

GURKHA PENSION SCHEME (GPS)
IMPLEMENTATION OF
THE INDIAN 7TH CENTRAL PAY COMMISSION (7CPC)

Army Sec/15/01

6 March 2019

GENERAL

1. Following the implementation of 7CPC by the Indian MOD (IMOD) the changes to service and family pensions were notified by the Principal Controller of Defence Accounts (Pensions) (PCDA(P)) in Allahabad on 31 October 2016, Enclosure 1. As previously, the changes to disability pensions lagged behind the main CPC report, and were notified by PCDA(P) on 9 February 2018, Enclosure 2. Details of the changes were published on the PCDA(P) website from which the information used in this paper was taken.

AIM

2. This paper is to highlight the changes brought in by the IMOD for 7CPC and to inform DBS in order to implement the changes and carry out the necessary GPS arrears payments.

CHANGES MADE BY THE INDIAN AUTHORITIES

3. Service Pensions.

a. Prior to 7CPC the Indian authorities introduced a concept called One Rank One Pension (OROP) which has been a longstanding demand by pensioner pressure groups in India. While some ranks now have the same pension regardless of length of service, this is not the case for many, and there are still different increments for longer length of service, especially for middle and higher ranks.

b. The 7CPC change to service pensions is a straightforward application of a factor of 2.57 to the rates in payment on 31 December 2015. This was a 157% increase which is composed of the Dearness Relief of 119% payable on 31 December 2015 plus a fitment weightage of 38%.

4. Minimum Rate of Pension (MROP). The MROP has been set at ICR9000 which was set by multiplying the rate on 31 December 2015 of ICR3500 by the factor of 2.57 and rounding up.

5. Disability Pensions.

a. The Indian authorities have moved away from three groupings by rank for the disability element of pensions, and there is now a rate for each rank. In addition, the percentages of disability have been consolidated into three broad bands as follows:

| Accepted Percentage of Disability | Percentage to be Reckoned for Computation of Disability Element |
|-----------------------------------|---|
| 20% or more but less than 50% | 50% |
| Between 50% to 75% | 75% |
| Between 76% to 100% | 100% |

b. Under 7CPC the disability element as at 31 December 2015 is increased by the factor of 2.57.

6. Constant Attendance Allowance. The rate of Constant Attendance Allowance for those qualifying disability pensioners has been increased to ICR 4500. The policy of not indexing this allowance remains and so Dearness Relief does not apply.

7. Additional Pension. There are no changes to the percentage of additional (or quantum of) pension for those aged 80 and over. However, the disability element of a disability pension is now included in the calculation of the additional pension.

IMPACT ON GPS

8. Each element of change detailed above from the Indian implementation of the 7CPC report will be covered below with the impact and necessary changes required for the GPS. The previous position of the GPS is that while it has its own rates of pension, those rates will be at least double¹ the equivalent Indian Army pension as at the start date of a CPC period. This arrangement has been changed as authorised by Minister(AF) and the Chief Secretary to the Treasury so that from 1 January 2016 GPS pensions will be set at least at 140% of the comparative Indian rate, with an additional proviso that all service pensioners will receive at least a 10% increase. The original commitment to double Indian pension rates was to compensate for the benefits in kind provided by the Indian Army that the UK could not replicate in Nepal. Medical provision has now been enhanced in Nepal along with significant growth in Gurkha pensions since 2000. There has, therefore, been a consequent reduction in the uplift for benefits in kind on the basis that the total Gurkha veteran support package continues to more than equate to the value of benefits provided by the Indian Government.

GPS IMPLEMENTATION

9. Service Pensions.

a. The relative positions of service pensions of the GPS before 7CPC and comparator ranks in the Indian Army after 7CPC are at Annex A. All service pensions are above the equivalent Indian rate.

b. Changes for GPS rates have been set at least at 140% of the Indian comparator rate, with a minimum of a 10% increase on current rates. The percentage increases following 7CPC that pensioners will receive from 1 January 2016 are at Annex B.

c. The new service pension rate tables showing the increases from 1 January 2016 are at Annex C. The effect of the OROP changes can be seen, in particular for Cpls and below, where rates repeat irrespective of incremental level.

d. All ranks will require arrears to be paid from 1 January 2016.

e. For those pensioners still making commutation repayments there is no impact. There will be no additional commutation lump sum. The commutation repayment sum is held separately and will not be affected by the increase to pension rates.

¹ Ministerial Examination of Pensions December 1999.

f. British Gurkha ranks for the equivalent of Indian Havildars are Sgt to WO1, and differentials for British Gurkhas are maintained by a 3% increase rank on rank. The Indians only have honorary commissioned officers' rates equivalent to Maj(QGO) Hon Capt(GCO)/Hon Maj and Capt(QGO) Hon Lt(GCO)/Hon Capt. Rates for Maj(QGO) Hon Lt(GCO) and Capt(QGO) Hon Capt(QGO) have been calculated between the two Indian rates.

10. MROP. The Indian MROP at ICR9000 uprated to 140% is ICR12600, which is below the current GPS rate on 1 January 2016 of ICR15659.91. In line with the proviso that all pensioners will receive at least a 10% increase the GPS MROP has been increased to ICR17225.91. All recipients will require arrears to be paid from 1 January 2016.

11. Family Pensions. The rates of family pensions are calculated by the Far East and Nepal Administrative System (FENAS) based on service pension rates according to normal maximum service point by rank, and so will reflect the increases at those points. To avoid discrepancies in rounding for paisa no family pension rate table has been produced for this report but will be promulgated once FENAS has been updated. All recipients will require arrears to be paid from 1 January 2016.

12. Disability Pensions.

a. The 100% rates by rank in accordance with the new Indian system are shown at Annex D, together with the % increase for each rank. The rates of the disability element below 100% are calculated by FENAS from the 100% rate. To avoid discrepancies in rounding for paisa no disability element rate table has been produced for this report but will be promulgated once FENAS has been updated.

b. The current GPS 100% rate for Below Cpl rate is above the new Indian rate and so is not affected, but the banding change below will affect the majority. All recipients affected will require arrears to be paid from 1 January 2016.

c. The rates for disability pension by rank have been placed in three broad bands following the Indian change. FENAS will require programming action to reflect this change:

| Accepted Percentage of Disability | Percentage to be Reckoned for Computation of Disability Element |
|-----------------------------------|---|
| 20% or more but less than 50% | 50% |
| Between 50% to 75% | 75% |
| Between 76% to 100% | 100% |

13. Constant Attendance Allowance. In line with the Indian change the rate of Constant Attendance Allowance is to be increased from ICR 3000 to ICR 4500. All recipients will require arrears to be paid from 1 January 2016.

14. Gallantry Awards. The Indian authorities have removed the review of monetary payments for gallantry awards from the CPC process and the increases will be dealt with separately.

15. Quantum of Pension. The age related percentage uplift, or quantum of pension, will also be applied to the disability element of disability pensions with effect from 1 January 2016. All recipients will require arrears to be paid from 1 January 2016.

TRANSFER TO AFPS

16. GPS pensioners who have elected to transfer to the AFPS, but who only qualify for a preserved pension, will benefit from arrears due under 7CPC as they remain part of the GPS until they reach the age of 60/65, depending on the scheme they joined, when they will be transferred to the AFPS.

AFFORDABILITY

17. The 7CPC increases have been approved by HM Treasury, Permanent Secretary and Defence Resources in work prior to Ministerial endorsement of this implementation. The funding for the arrears and current year is to come from Army TLB and has been accrued in accounts.

IMPLEMENTATION

18. The new rates will be implemented on FENAS, and arrears back to 1 January 2016 will be calculated and be paid, as soon as possible in the new financial year.

Annexes:

- A. Relative Position of GPS Service Pensions Compared to Indian Rates.
- B. Percentage Increases in GPS Service Pension Rates for 7CPC by Rank and Increment.
- C. New GPS Service Pension Rates.
- D. New GPS Disability Pensions at the 100% Rate.

Enclosures:

- 1. PCDA(P) Circular No 570 dated 31 October 2016. (See website)
- 2. PCDA(P) Circular No 596 dated 9 February 2018. (See website)

RELATIVE POSITION OF GPS PENSIONS COMPARED TO INDIAN RATES

| RANK | GPS % ABOVE INDIAN (POST 7 TH CPC) RATES |
|------------------------------------|--|
| Below Cpl | 19% |
| Cpl | 5% |
| Sgt | 16% |
| CSgt | 20% |
| WO2 | 26% |
| WO1 | 36% |
| Lt(QGO) / Hon Lt(QGO) | 56% / 54% |
| Capt(QGO) | 71% |
| Maj(QGO) | 77% |
| Capt(QGO) Hon Lt(GCO) and Hon Capt | 56% |
| Capt(QGO) Hon Capt(GCO) | 58% |
| Maj(QGO) Hon Lt(GCO) | 60% |
| Maj(QGO) Hon Capt(GCO) and Hon Maj | 63% |
| Capt(GCO) | 48% |
| Maj(GCO) | 48% |

Notes:

1. The figures in the table above represent the percentage that current GPS rates (before any CPC implementation) are ahead of the new Indian Army rates after the 7th CPC has been applied.
2. Comparison points are at the normal maximum service point by rank.

ANNEX B
TO ARMY SEC/15/01
DATED 6 MARCH 2019

PERCENTAGE INCREASES IN GPS SERVICE PENSION RATES FOR 7CPC BY RANK AND INCREMENT

| Rank/Increment | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28-32 |
|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|-------|
| Below Cpl | 17.29 | 12.78 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | | | | | | |
| Cpl | 33.89 | 28.54 | 23.59 | 19.01 | 14.76 | 10.81 | 10.00 | 10.00 | | | | | | |
| Sgt | 32.08 | 29.18 | 25.87 | 20.84 | 17.88 | 13.51 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | | |

| Rank/Increment | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28-32 |
|--------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Capt(QGO) Hon Lt(GCO)/Hon Capt | | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 |
| Capt(QGO) Hon Capt(GCO) | | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 |
| Maj(QGO) Hon Lt(GCO) | | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 |
| Maj(QGO) Hon Capt(GCO)/Hon Maj | | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 |
| Capt(GCO) | 10.00 | | | | | | | | |
| Maj(GCO) | | | 10.00 | | | | | | |

The percentage rates shown, other than 10%, are rounded for reference and actual percentage increases will vary slightly.

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PERCENTAGE INCREASES IN GPS SERVICE PENSION RATES FOR 7CPC BY RANK AND INCREMENT

| | | | | | | | | | | | | | | |
|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| CSgt | 30.81 | 27.94 | 24.66 | 19.67 | 16.75 | 12.42 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | | |
| WO2 | 29.55 | 26.71 | 23.46 | 18.52 | 15.62 | 11.34 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | | |
| WO1 | 28.31 | 25.49 | 22.27 | 17.38 | 14.51 | 10.27 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | | |
| Lt(QGO) and Hon Lt(QGO) | 22.17 | 16.38 | 11.07 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | | |
| Capt(QGO) | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 |
| Maj(QGO) | 13.20 | 11.15 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 | 10.00 |
| MROP | 10.00 | | | | | | | | | | | | | |

NEW GPS SERVICE PENSION RATES EFFECTIVE 1 JANUARY 2016

| Rank\Increment | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28-32 |
|--------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Below Cpl | 25708.20 | 25708.20 | 26038.59 | 27002.98 | 27967.39 | 28931.78 | 28931.78 | 28931.78 | | | | | | |
| Cpl | 30133.60 | 30133.60 | 30133.60 | 30133.60 | 30133.60 | 30133.60 | 30945.91 | 30945.91 | | | | | | |
| Sgt | 30889.60 | 31584.00 | 32113.20 | 32113.20 | 32580.80 | 32580.80 | 32741.49 | 33910.83 | 35080.19 | 36249.54 | 36249.54 | 36249.54 | | |
| CSgt | 31816.29 | 32531.52 | 33076.60 | 33076.60 | 33558.23 | 33558.23 | 34051.12 | 35267.21 | 36483.36 | 37699.50 | 37699.50 | 37699.50 | | |
| WO2 | 32770.78 | 33507.47 | 34068.90 | 34068.90 | 34564.98 | 34564.98 | 35413.25 | 36677.99 | 37942.77 | 39207.54 | 39207.54 | 39207.54 | | |
| WO1 | 33753.90 | 34512.69 | 35090.97 | 35090.97 | 35601.92 | 35601.92 | 36829.65 | 38144.99 | 39460.35 | 40775.71 | 40775.71 | 40775.71 | | |
| Lt(QGO) and Hon Lt(QGO) | 37707.60 | 37707.60 | 37707.60 | 39032.02 | 40734.36 | 42436.62 | 44125.50 | 45827.87 | 47516.61 | 49218.91 | 50928.10 | 52625.70 | | |
| Capt(QGO) | 40085.80 | 42085.32 | 44098.42 | 46098.07 | 48097.61 | 50110.74 | 52110.25 | 54109.81 | 56122.85 | 58122.41 | 60121.99 | 62135.08 | 64134.57 | 66134.16 |
| Maj(QGO) | 42348.60 | 43659.00 | 45260.45 | 47327.48 | 49381.04 | 51434.70 | 53501.78 | 55555.45 | 57608.98 | 59662.67 | 61729.76 | 63783.37 | 65837.03 | 67890.52 |
| Capt(QGO) Hon Lt(GCO)/Hon Capt | | | | | | | 55893.15 | 58041.34 | 60189.52 | 62337.73 | 64485.89 | 66634.06 | 68782.26 | 70930.44 |
| Capt(QGO) Hon Capt(GCO) | | | | | | | 57757.59 | 60459.79 | 62202.62 | 64418.31 | 66634.06 | 68863.33 | 71079.05 | 73294.79 |
| Maj(QGO) Hon Lt(GCO) | | | | | | | 59805.74 | 62104.19 | 64402.82 | 66701.40 | 68999.89 | 71298.44 | 73597.10 | 75895.51 |
| Maj(QGO) Hon Capt(GCO)/Hon Maj | | | | | | | 61800.69 | 64171.51 | 66556.74 | 68927.67 | 71298.44 | 73683.71 | 76054.64 | 78425.43 |
| Capt(GCO) | | | | | | 85793.17 | | | | | | | | |
| Maj(GCO) | | | | | | | | 99639.40 | | | | | | |
| MROP | 17225.91 | | | | | | | | | | | | | |

| 1967-72 Redundees ² | 13 | 14 |
|--------------------------------|----------|----------|
| Below Cpl | 22280.44 | 23994.32 |
| Cpl | 26115.79 | 28124.69 |

Notes:

1. Monthly rates in ICR.
2. Those with 10 or 11 years' service, plus three years' credit of service, awarded a proportional pension of the 15 year rate.

ANNEX C
TO ARMY SEC/15/01
DATED 6 MARCH 2019

NEW GPS SERVICE PENSION RATES EFFECTIVE 1 APRIL 2016

| | | |
|--------------------------------|----|----|
| 1967-72 Redundees ² | 13 | 14 |
|--------------------------------|----|----|

| Rank\Increment | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28-32 |
|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----|-------|
| Below Cpl | 28690.36 | 28690.36 | 29059.07 | 30135.33 | 31211.61 | 32287.87 | 32287.87 | 32287.87 | | | | | | |
| Cpl | 33629.10 | 33629.10 | 33629.10 | 33629.10 | 33629.10 | 33629.10 | 34535.64 | 34535.64 | | | | | | |
| Sgt | 34472.80 | 35247.75 | 35838.34 | 35838.34 | 36360.18 | 36360.18 | 36539.51 | 37844.49 | 39149.50 | 40454.49 | 40454.49 | 40454.49 | | |

| | | |
|-----------|----------|----------|
| Below Cpl | 24864.98 | 26777.67 |
| Cpl | 29145.23 | 31387.16 |

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| | | | | | | | | | | | | | | |
|-----------------------------------|----------|----------|----------|----------|----------|----------|----------|-----------|----------|----------|----------|----------|----------|----------|
| CSgt | 35506.98 | 36305.18 | 36913.49 | 36913.49 | 37450.99 | 37450.99 | 38001.05 | 39358.21 | 40715.43 | 42072.65 | 42072.65 | 42072.65 | | |
| WO2 | 36572.20 | 37394.34 | 38020.90 | 38020.90 | 38574.52 | 38574.52 | 39521.19 | 40932.64 | 42344.14 | 43755.62 | 43755.62 | 43755.62 | | |
| WO1 | 37669.36 | 38516.17 | 39161.53 | 39161.53 | 39731.75 | 39731.75 | 41101.89 | 42569.81 | 44037.76 | 45505.70 | 45505.70 | 45505.70 | | |
| Lt(QGO) and Hon Lt(QGO) | 42081.69 | 42081.69 | 42081.69 | 43559.74 | 45459.55 | 47359.27 | 49244.06 | 51143.91 | 53028.54 | 54928.31 | 56835.76 | 58730.29 | | |
| Capt(QGO) | 44735.76 | 46967.22 | 49213.84 | 51445.45 | 53676.94 | 55923.59 | 58155.04 | 60386.55 | 62633.11 | 64864.61 | 67096.15 | 69342.75 | 71574.19 | 73805.73 |
| Maj(QGO) | 47261.04 | 48723.45 | 50510.67 | 52817.47 | 55109.25 | 57401.13 | 59707.99 | 61999.89 | 64291.63 | 66583.54 | 68890.42 | 71182.25 | 73474.13 | 75765.83 |
| Capt(QGO) Hon Lt(GCO)/Hon Capt | | | | | | | 62376.76 | 64774.14 | 67171.51 | 69568.91 | 71966.26 | 74363.62 | 76761.01 | 79158.38 |
| Capt(QGO) Hon Capt(GCO) | | | | | | | 64457.48 | 67473.13 | 69418.13 | 71890.84 | 74363.62 | 76851.48 | 79324.22 | 81796.99 |
| Maj(QGO) Hon Lt(GCO) | | | | | | | 66743.21 | 69308.28 | 71873.55 | 74438.77 | 77003.88 | 79569.06 | 82134.37 | 84699.39 |
| Maj(QGO) Hon Capt(GCO)/Hon Maj | | | | | | | 68969.58 | 71615.41 | 74277.33 | 76923.28 | 79569.06 | 82231.03 | 84876.98 | 87522.78 |
| Capt(GCO) | | | | | | 95745.18 | | | | | | | | |
| Maj(GCO) | | | | | | | | 111197.58 | | | | | | |
| MROP | 19224.12 | | | | | | | | | | | | | |

Notes:

1. Monthly rates in ICR.
2. Those with 10 or 11 years' service, plus three years' credit of service, awarded a proportional pension of the 15 year rate.

ANNEX C
TO ARMY SEC/15/01
DATED 6 MARCH 2019

NEW GPS SERVICE PENSION RATES EFFECTIVE 1 APRIL 2017

| Rank\Increment | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28-32 |
|--------------------------------|----------|----------|----------|----------|----------|----------|----------|-----------|----------|----------|----------|----------|----------|----------|
| Below Cpl | 29780.59 | 29780.59 | 30163.32 | 31280.47 | 32397.65 | 33514.81 | 33514.81 | 33514.81 | | | | | | |
| Cpl | 34907.01 | 34907.01 | 34907.01 | 34907.01 | 34907.01 | 34907.01 | 35847.99 | 35847.99 | | | | | | |
| Sgt | 35782.76 | 36587.16 | 37200.19 | 37200.19 | 37741.86 | 37741.86 | 37928.01 | 39282.58 | 40637.18 | 41991.76 | 41991.76 | 41991.76 | | |
| CSgt | 36856.25 | 37684.78 | 38316.20 | 38316.20 | 38874.13 | 38874.13 | 39445.09 | 40853.82 | 42262.62 | 43671.41 | 43671.41 | 43671.41 | | |
| WO2 | 37961.94 | 38815.33 | 39465.69 | 39465.69 | 40040.35 | 40040.35 | 41023.00 | 42488.08 | 43953.21 | 45418.33 | 45418.33 | 45418.33 | | |
| WO1 | 39100.79 | 39979.78 | 40649.67 | 40649.67 | 41241.55 | 41241.55 | 42663.77 | 44187.47 | 45711.19 | 47234.91 | 47234.91 | 47234.91 | | |
| Lt(QGO) and Hon Lt(QGO) | 43680.79 | 43680.79 | 43680.79 | 45215.01 | 47187.01 | 49158.93 | 51115.34 | 53087.38 | 55043.63 | 57015.58 | 58995.52 | 60962.04 | | |
| Capt(QGO) | 46435.72 | 48751.98 | 51083.97 | 53400.38 | 55716.66 | 58048.69 | 60364.94 | 62681.24 | 65013.16 | 67329.47 | 69645.80 | 71977.78 | 74294.00 | 76610.35 |
| Maj(QGO) | 49056.96 | 50574.94 | 52430.07 | 54824.54 | 57203.40 | 59582.37 | 61976.89 | 64355.88 | 66734.71 | 69113.72 | 71508.25 | 73887.17 | 76266.15 | 78644.93 |
| Capt(QGO) Hon Lt(GCO)/Hon Capt | | | | | | | 64747.08 | 67235.56 | 69724.03 | 72212.53 | 74700.98 | 77189.43 | 79677.93 | 82166.39 |
| Capt(QGO) Hon Capt(GCO) | | | | | | | 66906.86 | 70037.11 | 72056.02 | 74622.69 | 77189.43 | 79771.84 | 82338.55 | 84905.28 |
| Maj(QGO) Hon Lt(GCO) | | | | | | | 69279.45 | 71942.00 | 74604.75 | 77267.44 | 79930.03 | 82592.69 | 85255.47 | 87917.97 |
| Maj(QGO) Hon Capt(GCO)/Hon Maj | | | | | | | 71590.42 | 74336.80 | 77099.87 | 79846.37 | 82592.69 | 85355.80 | 88102.31 | 90848.65 |
| Capt(GCO) | | | | | | 99383.50 | | | | | | | | |
| Maj(GCO) | | | | | | | | 115423.08 | | | | | | |
| MROP | 19954.64 | | | | | | | | | | | | | |

| 1967-72 Redundees ² | 13 | 14 |
|--------------------------------|----------|----------|
| Below Cpl | 25809.84 | 27795.22 |
| Cpl | 30252.75 | 32579.87 |

Notes:

1. Monthly rates in ICR.
2. Those with 10 or 11 years' service, plus three years' credit of service, awarded a proportional pension of the 15 year rate.

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NEW GPS SERVICE PENSION RATES EFFECTIVE 1 APRIL 2018

| Rank\Increment | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28-32 |
|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----|-------|
| Below Cpl | 31031.37 | 31031.37 | 31430.18 | 32594.25 | 33758.35 | 34922.43 | 34922.43 | 34922.43 | | | | | | |
| Cpl | 36373.10 | 36373.10 | 36373.10 | 36373.10 | 36373.10 | 36373.10 | 37353.61 | 37353.61 | | | | | | |
| Sgt | 37285.64 | 38123.82 | 38762.60 | 38762.60 | 39327.02 | 39327.02 | 39520.99 | 40932.45 | 42343.94 | 43755.42 | 43755.42 | 43755.42 | | |
| CSgt | 38404.21 | 39267.54 | 39925.48 | 39925.48 | 40506.84 | 40506.84 | 41101.79 | 42569.68 | 44037.65 | 45505.61 | 45505.61 | 45505.61 | | |
| WO2 | 39556.34 | 40445.57 | 41123.25 | 41123.25 | 41722.05 | 41722.05 | 42745.96 | 44272.58 | 45799.25 | 47325.90 | 47325.90 | 47325.90 | | |
| WO1 | 40743.03 | 41658.93 | 42356.95 | 42356.95 | 42973.70 | 42973.70 | 44455.64 | 46043.34 | 47631.06 | 49218.78 | 49218.78 | 49218.78 | | |

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|--------------------------------|----------|----------|----------|----------|----------|-----------|----------|-----------|----------|----------|----------|----------|----------|----------|
| Lt(QGO) and Hon Lt(QGO) | 45515.38 | 45515.38 | 45515.38 | 47114.04 | 49168.87 | 51223.60 | 53262.18 | 55317.05 | 57355.46 | 59410.24 | 61473.34 | 63522.44 | | |
| Capt(QGO) | 48386.02 | 50799.56 | 53229.49 | 55643.19 | 58056.76 | 60486.73 | 62900.26 | 65313.85 | 67743.72 | 70157.31 | 72570.92 | 75000.85 | 77414.35 | 79827.98 |
| Maj(QGO) | 51117.35 | 52699.09 | 54632.14 | 57127.17 | 59605.94 | 62084.83 | 64579.92 | 67058.83 | 69537.57 | 72016.50 | 74511.60 | 76990.43 | 79469.33 | 81948.01 |
| Capt(QGO) Hon Lt(GCO)/Hon Capt | | | | | | | 67466.45 | 70059.45 | 72652.44 | 75245.46 | 77838.42 | 80431.39 | 83024.40 | 85617.38 |
| Capt(QGO) Hon Capt(GCO) | | | | | | | 69716.95 | 72978.67 | 75082.37 | 77756.84 | 80431.39 | 83122.25 | 85796.76 | 88471.30 |
| Maj(QGO) Hon Lt(GCO) | | | | | | | 72189.19 | 74963.56 | 77738.15 | 80512.67 | 83287.09 | 86061.58 | 88836.20 | 91610.53 |
| Maj(QGO) Hon Capt(GCO)/Hon Maj | | | | | | | 74597.22 | 77458.94 | 80338.06 | 83199.92 | 86061.58 | 88940.75 | 91802.61 | 94664.29 |
| Capt(GCO) | | | | | | 103557.61 | | | | | | | | |
| Maj(GCO) | | | | | | | | 120270.85 | | | | | | |
| MROP | 20792.73 | | | | | | | | | | | | | |

| | | |
|--------------------------------|----------|----------|
| 1967-72 Redundees ² | 13 | 14 |
| Below Cpl | 26893.86 | 28962.62 |
| Cpl | 31523.36 | 33948.23 |

Notes:

1. Monthly rates in ICR.
2. Those with 10 or 11 years' service, plus three years' credit of service, awarded a proportional pension of the 15 year rate.

NEW GPS DISABILITY PENSIONS AT THE 100% RATE

| Ranks | 01-Jan-16 | 01-Apr-16 | 01-Apr-17 | 01-Apr-18 | % Increase |
|------------------------------------|-----------|-----------|-----------|-----------|------------|
| Below Cpl | 9518.70 | 10622.86 | 11026.52 | 11489.63 | No change |
| Cpl | 9907.35 | 11056.60 | 11476.75 | 11958.78 | 3.93 |
| Sgt | 10732.32 | 11977.27 | 12432.41 | 12954.57 | 11.31 |
| CSgt | 10732.32 | 11977.27 | 12432.41 | 12954.57 | 11.31 |
| WO2 | 10732.32 | 11977.27 | 12432.41 | 12954.57 | 11.31 |
| WO1 | 10732.32 | 11977.27 | 12432.41 | 12954.57 | 11.31 |
| Hon Lt(QGO) | 14140.14 | 15780.40 | 16380.05 | 17068.01 | 17.49 |
| Lt(QGO) | 14140.14 | 15780.40 | 16380.05 | 17068.01 | 17.49 |
| Capt(QGO) | 15851.76 | 17690.56 | 18362.81 | 19134.04 | 26.40 |
| Maj(QGO) | 16722.99 | 18662.86 | 19372.05 | 20185.67 | 30.23 |
| Capt(QGO) Hon Lt(GCO) and Hon Capt | 23847.03 | 26613.29 | 27624.59 | 28784.82 | 33.05 |
| Capt(QGO) Hon Capt(GCO) | 24196.55 | 27003.35 | 28029.48 | 29206.72 | 34.02 |
| Maj(QGO) Hon Lt(GCO) | 24546.07 | 27393.41 | 28434.36 | 29628.61 | 34.96 |
| Maj(QGO) Hon Capt(GCO) and Hon Maj | 24895.59 | 27783.48 | 28839.25 | 30050.50 | 35.87 |
| Capt(GCO) | 24895.59 | 27783.48 | 28839.25 | 30050.50 | 35.87 |
| Maj(GCO) | 28072.11 | 31328.47 | 32518.96 | 33884.75 | 43.13 |

Note:

1. Monthly rates in ICR at the 100% rate.