On conviction by a civil court.

For misconduct.

Services no longer required owing to misconduct.

(3) Former service as a commissioned officer which was terminated for misconduct.

(4) Former service in the Royal Navy, Royal Marines, Royal Air Force that was terminated under conditions similar to those in sub-para. (1), (2) or (3) above.

The Defence Council may exceptionally allow former service which was not acknowledged on enlistment or re-enlistment, or is not reckonable under sub-paragraphs. (1) to (4) above, to

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<sup>72</sup> Article 270. A period of more than 28 days which will not be regarded as reckonable service may be either a continuous period for which pay is forfeited or separate periods relating to one offence which when aggregated amount to more than 28 days, e.g. where a soldier is absent for 21 days and is later sentenced to 12 days' detention for the absence, the total number of days for which pay is forfeited, viz. 33, will not be regarded as reckonable service.

<sup>73</sup> Article 271b(ii). A case will not normally be regarded as deserving special dispensation until the soldier has rendered at least one year's satisfactory service on his current engagement or has shown exceptional merit, e.g. by having earned promotion to the paid acting rank or sergeant or by distinguished service in the field.

## Pay

count as "Army service" or "reckonable service", if otherwise admissible under Articles [269](#) and [270](#).

**272-280.** *Reserved.*

## Section 4 - Conditions of Transfer to the Reserve and of Discharge

**281. General.** The conditions governing the transfer to the reserve and the discharge of warrant officers, non-commissioned officers and Privates are laid down in the Armed Forces Act 2006<sup>74</sup>, the Armed Forces (Terms of Service) (Amendment)(No 2) Regulations 2009<sup>75</sup>, The Armed Forces (Discharge and Transfer to the Reserve Forces) Regulations 2009<sup>76</sup> and Queen's Regulations for the Army.

### Premature Transfer to the Reserve or Discharge at own Request - Free or by Purchase

**282. General rule.** The number and categories of soldiers to be prematurely transferred to the reserve or discharged free or by purchase, and the method of their selection, shall be as laid down from time to time in Army Terms of Service Regulations, with the **exception** of recruits **who have a** statutory right to purchase their discharge.

A soldier shall not be permitted to purchase, transfer or discharge unless serving on a normal regular engagement, short service engagement, or supplemental service engagement. A soldier on the Open Engagement or Versatile Engagement may not purchase release from Army Service.

### Amount of Purchase Money

**283.** Unless otherwise decided by the Defence Council, a soldier who is permitted to purchase his transfer to the reserve or discharge shall pay such a sum as is prescribed in the table at Article [285](#). For those categories covered by columns 2, 3, 4, 5 and 6, the date of formal application for discharge, i.e. the day on which the soldier signs the AF B 132A, shall govern the rate to be paid regardless of whether or not discharge is deferred under the terms of Queen's Regulations.

### Refund of Commitment Bonuses and Financial Incentives

**284. Commitment Bonuses and Financial Incentives.** See **JSP 754, Chapter 7, Sections 2, 3 and 4** for the rules concerning refund of commitment bonuses and financial incentives.

### Remission of Purchase Costs on Compassionate and Conscientious Grounds

**285.**<sup>77</sup> The Defence Council may, in very special circumstances, grant a soldier transfer to the reserve or discharge free, but the soldier's liability to refund any bounty under Article [284](#) shall remain.

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<sup>74</sup> Under Section 331.

<sup>75</sup> These regulations amended the Army Terms of Service Regulations 2007.

<sup>76</sup> Statutory instruments made under Section 331 of the Armed Forces Act 2006.

<sup>77</sup> **Article 285.** The appropriate overseas command/United Kingdom *divisional* commander concerned may, in cases other than those of officer cadets, authorize transfer to the reserve or discharge on compassionate grounds, and where appropriate on conscientious grounds, with full remission of the sum required to be paid under Article 503. Remission for officer cadets may be authorized only by the DM(A).

## Conditions of Transfer to the Reserve and Discharge

	1 Junior soldiers (Note 4)	2 Young soldiers	3 Soldiers on engagements of 6 years or less (Note 2)	4 Soldiers on engagements of 6 years but less than 9 years (Note 2)	5 Soldiers on engagements of 9 years or more (Note 2)	6 Soldiers on Notice Engage- ments (Note 9)	7 Officer cadets
	£	£	£	£	£	£	£
Enlistment before age 17 years 6 months - within 6 months after joining for duty	Nil	Nil	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Enlistment between the ages of 17 years and 6 months and 18 years - within 6 months of joining or until attaining the age of 18 years 3 months, whichever is the earlier (recruits only) (Note 3)	Not applicable	Not applicable	7 days gross pay (Notes 5 and 6)	7 days gross pay (Notes 5 and 6)	7 days gross pay (Notes 5 and 6)	7 days gross pay (Notes 5 and 6)	7 days gross pay (Notes 5 and 6)
Enlistment over the age of 18 years - at any time after 8 weeks and within 3 months of joining for duty.	Not applicable	Not applicable	7 days gross pay (Note 5)	7 days gross pay (Note 5)	7 days gross pay (Note 5)	7 days gross pay (Note 5)	7 days gross pay (Note 5)
1st year (Note 8)			200 (Note 8)	200 (Note 8)	200 (Note 8)	200 (Note 8)	300 (Note 8)
2nd year: 1st quarter (Note 1)			200	200	350	200	and thereafter
2nd quarter			200	200	375	200	during officer
3rd quarter			200	200	400	200	cadet training
4th quarter			200	200	425	200	
3rd year: 1st quarter			200	225	550	200	
2nd quarter			200	250	575	200	
3rd quarter			200	275	600	200	
4th quarter			200	300	600	200	
4th year: 1st quarter			200	325	600	200	
2nd quarter		The rates in	200	300	700	200	
3rd quarter	Not	serials 3 to 6	200	275	700	200	
4th quarter	applicable	apply as	200	250	700	200	
		appropriate	200	225	700	200	
6th year: 1st quarter			200	200	700	200	
2nd quarter				200	600	200	
3rd quarter				200	550	200	
4th quarter			Not applicable	200	450	200	
8th year: 1st quarter				200	400	200	
2nd quarter				200	300	200	
3rd quarter				200	250	200	
4th quarter				200	200	200	
9th to 16th years				Not applicable	200	200	

### NOTES

1. A quarter of a year is to be taken as three calendar months.
2. Soldiers serving on 22 year engagements are to be regarded for this purpose as on engagements of 3, 4, 6, 9 or more years according to the points to which they are committed on their engagements. For soldiers enlisted after 1st January 1962 their periods reckon from attaining the age of 18 years or the date of attestation, whichever is the later.
3. Applies only to recruits as defined in the Army Terms of Service Regulations and covers also discharge claimed by them under these regulations.
4. Junior soldiers and apprentices under training continue to be allowed free discharge as of right.
5. With effect from 1st July 1980, the payment of £20 by male recruits (including officer cadets) enlisted between the ages of 17 years 6 months and 18 years (and attested on or after 1st July 1980) within six months of joining for duty, and by male recruits (including officer cadets) enlisted over the age of 18 years (and attested on or after 1st July 1980) within three months of joining for duty, will be replaced by payment of seven days gross pay (Private class IV, Band 1, Scale A rates apply), rounded down to the nearest £5. With effect from 1st July 1980 the payment of £15 by female recruits (including officer cadets) attested on or after that date will be replaced by payment of 7 days gross pay (Private class IV, Band 1, scale A rates apply) rounded down to the nearest £5.
6. A recruit who enlists under the age of 18 years but who does not join for duty until they has passed that age will be permitted to purchase his discharge at the rate given in Note (5) within 3 months of joining for duty, although this may take them beyond the age of 18 years 3 months.
7. Intentional deletion.
8. Except while serving as an apprentice, junior soldiers or recruit these rates apply up to and until the end of the first year of the fixed term of the engagement - vide Note (2) above.
9. Applies only to soldiers on Notice Engagements who wish to terminate their service without giving 12 months notice, or who, after giving 12 months notice, wish to leave before completing the period of notice. Soldiers who, by waiving their right to give notice until the 5 and 8 year points are committed to 6 or 9 years service, will be required to pay the rates laid down in Serials 3, 4 or 5.

### Refund of Purchase Money

- 286.** a. If, after having been transferred to the reserve or discharge by purchase at the full purchase rate, with an assessment of military conduct not below "fair", a soldier is granted a direct commission, rejoins from the reserve or re-enlists into the Royal Navy, Royal Marines, Army or Royal Air Force for an initial period of not less than three years on the Active List or with the Colours, a portion of the purchase money may be refunded to the person who paid it. To qualify for such a refund, which is subject to Article 2, the former service must have been declared on commissioning, rejoining or re-enlistment. A

## Conditions of Transfer to the Reserve and Discharge

partial refund will not be made until three months reckonable service has been completed after rejoining. The portions shall be:

- (i) Where a soldier rejoins within six weeks of purchasing his discharge or transfer to the reserve the full amount of purchase money. This only applies to a man who rejoins the service from which he purchased his discharge or transferred to the reserve.
  - (ii) Where a soldier rejoins after six weeks from the date of purchasing his discharge or transfer to the reserve:
    - (a) In the case of a soldier who claimed his discharge under the provisions of the Army Terms of Service Regulations - one-half of the purchase money;
    - (b) All other cases - two thirds of the purchase money.
- b. The soldier's record of service, in which the purchase of transfer to the reserve or discharge was recorded, will be endorsed accordingly.
  - c. The refunds apply to recalled reservists except that the rule given in sub para a., that re-enlistment must be for a period of not less than three years, does not apply.

### Free Discharge

287. A soldier who has completed 16 years service on a current engagement or who has completed 22 years reckonable service for pension after the age of 18 years on a number of engagements may be granted discharge without payment, but their liability to refund any commitment bonus under Article [284](#) shall remain.
  288. Soldiers who are allowed to terminate their service within three months of the end of their engagement or the expiry of their period of notice in order to take up civil employment or further educational training is to be discharged without payment but their liability under Article [284](#) to refund any commitment bonus remains.
  289. A soldier enlisted under the Armed Services Youth Training Scheme has the right to free discharge at any time during his service, subject to his having given 14 days' notice in writing to his Commanding Officer, under the provisions of the Army Terms of Service Regulations.
- 290-311. *Reserved.*

**Part V - Rewards and Awards to Officers and Other Ranks**

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**Part V**  
**Rewards and Awards to**  
**Officers and Other Ranks**

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**Section 1 – Awards to holders of Decorations and Medals**

**Victoria Cross and George Cross**

- 312.** <sup>78</sup>If an officer or soldier who has been awarded the Victoria Cross or the George Cross dies before they has received either of the special pensions (annuities) which are payable to holders of the Victoria Cross or the George Cross, there shall be credited to their estate, without deduction of any military debt, a sum equal to 50% of the value of that special pension (annuity). Where an officer or soldier has been awarded both the Victoria Cross and the George Cross they will be entitled to both special pensions (annuities).<sup>79</sup>

Where the Victoria Cross or the George Cross is awarded posthumously to an officer or soldier a sum equal to 50% of the special pension (annuity) shall be credited to their estate without deduction of military debts.

**Gratuities for other Gallantry Medals**

- 313.** No addition to pension or gratuity shall be payable in respect of any decoration or medal after 6 September 1993, with the exception of the Victoria Cross.<sup>80</sup>

**Forfeiture and Restoration**

- 314.** If an officer or soldier forfeits any decoration or medal they shall forfeit any monetary award appertaining thereto, except that forfeiture shall not extend to any sums of money already paid. If such decoration or medal, having been forfeited, is subsequently restored, any monetary award appertaining thereto shall also be restored as from the date of the restoration of the decoration or medal.

- 315-316.** *Reserved*
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<sup>78</sup> Article 312. Provision for the payment of the special pension for the Victoria Cross was made by Her Majesty by Royal Warrant dated 30<sup>th</sup> September 1961 published as Army Order 65 of 1961, and for the George Cross by Royal Warrant dated 19<sup>th</sup> May 1965. The special pensions (annuities) may be drawn concurrently with any addition to pension which may be awarded under Article 205 of the Army Pensions Warrant 1977, subject to Article 207 of that warrant.

<sup>79</sup> The 'Special Pension' is paid on the anniversary of the deed for which the VC or GC was awarded and annually thereafter. Details may be obtained through DCDS Pers PCV AFPS 75 Pol 2

<sup>80</sup> See The Army Pensions Warrant 1977 Article 207.

## **Section 2 – Pay of Yeoman Warders of the Tower of London**

**317. General.** A Yeoman Warder of the Tower of London appointed by the Constable under Regulations for the Tower of London 1946 shall receive, as a reward for distinguished military service and while employed on the active list in the Tower of London, pay at the rate of £0.06 a day. On transfer from the active list to the supernumerary list a Yeomanry Warder shall receive pay at the rate of £0.06<sup>81</sup> a day. Pay shall cease to be issuable if a Yeoman Warder voluntarily terminates his appointment before attaining the age of 60 years or if his appointment is terminated by the Constable on account of misconduct or inefficiency or because his services are no longer required.

The pay of a Yeoman Warder on the supernumerary list, but not that of a Yeoman Warder employed on the active list in the Tower of London, may be increased in accordance with the provisions of the Army Pensions Warrant 1977.

**318-320.** *Reserved.*

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<sup>81</sup> *With effect from 15th February 1971.*

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