



**Headquarters Director Army Aviation
Middle Wallop, Stockbridge, Hants,
SO20 8DY**

Telephone:
Fax:

Military Network
Email:



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See Distribution

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FLYING PAY – TRANSITION TO P1 PILOT STATUS

References:

- A. The Army Pay Warrant 1964.
- B. JSP 754 – Tri-Service Regulations for Pay and Charges.

1. The rules for transition to P1 rates of flying pay, detailed in Ref A, have been interpreted in an inconsistent manner across the Corps for some time. Due to one interpretation of the wording within Ref A, compounded by historical precedence, errors have been made when pilots have achieved aircraft commander status and have transitioned from P2 to P1 rates of pay. The purpose of this letter is to clarify the policy and explain the corrective action that will shortly be taken.

2. In the past, some personnel have moved onto P1 Pilot (Middle) rates based on their qualification date as a pilot, rather than completion of 4 years in either P2 Pilot (Middle) or P1 Pilot (Initial) brackets. SP Pol has clarified the policy in JSP 754, which supersedes Ref A and any interim interpretations. A copy of the relevant extract is at Annex A. Annex B shows how the correct interpretation of the policy compares with the previous interpretation for various transitions to P1.

3. On the introduction of JPA, the anomaly will be rectified. The 3 principles being applied are:

- a. There is to be no retrospective corrective action (i.e. no recovery action.)
- b. No one will take a drop in the rate of flying pay they receive.
- c. There is to be no through career advantage.

4. Although no-one will drop down a band of flying pay, some individuals may in future have longer to wait than previously expected to achieve the next higher rate of flying pay. The enclosed spreadsheets show the corrected flying pay positions for all pilots in the Initial, Middle and Top brackets for P1 rates of pay¹. Those on enhanced rates will be unaffected. You are asked to:

¹ Column K shows the due date for progression to the next band of flying pay. Individuals annotated RRRP signify those who (without these reserve rights) would have dropped a band.

- a. Disseminate this information to all of your officer and soldier aircrew.
- b. Notify any discrepancies in a consolidated list as soon as possible to enable accurate corrective action to be taken.

5. As a separate piece of work, HQ DAAvn and PS10 are reviewing the policy by which pilots progress from P2 to P1 rates of pay and this is scheduled as an issue for the AFPRB in 08. The result of this work will be promulgated in due course.

Lt Col
For DAAvn

Annexes:

- A. JSP 754 - Relevant Extract Regarding Flying Pay Progression.
- B. Impact of Correct Implementation of Flying Pay Policy.

Enclosures:

1. List of Officers and Soldiers on P1 Pilot (Initial) rates.
2. List of Officers and Soldiers on P1 Pilot (Middle) rates.
3. List of Officers and Soldiers on P1 Pilot (Top) rates.

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JSP 754 – RELEVANT EXTRACT REGARDING FLYING PAY PROGRESSION

06.1707. RM/Army - Transition to P1 Pilot status. On attainment of aircraft commander status, RM and Army P2 Pilots will transition to the P1 scale, as follows:

- a. Pilots on P2 Initial rate will transition to the P1 Initial Rate with zero seniority in this new rate, i.e. they will then have to serve 4 years on P1 Initial rate before elevation to P1 Middle rate.
- b. Pilots on the P2 Middle rate with less than 4 full years seniority on P2 Middle rate will remain on the P2 Middle rate until they complete 4 full years on that rate, before transitioning to the P1 Middle Rate (with zero seniority in this new rate).
- c. Pilots on the P2 Middle rate with 4 full years or more seniority on P2 Middle rate will transition immediately to the P1 Middle Rate (with zero seniority in this new rate).
- d. Pilots on the P2 Top rate will transition immediately to the P1 Middle Rate (with zero seniority in this new rate).

IMPACT OF CORRECT IMPLEMENTATION OF FLYING PAY POLICY

Ser	Transition	Previous interpretation of the Policy	Correct Interpretation of the Policy
1.	ORs and Officers: P2 (Initial) to P1 (Initial).	Some individuals are moving up to P1 (Middle) 4 years after their P2 (Initial) qualification date.	They should move up to P1 (Middle) after 4 years on the P1 (Initial) rate.
2.	ORs Only: P2 (Middle) (with less than 1 year on P2 (Middle) but with the mandatory 3 years at P2 (Initial) to P1 (Middle).	Some individuals are correctly remaining on P2 (Middle), but incorrectly moving onto P1 (Middle) on the 4 th anniversary of their P2 (Initial) date.	They should remain on P2 (Middle) until the 4 th anniversary of their P2 (Middle) date and then move straight to P1 (Middle).
3.	ORs Only: P2 (Middle) to P1 (Middle) (with more than 1 year on P2 (Middle) plus the mandatory 3 years at P2 (Initial).	Some individuals are incorrectly moving straight to P1 (Middle) because they have 4 or more years from their P2 (Initial) qualification date.	They should remain on P2 (Middle) until the 4 th anniversary of their P2 (Middle) date and then move straight to P1 (Middle).
4.	Officers Only: P2 (Middle) to P1 (Middle).	Some individuals are moving straight to P1 (Middle) because they have 4 or more years from their P2 (Initial) qualification date.	They should remain on P2 (Middle) until the 4 th anniversary of their P2 (Middle) date and then move straight to P1 (Middle).