



Regimental Headquarters Army Air Corps

Middle Wallop, Stockbridge, Hampshire SO20 8DY

Telephone (Direct Dialling)

Fax

From the Regimental Colonel

All Army Pilots

Ladies and Gentlemen

CONCERNS OVER FLYING PAY

Many of you will be aware of some frustration surrounding Flying Pay, in particular the rules surrounding the rate at which Army aircrew have advanced from one level to the next. Since 2008, these rules have been simplified substantially by the removal of the P2 category but, prior to this, the rules have been confusing and have been applied inconsistently. The result is that some individuals, graduating from APCs prior to 2008, have been advantaged in comparison to their peers.

There is, in some parts of the Corps, a swell of opinion that no-one is listening, and that this issue is not being resolved. Let me first reassure you that this is not the case. I and my headquarter staff are aware of it, have been trying to ascertain the scale of the problem (no easy task) and have been in discussion with those who make decisions on pay about how to tackle the problem. Two factors apply here: this is a complicated and widely spread anomaly, and amongst the broad range of critical issues facing the Corps and the Army, it is not the highest priority for the 2 staff officers in the HQ who deal with personnel issues. As soldiers who daily make decisions based on effective prioritisation, you will understand this. You may not like it, but you will understand. And while some people may have been paid insufficient amounts, the bulk of the complaints focus on the perception that 'others' have been paid too much and have been advantaged in relation to those paid correctly.

While it is reasonable to expect fair treatment across the board, my priority will be to ensure that no-one has been disadvantaged through being paid too little with respect to the accurate application of the rules. This in itself will take time to realise. In parallel, it will be necessary to determine precisely which individuals have been incorrectly paid (requiring reference to historic pay details, log books, and other material) and then determine what corrective action needs to be taken. There will be no simple fix to this.

I shall be arguing that, in the absence of evidence of deliberate extortion, knowing falsification of data, or deviation from previously issued AAC direction, there should be no case for taking any action to recover from, or reduce flying pay rates for, any individual. Indeed many who may have been affected will have already retired, and it would be unreasonable (and/or impossible) to take action in these cases. This is a debate that is still to play out. I am acutely conscious that the issue adds uncertainty to an already uncertain environment, but I'm afraid that we will all continue to have to live with that situation for the time being.

Your pay staff has details of what rules should have been applied. Once we have agreement with PS10, pay staff will need to undertake detailed and individual staff checks to confirm your status. Once complete, I will be able to provide confirmation of what further action will be taken.