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See Distribution

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AVIATION CREWMAN SPECIALIST PAY

References:

- A. The Army Pay Warrant 1964.
- B. JSP 754 – Tri-Service Regulations for Pay and Charges.
- C. Armed Forces pay Review Body (AFPRB) 36th Report – 2007.

1. As you are already aware, the introduction of JPA has revealed a number of Specialist Pay (SP) anomalies. It would appear that one such anomaly exists regarding Aviation Crewmen. With effect from 1 Apr 07, all AAC Aviation Crewmen will be paid Non-Continuous SP¹. It was understood that the 3-tier system of Aircrewman Pay had been phased out when the Aircrewman Observer and Gunner CEGs became obsolete. On this basis, the change to Non-Continuous SP represented a considerable enhancement over the extant Completion of Task Based² (CTB) SP. However, it has come to light that a number of individuals are currently in receipt of the 3-tier system of Aircrewman Pay. To them this change could represent a significant reduction in SP.

2. Ref A³ has been the relevant authority on SP regulations until 31 Mar 07, when it was superseded by Ref B⁴. Neither document is completely clear regarding the appropriate rates of pay for Aviation Crewmen in the AAC⁵. In particular, Ref B is out of date in referring to Aircrewmen, a trade now obsolete in the AAC.

3. Ref C gives the rates of pay for the period 1 Apr 07 – 31 Mar 08. According to this document, there are a number of types of crewman pay. The two relevant to the Army are:

a. RN/RM, Army and RAF aircrewmen:

- Initial rate: £6.77
- Middle rate: £14.09
- Top rate: £18.58

¹ Non-Continuous rates of SP is paid every day for the duration of an individual's posting to an SP appointment.

² Completion of Task Based SP is only paid on the days that an individual acts as an Aviation Crewman.

³ Para 481 and Annex C.

⁴ Para 06.1708 *et seq.*

⁵ An amendment will in due course be made to Ref B to clarify the policy.

- b. Flying crew pay (RN), crew pay (RAF), Joint Helicopter Support Unit helicopter crew pay. Flat rate of £4.50 per day.

Aviation Crewmen are categorised as Flying Crew and not as Aircrew since they are on the Groundcrew CEG and are not intended to serve a full career in the air. Therefore they should be in receipt of the flat rate shown at b. above. After all, it would seem wholly unfair that an Aviation Crewman, qualified after a relatively short course⁶, should be on the same rate of pay as a Pilot of similar experience⁷. The RN and RAF Rearcrew courses last approximately 12 months. It is, therefore understandable that they receive similar rates to Pilots.

4. This is clearly an emotive issue that requires early resolution. We need to ensure that all Aviation Crewmen are paid at the correct rate and that there is an appropriate measure of commonality across Defence. To that end, SO1 G1 met with PS10 earlier this week for initial discussions in order to gain a better understanding of both the background to the appropriate policies and the wider Defence perspective. This work is ongoing.

5. I would be grateful for some assistance from you as follows:

- a. We clearly need to scope the problem. Please let SO1 G1 know as soon as possible the type and rate of SP that your Aviation Crewmen were on prior to 31 Mar 07.

- b. Most importantly, please ensure that all your Aviation Crewmen are properly briefed that we are doing all we can to resolve this issue in a fair and equitable manner. I know you will understand that I cannot, at this stage, give you any timelines, but I will keep you informed on progress.

For DAAvn

⁶ Module 1 (the part of the course common to all Aviation Crewmen) is just 4 weeks long. The length of subsequent modules is dependent on role.

⁷ P2 Pilot rates of pay are similar to the rates given at Para 3a above.

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