
Section 7 - Specialist Pay

General

- 211.** Specialist pay shall be granted to officers and under the conditions laid down in Articles **219** to **234C**, and at the rates as outlined at Annex C. It shall be issued only for those days for which full pay is received. None of the forms of specialist pay specified in Articles **221** to **230** shall be drawn concurrently with any other form of specialist pay specified in these articles, with the following exception: specialist pay issued under Article 223 may be issued concurrently with specialist pay admissible under either Articles 229, 229A or 230.
- a. Unless otherwise specified in the relevant Article, Specialist pay under Articles **221** to **234C** shall be admissible from the date of posting to an appointment for which it is granted.
 - b. It shall continue to be admissible:
 - (i) During periods of approved leave and while on courses, provided that the officer is not struck off the strength of the unit, and subject to sub para (2) below, during normal terminal leave if it was in issue on the day immediately preceding such leave.
 - (ii) During absence from duty through sickness or injury, other than that arising from reasons within the officer's control, and during invaliding and terminal leave, for a period not exceeding 91 days from date of cessation of duty. If, within the period of 91 days, the officer joins for duty in an appointment or with a unit for which the specialist pay has not been approved, it shall cease immediately in accordance with sub para c below.
 - c. Specialist Pay shall cease to be admissible in the event of absence from duty for reasons within the officer's control, or on being posted, for any reason, to an appointment or a unit for which the specialist pay has not been approved.

212 – 218. *Reserved.*

General Medical and General Dental Practitioner Trainer Pay

219. All Specialist pay for medical and dental officers shall be referred to at Articles 750-760.

220. *Reserved.*

Flying Pay for Army Pilots, Flying Instructors and Maintenance Pilots

- 221.**
- a. *Rates.* The daily rates of Flying Pay (FP) shall be as outlined at Annex C – Table 1.
 - b. *Entitlement to FP.* FP at the authorised rates shall be payable to Army Air Corps and other qualified Army pilots and flying instructors, who may not be members of the Army Air Corps permanent cadre, subject to the following criteria:

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- (i) *Army Air Corps Officers.* Specialist pay will be admissible whenever the officer fills a post annotated 'ph' (pilot helicopter) LSN Labelling on the establishment, including during periods of approved leave and courses. When not filling such an annotated post, sub paragraph f applies.
 - (ii) *Army Pilots, Flying Instructors and Maintenance Pilots other than officers of the permanent cadre of the Army Air Corps.* A qualified Service pilot serving in a flying appointment or in an established staff or technical appointment tied to the Army Air Corps will be eligible for flying pay provided that his/her post is annotated "ph" on the establishment.
- c. *Commencement of FP.* For pilots entering flying training after 1 Apr 03, eligibility for FP will commence from the successful completion of Conversion-to-Type (CTT) training. This date is recorded in flying logbooks. For personnel who commenced flying training prior to 01 Apr 03, the FP qualifying date is the date of the award of the Army Flying Badge (wings).
- d. *Progression up FP Rates.* Movement up the rates of FP is in accordance with the table outlined below:

Category	Rate	Criteria
Brig	OF 6 single rate	On Appt
Col	On Appt	On Appt
	After 2 yrs	After 2 years on the preceding rate
	After 4 yrs	After 2 years on the preceding rate
	After 6 yrs	After 2 years on the preceding rate
	After 8 yrs	After 2 years on the preceding rate
Lt Col	On Appt	On Appt
	After 6 yrs	After 6 years on the preceding rate
	After 8 yrs	After 2 years on the preceding rate
Aircraft Commander (P1) Up to and including the rank of Maj	Initial Rate	On qualification as a/c comd
	Middle Rate	After 4 years on the preceding rate
	Top Rate	After 4 years on the preceding rate
	Enhanced Rate	After 4 years on the preceding rate
Pilot (P2) ⁴³	Initial Rate	On completion of CTT

- (i) An aircraft commander (P1) can only move between middle, top and enhanced rates of FP after the requisite total amount of productive aircrew service has been reached:
 - (a) Middle Rate – 4 years
 - (b) Top Rate – 8 Years
 - (c) Enhanced rate – 12 years.

⁴³ Officer Pilots who are not qualified as aircraft commanders receive the Army NCO pilot (P2) rate until they achieve aircraft commander (P1) status.

- e. *Premature Voluntary Release.* An officer who applies for Premature Voluntary Retirement (PVR), or gives notice, before their 16 years reckonable service point whilst in receipt of the Middle, Top or Enhanced rate of Flying Pay, will be required to revert to the preceding (i.e. Initial, Middle or Top) rate from the date of their application to PVR / give notice. Officers who have served more than 16 years will not revert to a lower rate of flying pay upon PVR. Withdrawal of the application to PVR or give notice will lead to the reimbursement of any Flying Pay forfeited as a result of the original application.
- f. *Reserve Band Arrangements for FP.* A Reserve Band (RB) mechanism for FP applies to Army Air Corps cap badged personnel only⁴⁴ when they cease to occupy a 'ph' annotated post. Officers will continue to receive their full rate of FP until they have completed 3 consecutive years in non-'ph' annotated appointments. At this point Officers transition to the Reserve Band rate, as per Annex C – Table 1, which corresponds to the FP rate in issue at the time of transition. Upon returning to flying duty, Officers return to the full rate of FP. Time spent on Reserve Band rates does not count as qualifying time towards incremental progression of FP rate.
- g. *Cessation of Flying Pay.* Flying pay shall cease for an officer who:
- (i) Is grounded for administrative or disciplinary reasons; from the date of grounding.
 - (ii) Fails to maintain a proper standard of efficiency in the duties for which flying pay is in issue; from the date of such failure.
 - (iii) Transfers from the Army Air Corps to another Regiment or Corps, and does not fill a post that is annotated "ph" on the establishment: from the date of transfer or from the date that he vacates a flying or ph annotated appointment, whichever is the later.

222. *Reserved*

Parachute Pay

- 223.** a. *General.* The daily rates of parachute pay shall be as outlined at Annex C – Table 2. Parachute pay shall be payable while occupying an annotated parachute post on the establishment of a parachute unit, and remaining liable for parachute duties.
- b. *Training period.* Parachute pay will not be issued during the period of training. On successful completion of the Basic Parachute Course at Parachute Training School, Basic level Parachute Pay will be awarded by the CO of the parent unit, back dated to the beginning of training.

⁴⁴ Non-AAC cap badged pilots cease to be eligible for FP immediately upon vacating a 'ph' appointment.

RATES EFFECTIVE FROM 1 APRIL 2005 TO 31 MARCH 2006(£)**TABLE 1: FLYING PAY (¹²⁹)**

<i>Officer aircrew (trained)</i>		Regular Rates		Reserve Band 75% (¹³⁰)	
		DAILY	ANNUAL	DAILY	ANNUAL
Major & below(¹³¹)	Initial Rate	12.17	4,442.05		
	Middle Rate(¹³²)	20.65	7,537.25		
	Top Rate(4)	32.83	11,982.95	24.62	8,986.30
Pilots Major & below(3)	Enhanced Rate(¹³³)	38.65	14,107.25	28.99	10,581.35
Navigators & Observers Major & below	Enhanced Rate(¹³⁴)	36.53	13,333.45	27.40	10,001.00
Lieutenant Colonel (3)	On appointment	33.89	12,369.85	25.42	9,278.30
	After 6 years in rank	31.77	11,596.05	23.83	8,697.95
	After 8 years in rank	29.64	10,818.60	22.23	8,113.95
Colonel (3)	On appointment	25.95	9,471.75	19.46	7,102.90
	After 2 years in rank	24.35	8,887.75	18.26	6,664.90
	After 4 years in rank	22.76	8,307.40	17.07	6,230.55
	After 6 years in rank	20.12	7,343.80	15.09	5,507.85
	After 8 years in rank	17.47	6,376.55	13.10	4,781.50
Brigadier (3)		10.59	3,865.35	7.94	2,898.10
<i>Non-commissioned aircrew (trained)</i>					
Army NCO pilots qualified Aircraft Commander	Initial Rate	12.17	4,442.05		
	Middle Rate(¹³⁵)	20.65	7,537.25		
	Top Rate(7)	32.83	11,982.95	24.62	8,986.30
	Enhanced Rate(¹³⁶)	38.65	14,107.25	28.99	10,581.35
Army NCO pilots (¹³⁷)	Initial Rate	6.36	2,321.40		
	Middle Rate(¹³⁸)	13.76	5,022.40		
	Top Rate(¹³⁹)	16.41	5,989.65	12.31	4,493.15
Army NCA	Initial Rate	6.36	2,321.40		
	Middle Rate(10)	13.24	4,832.60		
	Top Rate(11)	17.47	6,376.55	13.10	4,781.50
RLC air despatch pay (¹⁴⁰)	Lower Rate	4.23	1,543.95		
	Higher Rate(7)	6.88	2,511.20		
Joint Helicopter Support Unit (JHSU) (¹⁴¹) helicopter crew pay (Army)		4.23	1,543.95		

¹²⁹ Flying Pay is not payable to personnel on the Professional Aviator Pay Spine. Flying Pay is to commence on the date when aircrew successfully complete "operational aircraft type training"; defined as Conversion-to-Type. The date of successful completion of OCU/Conversion-to-Type training is recorded in Flying Logbooks and is to be the first day on which aircrew will qualify for Flying Pay.

¹³⁰ Rates apply to personnel with more than 3 consecutive years in non flying-related appointments.

¹³¹ Officer pilots in the Army not qualified as Aircraft Commanders receive the Army NCO pilots rate of Flying Pay..

¹³² After 4 years on the preceding rate.

¹³³ Payable only to pilots who have received the top rate of Flying Pay for 4 years.

¹³⁴ Payable only to Weapon Systems Officers(WSO) and observers in the ranks of major and below who have received the top rate of Flying Pay for 4 years.

¹³⁵ After 4 years on the preceding rate.

¹³⁶ Payable only to pilots who have received the top rate of Flying Pay for 4 years.

¹³⁷ Army pilots not qualified as aircraft commanders

¹³⁸ After 9 years' total service, subject to a minimum of 3 years' aircrew service.

¹³⁹ After 18 years' reckonable service

¹⁴⁰ Also payable while under training.

¹⁴¹ Formerly known as Royal Logistic Corps Helicopter Crew Pay.