

"12. Eligibility for retired pay or gratuity will be dependent on the completion of the following minimum periods of qualifying service reckonable in accordance with Clause 19.

"Retired Pay.

On retirement for any cause
other than invaliding 20 years.
On invaliding 10 years.

"(a) When, however, in the interests of the Service, an officer was granted a permanent regular commission at an age later than that of the normal entrant, and has in consequence of her late entry not completed 20 years' qualifying service at the time of her compulsory retirement for age or non-employment, retired pay as provided in Clauses 11, 13 and 14, may nevertheless be granted at the discretion of the Admiralty, provided she has completed at least 15 years' qualifying service.

"(b) An officer promoted to a permanent commission while serving on a normal regular engagement may be granted retired pay as provided in Clauses 11, 13 and 14, notwithstanding that she may have less than 20 years' reckonable service, provided that she has at least 15 years' reckonable service and at least 22 years' service reckonable for the purpose of rating's pension calculated as in Clause 22.

"Gratuity.

On compulsory retirement for age or non-employment or on retirement at own request—10 years (see also Clause 16 (b)).

"13. Conditions necessary for the award of full standard rate of retired pay.

"(a) Subject to the following conditions regarding length of service and service in the rank, retired pay at the standard rate is payable to an officer either—

(i) compulsorily retired on reaching the age limit for service in the rank, or

(ii) compulsorily retired before reaching the age limit by reason of it having been decided that she will not be further employed or promoted.

"(b) An officer who retires for any cause other than invaliding must have completed two years' full pay service in the substantive rank to qualify for retired pay appropriate to the rank. If an officer has less than the qualifying period of service in the rank, her retired pay will be based on the highest rank for which she is so qualified.

"(c) To qualify for the full standard rate, an officer must have completed the appropriate period of service from age 21 specified in Clause 11, reckonable in accordance with Clause 19.

"14. *Deductions for service short of the standard periods.*—When the total service given is less than the period, according to rank, prescribed in Clause 11 the rate of retired pay otherwise admissible will be reduced by one deduction, at the following rates, in respect of each year or part of a year of the deficiency:—

Rate of Retired Pay	Deduction for each year or part of a year by which the total service falls short of the period specified in Clause 11 (b)
Above £600 a year	£30 a year
£600 and above £400 a year... ..	£20 a year
£400 and above £300 a year... ..	£15 a year
£300 and above £200 a year... ..	£10 a year
£200 and below	£5 a year

Deductions will be made successively until the number of deductions due to be made has been completed, and each deduction in turn will be of the amount appropriate to the rate remaining after the preceding deduction.

"15. *Voluntary Retirement.*—(a) Officers who are allowed to retire at their own request, including those retiring on marriage, within two years before the date on which they attain the compulsory retiring age for their rank, will receive the rate of retired pay for which they are eligible by rank and length of service that would have been payable on compulsory retirement in the circumstances set out in Clause 11 (a).

"(b) The rate of retired pay payable to an officer who is permitted to retire at her own request, including retirement on marriage (except as provided in sub-paragraph (a) above), will be the rate which she would have received on compulsory retirement at the age limit for service in her rank reduced by one deduction on the scale shown in Clause 14 for each year or part of a year by which her age falls short by more than two years, of that age-limit, with a further deduction of 10 per cent. of the resultant figure.

"16. *Gratuities.*—(a) Gratuities at the following rates will be payable to officers who are allowed to retire voluntarily or are compulsorily retired otherwise than for unsuitability, incapacity or misconduct, but have insufficient service to qualify for retired pay:—

On completion of not less than 10 years' qualifying service	£ 650
For each complete year of qualifying service in excess of 10 years, a further subject to a maximum of	100 1,550

"(b) A gratuity will not be payable on voluntary retirement, unless the officer has held a permanent commission for five years, as well as 10 years' qualifying service.

"(c) On compulsory retirement for non-employment on the completion of five years' qualifying service, a gratuity of £325 will be payable to an officer of the Women's Royal Naval Service.

"17. An officer serving on an extended service commission in the Women's Royal Naval Service on the 1st February, 1949, who is transferred to the Permanent Service may, on retirement on marriage,

or within three months of marriage, be granted a gratuity as follows, as an alternative to a gratuity under Clause 16:—

"(a) If she retires before her extended service period would have expired. The gratuity which would have been payable had she remained on her extended service commission and terminated her service voluntarily.

"(b) If she retires on or after the date when her extended service period would have expired. The gratuity which would have been payable on completion of her extended service period, but service from 24th November, 1948, to the end of the extended service period shall earn gratuity at the rate of £65 for each year of service.

"18. *Officers invalided.*—A. An officer invalided with a minimum of 10 years' qualifying service will be granted retired pay as follows:—

"(a) An officer with 20 or more years' qualifying service will receive the rate of retired pay for which she would have been eligible by rank and service had she been compulsorily retired.

"(b) An officer with less than 20 but more than 10 years' qualifying service will receive retired pay on the following basis. From the retired pay for which she would have been eligible under (a) above had she completed 20 years' qualifying service and retired in the rank of First Officer, or Superintending Sister (or Matron), or her substantive rank, if higher; a deduction will be made of twice the amount referred to in Clause 14 for each year or part of a year by which her qualifying service falls short of 20 years.

"B. An officer with less than 10 years' qualifying service will receive a service gratuity at the rate of £65 for each year of such service.

"19. *Reckoning of Service.* For the purpose of the grant or assessment of retired pay or gratuity, full pay service on the Active List will reckon as follows:—

"(a) for determining qualification for retired pay or gratuity, and for assessing rate of gratuity, all commissioned service as defined in (c) below;