

**15. Pay for performing Higher Duties.**—Where a senior rating is allowed by complement but not borne, or is absent for a period of fourteen or more consecutive days through sickness or on duty, and the consequent vacancy cannot be filled by drafting, the rating required to perform the higher duties of the senior rating may, subject to the approval of the Commodore Commanding, be paid the difference between his rate of active and deferred pay received in the lower rating and the corresponding minimum rates for the higher rating.

**SECTION IV.—EXTRA PAY, AND ALLOWANCES NOT IN THE NATURE OF FULL PAY.**

**16. Diving.**—The following are the rates of extra pay when actually employed diving or attending divers, if not paid a bonus or gratuity for special work in connection with such employment :—

| Rating.       | Depth, in Fathoms |                     | Time under Water. |                             |
|---------------|-------------------|---------------------|-------------------|-----------------------------|
|               | From              | Up to and including | First Hour.       | Every Subsequent Half-hour. |
| Diver .. .. . | 1                 | 6                   | s. d.<br>4 0      | s. d.<br>1 0                |
|               | 6                 | 12                  | 4 6               | 1 6                         |
|               | 12                | 20                  | 5 0               | 2 0                         |
|               | 20                | 25                  | 6 0               | 2 6                         |
|               | Over 25           | ..                  | 12 0              | 4 0                         |

Men, whether qualified divers or not, working with the life-saving helmet, and unqualified men acting as divers in the absence of a qualified diver—as above for qualified diver.

|   |         |    |               |     |
|---|---------|----|---------------|-----|
| Artificer-diver .. .. .                                   | 1       | 6  | 6 0           | 1 6 |
|   | 6       | 12 | 6 9           | 2 3 |
|   | 12      | 20 | 7 6           | 3 0 |
|   | 20      | 25 | 9 0           | 3 9 |
|   | Over 25 | .. | 15 0          | 5 0 |
| Diving instructor (when employed on instructional duty) } | 1       | 6  | 1 6           | 0 9 |
|   | 6       | 12 | 3 0           | 1 0 |
|   | 12      | 20 | 5 0           | 1 6 |
|   | 20      | 25 | 6 0           | 2 0 |
| Attendant .. .. .   | ..      | .. | 6d. per hour. |     |

This payment is to be made to the actual attendant on each diver, and not to the officer in charge of the party.

- (a.) The period for which payment is made is to count from the time of entering to that of leaving the water ; and should the work be subsequently found to be improperly done, the captain, at his discretion, may cancel the whole or any portion of the payment.
- (b.) Artificer-divers when actually employed under water at their own trade, which an ordinary diver is not capable of efficiently performing, and when not paid a bonus or gratuity, are to be paid half a day's pay of their substantive rating for every hour, and proportionately for parts of an hour, in addition to the diving extra pay to which they may be entitled for the several depths.
- (c.) For recovery of articles a bonus not exceeding £1 or one-fourth the value of the article may be given in lieu of payment by scale, of which bonus one-tenth is to be paid to the attendant. When diving takes place for the recovery of articles a certificate should be inserted on the extra pay sub-voucher stating whether blame was attributable to any officer or man for the loss, and, if so, whether the corresponding charge has been made against his pay.
- (d.) A gratuity not exceeding £5 may be given in lieu of payment by scale in exceptional circumstances requiring despatch, and for important skilled work satisfactorily performed, of which gratuity one-eighth is to be paid to the attendant.
- (e.) A diver who fails to conform to the conditions of exercise, or is at any time unwilling to dive, is liable to be deprived of his diver rating and retaining-pay for the current quarter.
- (f.) Only one first-hour rate is to be paid for any one day, but in cases of diving at two different depths payment may be made at which ever first-hour rate is more advantageous to the diver.
- (g.) Details of amounts paid for diving-pay are to be shown on the forms accompanying the ledger into office.