

**From:**

**Sent:** 05 June 2015 08:10

**To:**

**Cc:**

**Subject:** 20150605-RRP(F)-RECOVERY-CAAC\_OS

**Importance:** High

**Attachments:** 20150601-RRP(F)\_Recovery\_Action\_Col AAC-OS.doc

## **THE OVERPAYMENT OF RECRUITING AND RETENTION PAY (FLYING) TO ARMY PILOTS**

### **ISSUE**

The erroneous overpayment of circa £829K Recruiting and Retention Pay (Flying) (RRP(F)) to a cohort of serving helicopter pilots and retired pilots since 2007.

### **BACKGROUND**

Prior to the joint harmonisation of RRP(F) in April 2008, Army pilots had their flying pay differentiated between P2 Pilot and P1 Aircraft Commander according to experience and suitability. The rules for transition between the associated rates of flying pay were complicated and contradictory, resulting in inconsistent interpretation of RRP(F) policy by RAOs, HQ DAAvn and DBS (then SPVA) over many years. In March 2012, D Pers Admin (then DSPS(A)) was tasked to investigate the issue and provided sufficient evidence of further inconsistencies in the application of RRP(F). HQ AAC then directed a 100% audit of RRP(F) for all 606 serving pilots and a representative sample of the 315 pilots who had retired since Apr 07. There is now assurance that all serving Army and former Army Pilots are receiving the correct rate of RRP(F) and that effective management processes - and assurance oversight - are in place that will prevent any future recurrence of overpayment in RRP(F).

### **ACTION**

Comds SPS are to ensure that RAOs and Pers Admin staff in units with AAC personnel are informed of the latest communication (attached and email below) from AAC RHQ, which has been promulgated through the AAC CoC. Further direction will be issued by D Pers Admin once the necessary information has been provided by DBS to enable Pers Admin staff to brief individuals, this is expected to be delivered by Fri 12 Jun. In the interim, RAOs are to be made aware of the following impact on individuals and the support that they are to provide:

- **Personnel who are not terminating their service.** Personnel who are not terminating their service are unaffected by the recent decision. RRP(F) overpayment debts will remain suspended until a decision is taken and promulgated to commence recovery action.
- **Personnel with RRP(F) overpayments debts who have terminated their service.** Personnel with RRP(F) overpayments debts who have terminated their service and are in the process of discharging from the Army will have their debt recovered on discharge as part of the termination process. Individuals must then contact (with appropriate signposting and guidance from their RAOs/Pers Admin staff) DBS Debt Management Section to discuss whether their overpayment debts should be recovered from terminal benefits or from their final salary, they will also be given the opportunity to object to recovery in accordance with

JSP 754 Chap 2 Sect 6. Affected personnel will be provided with a comprehensive breakdown of their debt by their unit Pers Admin staff prior to their discharge – to follow.

- **Personnel with RRP(F) overpayments who have discharged from the Army.** DBS Debt Management Section will inform personnel who have discharged from the Army with an outstanding public debt that recovery action will now take place and each will be advised on the rates and methods of repayment. Individuals will be given the opportunity to object to recovery in accordance with JSP 754 Chap 2 Sect 6.
- **Objections to recovery, individual appeals and casework** based on tangible<sup>[2]</sup> additional information pertaining to individual circumstances should be directed to DBS for consideration on a case-by-case basis. RAOs/Pers Admin staff are to offer advice and deliver the necessary support to affected personnel, as per JSP 754 Chap 2 Sect 6.
- **Service Complaints** cannot be submitted until such time as the DBS Appeal process has been exhausted.

**POC**

Regards,

1D Pers Admin|Army Headquarters, Ramillies  
Building, IDL 412, Marlborough Lines, Monxton Road, ANDOVER, SP11 8HJ Mil:  
{Civilian: | DII(F):

**From:**  
**Sent:** 01 June 2015 17:04  
**To:**

**Cc:**

**Subject:** 20150601-RRP(F)-RECOVERY-CAAC\_OS  
**Importance:** High

Team,

You will all be aware of the history of the RRP(F) overpayment issue. As described by my predecessor in the 21 Apr 15 Corps update, a decision on the write off, or recovery of that RRP(F) debt had not been promulgated by Army HQ up to that date.

**That situation has now changed.**

- From Feb 15, Defence Business Services (DBS) started recovery of RRP(F) debt

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from those service personnel discharging from the Army, but without informing this HQ or the chain of command, and without informing the individuals that the recovery action would take place.

- D Pers has now confirmed that:
  - **Personnel not terminating their service.** For those serving aircrew not terminating their service, recovery of RRP(F) overpayment debt will remain suspended until a decision is taken and promulgated to commence recovery action. **No change.**
  - **Personnel who have terminated their service.** Personnel with RRP(F) overpayments debts, who have terminated their service and are in the process of discharging from the Army will be informed by DBS through their SPS chain of command, that their debt will be recovered on discharge as part of the termination process.
  - **Personnel with RRP(F) overpayments who have discharged from the Army.** DBS Debt Management Section will inform personnel who have discharged from the Army with an outstanding public debt that recovery action will now take place and each will be advised on the rates and methods of repayment.

The detail behind the change, and the action required by the Chain of Command is contained in the attached letter. The message to those still serving has not changed, other than they will now see the RRP(F) debt being recovered from their colleagues who have either left or are about to leave. As always stated, individuals should make provision for that debt recovery, should that decision be taken. For those that have served notice to terminate, and fall into the RRP(F) debt cohort, careful management by the Chain of Command (SPS backed up by AAC) will be required. The POC in this HQ is Maj

A list of those affected who have served their notice will follow this letter, to enable you to manage your people. I would advise you to grab your RAO in the first instance to ensure a coherent message.

This is unwelcome news for those affected. The issue has been hanging over that cohort for some time and this decision now gives clarity on the situation for some. I would also stress that this is a Pers Admin issue and it will be administered through that chain. The reason I am sending you this letter is to ensure that as Commanders of Army Air Corps officers and soldiers, you are armed with the facts so that you can lead our people through the process.

Thank you

**Colonel**

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 Mil:                      Civ:                      Mob:  
 E Mail:

<sup>[2]</sup> Email correspondence, Phone call records, letters etc.