



Ministry
of Defence

Air Command Secretariat
Spitfire Block
Headquarters Air Command
Royal Air Force
High Wycombe
Buckinghamshire
HP14 4U

Ref: FOI2019/06321

[redacted] [by e-mail]
[redacted]

25 June 2019

Dear [redacted]

Thank you for your email of 29 May 2019 requesting the following information:

"Can you please offer information on the number of golden hello's or payment incentives (to rejoiners / new recruits) which have been given out since 2017 to current day. What trades have these financial incentives been assigned to and what financial value were they. Paying specific reference to Air Traffic Control and Pilot."

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information has now been completed, and I can confirm that information in scope of your request is held.

With regard to Air Traffic Control, there are no Golden Hellos or Financial Incentives offered to this trade and branch.

Turning to the Pilot branch, there are no Golden Hellos or Financial Incentives offered to new entrants. However, there is a Professional Aviator Spine (PAS) Transfer Bounty of £20,000 potentially available to Flight Lieutenants who re-join. Please note that this offer is not automatically paid on re-joining and is conditional on individuals being assessed as meeting the required eligibility to be transferred to the PAS, as well as completing the required training at the appropriate Operational Conversion Unit when individuals re-join the Royal Air Force.

The number of Pilot re-joiners in receipt of the PAS Transfer Bounty are as follows:

2017	2018	2019 (to current date)
~	-	-

In accordance with the Data Protection Act and our obligation in relation to the protection of confidentiality when handling personal data, a "~" denotes a number less than or equal to five but more than zero, and "-" denotes a zero.

Please note that it is not mandatory to record the number of re-joiners in receipt of the PAS Transfer Bounty. Re-joiner data is recorded as a 'side note' in a register utilised for a different purpose. Therefore, there is no guarantee the data is accurate.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact us in the first instance at the address above. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,

Air Command Secretariat