

Table 1. Monthly Pay Comparison: Royal Canadian Navy vs. Merchant Navy, World War II

| Rank | RCN (Date of Articles) RCN/MN | Ad Huff 13 November 1940 | | | Canadian Cruiser 29 October 1940 | | | Canadolite 27 December 1940 | | | Bowness Park 26 June 1944 | | |
|----------------------|-------------------------------------|-----------------------------|--------|---------------|-------------------------------------|---------------|--------|--------------------------------|--------|-----------------|------------------------------|--------|--------|
| | | Pay | Base | + Bonus + 10% | Base | + Bonus + 10% | Base | + Bonus + 10% | Base | + \$44.50 + 10% | | | |
| Commander/Captain | 367.50 | by agreement | | | 200.00 | 250.00 | 275.00 | by agreement | | | by agreement | | |
| Commander/Chief Eng | 367.50 | 250.00 | 312.50 | 343.75 | 190.00 | 237.50 | 261.25 | 290.00 | 391.50 | 430.65 | 269.93 | 314.43 | 345.87 |
| LCDR/Chief Officer | 348.00 | 175.00 | 218.75 | 240.63 | 135.00 | 168.75 | 185.63 | 185.00 | 249.75 | 274.73 | 189.93 | 234.43 | 257.87 |
| LCDR/2nd Engineer | 348.00 | 175.00 | 218.75 | 240.63 | 150.00 | 187.50 | 206.25 | 195.00 | 263.25 | 289.58 | 189.93 | 234.43 | 257.87 |
| Lieut/2nd Mate | 297.00 | 145.00 | 181.25 | 199.38 | 115.00 | 143.75 | 158.12 | 145.00 | 195.75 | 215.33 | 164.93 | 209.43 | 230.37 |
| Lieut/3rd Engineer | 274.50 | 145.00 | 181.25 | 199.38 | 115.00 | 143.75 | 158.12 | 170.00 | 229.50 | 252.45 | 164.93 | 209.43 | 230.37 |
| Lieut/Chief Steward | 274.50 | 100.00 | 125.00 | 137.50 | 80.00 | 100.00 | 110.00 | 125.00 | 168.75 | 185.63 | 134.93 | 179.43 | 197.37 |
| Sub-Lieut/Chief RO | 217.50 | 95.00 | 118.75 | 130.62 | 90.00 | 112.50 | 123.75 | | | | 119.93 | 164.43 | 180.87 |
| Sub-Lieut/3rd Mate | 217.50 | 115.00 | 143.75 | 158.12 | 90.00 | 112.50 | 123.75 | 125.00 | 168.75 | 185.63 | 134.93 | 179.43 | 197.37 |
| Sub-Lieut/4th Eng | 217.50 | 115.00 | 143.75 | 158.12 | 90.00 | 112.50 | 123.75 | 140.00 | 189.00 | 207.90 | | | |
| Sub-Lieut/2nd Rd | 217.50 | | | | 75.00 | 93.75 | 103.13 | | | | 106.56 | 151.06 | 166.17 |
| Leading Seaman/BOSUN | 127.50 | 80.00 | 100.00 | 110.00 | 60.00 | 75.00 | 82.50 | 85.00 | 114.75 | 126.23 | 97.43 | 141.93 | 156.17 |
| Able Rating/AB | 118.50 | 65.00 | 81.25 | 89.38 | 52.50 | 65.62 | 72.18 | 65.00 | 87.75 | 96.53 | 89.93 | 134.43 | 147.87 |
| Ordinary Rating/OS | 108.00 | 45.00 | 56.25 | 61.88 | 37.50 | 46.88 | 51.57 | 45.00 | 60.75 | 66.83 | 69.93 | 114.43 | 125.87 |
| Stoker/Fireman | 123.00 | 55.00 | 68.75 | 75.63 | 65.00 | 81.25 | 89.38 | 65.00 | 87.75 | 96.53 | 92.43 | 136.83 | 150.51 |

Notes:

1. Naval allowance for an average family of wife and two children is included. MN POWs were an average of ten years older than serviceman and many had established families.
2. Naval pay is set at one increment after recruitment or promotion.
3. Specialist pay is included for command or navigation where required. Non-substantive pay of 20 cents/day for Leading Seamen, and 15 cents/day for Able and Ordinary ratings is included. The \$15/month overseas gratuity is not included.
4. Naval clothing allowances are not included. Subsistence allowance (an extra when living out) is not included. Substantial rehabilitation and other veteran's benefits are not factored in (see Annex C, p. 18).
5. Merchant Navy (MN) base pay was subject to income tax. Seamen received no pay when they were not on Articles until the Merchant Seamen Manning Pools were formed in 1941. Only those who joined were entitled to base-pay-only while awaiting assignment.
6. The MN bonus was 25% for ships sailing in dangerous waters, with 10% additional bonus for tankers such as the Canadolite. A further 10% (column 3) was payable only to members of the Manning Pools. However, a Manning Pool could require a seaman to join an Allied vessel for which bonuses were not payable (e.g. Polish), and was not seaworthy (e.g. Greek).
7. The ships Canadian Cruiser and Ad Huff were sunk and the Canadolite taken prize by German warships early in 1941. Most crew members survived and were taken prisoner.
8. The 1944 payroll for the Bowness Park illustrates the increases that occurred by 26 June 1944 including the adjustment of "Bonus" to a flat \$44.50. Pay for most Canadian Merchant Navy Prisoners of War was frozen at 1940 levels.

Main Sources: DND pay records, National Archives, Ship's Articles, Civilian War Pensions and Allowances Act.

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