

**Defence**

Cap. 159.

**DEFENCE (RATES OF PAY, LOANS AND ALLOWANCES) REGULATIONS, 1997**1997/93.  
1998/77.

**Authority:** These Regulations were made on 19th July, 1997 by the Defence Board under section 224 of the *Defence Act*.

**Commencement:** 21st August, 1997.

**1.** These Regulations may be cited as the *Defence (Rates of Pay, Loans and Allowances) Regulations, 1997*. Short title.

**2.** Subject to these Regulations, members of the regular Force of the Barbados Defence Force holding the ranks set out in the first column of Parts I to III of the *First Schedule* are entitled to the daily rates of pay set out opposite thereto. Rates of Pay.  
First Schedule.

**3.** (1) No officer of the Barbados Defence Force holding a rank the salary of which carries an annual increment is entitled to receive the annual increment without the approval of the Defence Board. Increments.

(2) Subject to paragraph (3), Sergeants, Staff Sergeants and Warrant Officers of the regular Force are entitled to be paid an annual increment of the amount per day set out in paragraph 1 of Part IV of the *First Schedule* after 3 years service in the respective substantive rank. First Schedule.

(3) No Sergeant, Staff Sergeant or Warrant Officer is entitled to be paid an annual increment unless he has received a satisfactory annual report.

(4) Privates, Lance Corporals and Corporals of the regular Force who are Class 1 soldiers and who have successfully completed an annual proficiency assessment are entitled to be paid an annual increment of the amount per day set out in paragraph 1 of Part IV of the *First Schedule* after 4 years service. First Schedule.

Additional qualification pay. 1988/77.

**4.** Any member of the Force who holds an academic, professional or vocational qualification approved by the Defence Board may, in addition to his daily rate of pay, be paid an amount appropriate to the proficiency grade he has attained in his academic, professional or vocational qualification as set out in Part V of the *First Schedule*.

First Schedule.

Ration allowance.

**5.** Any member of the Force may be granted an allowance, to be known as a "ration allowance" of \$8.00 per day if he is permanently employed but is not provided with meals

(a) during a period of authorised leave; or

(b) during a period of duty overseas or duty locally out of barracks if, in the opinion of the Chief of Staff, it is not possible or practicable for meals to be provided under service arrangements.

Hardlying allowance.

**6.** Any member of the Force who, in the opinion of the Chief of Staff, is employed in special circumstances approved by the Defence Board may, in addition to his daily rate of pay, be granted an allowance to be known as a "hardlying allowance", in the amount of \$5.00 per day for every day he is employed in the special circumstances.

Pioneers.

**7.** Recruits assigned to the Pioneer Unit, hereinafter called "Pioneers", who complete a period of 8 hours duty in any one period of 24 hours are entitled to be paid the amount set out in Part VI of the *First Schedule*.

First Schedule.

Reserve training allowance. First Schedule.

**8.** (1) Any member of the Reserve who completes a period of less than 3 hours duty in any one period of 24 hours is entitled to a training allowance in the amount set out in paragraph 2 of Part IV of the *First Schedule*.

(2) Any member of the Reserve who completes a period of at least 3 hours duty but less than 8 hours duty in any one period of 24 hours is entitled to a training allowance in the amount set out in paragraph 3 of Part IV of the *First Schedule*.

First Schedule.

- 9.** Any member of the Reserve, other than a recruit attached to the Junior Leaders Unit, who completes a period of 8 hours duty in any one period of 24 hours is entitled to the daily rate of pay specified for a member of the regular Force of the same rank. Reserve pay.
- 10.** Any member of the Reserve may be granted the amount per annum, to be known as "efficiency pay", set out in paragraph 4 of Part IV of the *First Schedule* if he Reserve efficiency pay. First Schedule.
- (a) passes the annual proficiency test;
  - (b) attends all compulsory parades;
  - (c) attends two-thirds of all parades other than compulsory parades; and
  - (d) attends annual camp or a full-time course of instruction for at least 10 consecutive days.
- 11.** A member of the Reserve attached to the Junior Leaders Unit who completes a period of 8 hours in any one period of 24 hours is entitled to the amount set out in Part VI of the *First Schedule*. Junior Leaders. First Schedule.
- 12.** Subject to regulation 13, a member of the Barbados Defence Force, hereinafter referred to as a "member", holding an office specified in the *Second Schedule* may be granted Car loans. Second Schedule.
- (a) a loan not exceeding \$35 000 in respect of the purchase of a motor car; or
  - (b) a refurbishing loan of \$5 000 or the actual cost of repairs, whichever is the lesser, in respect of major repairs to a motor car if all previous loans granted to the member have been repaid in full.
- 13.** Where a loan under regulation 12 is made to a member, he is not eligible for a subsequent loan before the whole of that loan is repaid. Subsequent loan.

Loan to overseas member.      **14.** Where a member to whom regulation 12 applies is serving outside Barbados, a loan exceeding the amounts specified in that regulation may be made to that member in the currency of Barbados converted at the date of the loan into the currency of the country in which the member is serving.

Security for loan.      **15.** A loan to a member shall be secured by means of a bill of sale or such other security as the Defence Board approves.

Removal or disposal of vehicle.      **16.** (1) A member who purchases a vehicle with the assistance of a loan under these Regulations shall not, without the consent in writing of the Defence Board,

(a) remove the vehicle from Barbados or any country in which he is serving; or

(b) sell or otherwise dispose of the vehicle before the loan is repaid in full.

(2) Where a member applies to the Defence Board for consent to dispose of a vehicle before repayment of a loan under these Regulations, the member shall furnish such security or make such arrangements for repayment of the loan as the Defence Board determines.

Insurance of vehicle.      **17.** A member to whom a loan is made under these Regulations shall obtain from an insurer approved by the Defence Board a comprehensive policy of insurance or indemnity for the full amount of the member's liability in respect of the loan, and the policy shall not be permitted to lapse before the whole of the loan is repaid.

Period for repayment of loan.      **18.** (1) A loan under these Regulations shall, unless the Defence Board fixes a shorter period, be repaid within not more than 7 years in the case of a member serving in or outside Barbados.

(2) Repayment of a loan shall, unless the Defence Board otherwise determines, be by equal monthly instalments.

(3) The equal monthly instalments referred to in paragraph (2) shall be deducted from the salary of the member, and deductions shall

commence during the month immediately following that in which the loan is received.

**19.** (1) Notwithstanding regulation 18, where a member to whom a loan is granted

Suspension of repayment.

- (a) is absent from Barbados on training leave; or
- (b) is absent from duty on sick leave for a period exceeding one month,

the deduction of monthly instalments from the salary of the member may, with the approval of the Defence Board, be suspended during such absence.

(2) A suspension of the deduction of monthly instalments under paragraph (1) shall not be construed as permitting a member to repay the loan in a period exceeding the period of repayment stipulated in regulation 18(1), except that in the case of a member who is absent from Barbados on training leave of not less than one year's duration the period of repayment may be extended by a further period equal to the time during which the member is absent from Barbados on leave.

**20.** Where a member to whom a loan is made for the purpose of purchasing a vehicle

Recovery of loan.

- (a) resigns his commission or is cashiered;
- (b) is declared bankrupt;
- (c) permits the policy of insurance in respect of that vehicle to lapse;
- (d) allows the vehicle to be levied on for rent, rates or taxes; or
- (e) attempts to dispose of the vehicle in contravention of these Regulations,

the Defence Board may, in addition to any power that may be exercised under the bill of sale, cause the vehicle to be seized and sold for the purpose of recovering all or part of the loan that remains unpaid.

## FIRST SCHEDULE

BARBADOS DEFENCE FORCE - RATES OF PAY  
(REGULAR FORCE)

## PART I

*(Regulation 2)***Other Ranks**

Rank	Daily Rate of Pay with effect from 1st April 1991	Daily Rate of Pay with effect from 1st April 1995	Daily Rate of Pay with effect from 1st April 1996
	\$	\$	\$
Recruit	43.50	44.96	46.30
Private Class III	44.90	46.40	47.80
Private Class II	48.10	49.67	51.15
Private Class I after 1 year	51.35	53.00	54.60
Private Class I after 2 years	52.35	54.03	55.65
Private Class I after 3 years	53.35	55.05	56.70
Lance Corporal Class III	51.90	53.56	55.15
Lance Corporal Class II	53.90	55.62	57.30
Lance Corporal Class I after 1 year	55.95	57.71	59.45

Rank	Daily Rate of Pay with effect from 1st April 1991	Daily Rate of Pay with effect from 1st April 1995	Daily Rate of Pay with effect from 1st April 1996
	\$	\$	\$
Lance Corporal Class I after 2 years	56.95	58.73	60.50
Lance Corporal Class I after 3 years	57.95	59.75	61.55
Corporal Class II	61.15	63.01	64.90
Corporal Class I	63.50	65.41	67.35
Corporal Class I after 1 year	64.50	66.42	68.40
Corporal Class I after 2 years	65.50	67.44	69.45
Corporal Class I after 3 years	66.50	68.46	70.50

## PART II

1998/77.

*(Regulation 2)***Warrant Officers, Staff Sergeants and Sergeants**

Sergeant	72.00	74.04	76.25
Staff Sergeant	78.00	80.14	82.55
Warrant Officer Class II	84.60	86.86	89.45
Warrant Officer Class I	96.75	99.28	102.25

**THE LAWS OF BARBADOS**

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## PART III

(Regulation 2)

**Officers**

Rank	Daily Rate of Pay with effect from 1st April 1991	Daily Rate of Pay with effect from 1st April 1995	Daily Rate of Pay with effect from 1st April 1996
	\$	\$	\$
Officer Cadet	68.55	70.54	72.65
Second Lieutenant	75.60	77.70	80.05
Lieutenant (on promotion)	90.50	92.86	95.65
Lieutenant after 1 year	92.10	94.50	97.35
Lieutenant after 2 years	93.70	96.15	99.00
Lieutenant after 3 years	95.30	97.79	100.70
Lieutenant after 4 years	96.90	99.43	102.40
Lieutenant after 5 years	98.50	101.07	104.10
Lieutenant after 6 years	100.10	102.68	105.75
Captain (on promotion)	118.90	121.91	125.55
Captain after 1 year	120.55	123.59	127.30



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Rank	Daily Rate of Pay with effect from 1st April 1991	Daily Rate of Pay with effect from 1st April 1995	Daily Rate of Pay with effect from 1st April 1996
	\$	\$	\$
Captain after 2 years	122.20	125.27	129.05
Captain after 3 years	123.85	126.95	130.75
Captain after 4 years	125.50	128.65	132.50
Captain after 5 years	127.15	130.33	134.25
Captain after 6 years	128.80	132.02	136.00
Captain after 7 years	130.45	133.71	137.70
Captain after 8 years	132.10	135.40	139.45
Major (Non- Staff Qualified)	137.10	140.53	144.75
Major (Staff Qualified)	141.60	145.14	149.50
Major after 1 year	143.25	146.83	151.25
Major after 2 years	144.90	148.52	153.00
Major after 3 years	146.55	150.21	154.70
Major after 4 years	148.20	151.91	156.45

Rank	Daily Rate of Pay with effect from 1st April 1991	Daily Rate of Pay with effect from 1st April 1995	Daily Rate of Pay with effect from 1st April 1996
	\$	\$	\$
Major after 5 years	149.05	152.78	157.35
Major after 6 years	151.50	155.29	159.95
Lieutenant Colonel	163.80	167.90	172.95
Colonel (on promotion)	191.85	196.65	202.55
Colonel after 5 years	203.90	209.00	215.25

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## PART IV

(Regulations 3, 8 and 10)

**Increments and Allowances**

With effect from	Officers	Warrant Officers	Staff Sergeants and Sergeants	Other Ranks
	\$	\$	\$	\$
1. 01 April 1995	-	1.60	1.60	1.00
2. 01 April 1995 01 April 1996	12.30 12.65	11.30 11.60	11.30 11.60	10.30 10.60
3. 01 April 1995 01 April 1996	24.60 25.30	22.60 23.20	22.60 23.20	20.60 21.20
4. 01 April 1995 01 April 1996	102.50 105.60	87.20 90.00	87.20 90.00	72.10 74.00

PART V

*(Regulation 4)*

**Additional Qualification Pay**

Proficiency Grade	Amount
Grade A	\$12.00
Grade B	\$10.00
Grade C	\$ 8.00
Grade D	\$ 6.00
Grade E	\$ 4.00
Grade F	\$ 2.00

PART VI

*(Regulations 7 and 11)*

**Pioneers/Junior Leaders**

Rank	Daily Rate of Pay with effect from 1st April 1991	Daily Rate of Pay with effect from 1st April 1995	Daily Rate of Pay with effect from 1st April 1996
	\$	\$	\$
Pioneers/Junior Leaders	27.55	28.45	29.50

SECOND SCHEDULE

*(Regulation 12)*

1.    Defence Attaché, Washington
2.    Civilian Staff Officer
3.    Staff Officer, Logistics
4.    Quartermaster
5.    Officer-in-Charge (Defence Force Base, Paragon)
6.    Officer-in-Charge (Coast Guard Base)
7.    Aide-de-Camp (Governor-General)
8.    Disaster Preparedness Officer
9.    Staff Officer, Plans