

D/DSPS(A)/1000

24 Jan 07

DAG (through DSPS(A))

## **FLYING PAY – TRANSITION FROM P2 PILOT TO P1 AIRCRAFT COMMANDER STATUS**

### References:

- A. The Army Pay Warrant 1964.
- B. D/DPS(A)/4/25/PS10(A) dated 27 Jun 01.
- C. JSP 754 – Tri-Service Regulations for Pay and Charges.

### Issue

1. The rules for transition between rates of flying pay, for a P2 Pilot who qualifies as a P1 Aircraft Commander, are detailed in Reference A. They are complicated and as a result they have been poorly and inconsistently interpreted and applied for some years. Clarity was sought as a result of the case presented at Reference B, which subsequently established a precedent. The rules were re-written in Reference C for JPA. JPA will automate these rules based on Reference C and this will mean that some personnel will take a drop in their rate of flying pay on transition to JPA.

2. The affected population is P1 Aircraft Commanders (approximately 524 personnel). Not all of those affected will see a change to their rate of flying pay. Due to the complexity of the problem, the true figure will not be established until manual migration work is conducted<sup>1</sup>.

### Recommendations

3. It is recommended that DAG supports the following approach:

That the application of Reference C is a policy change to the existing rules for transition from P2 Pilot to P1 Aircraft Commander rates of flying pay, which is to be applied from 1 Apr 07.

4. It is further recommended that DAG notes the following:

a. JPA will place some individuals on a lower rate of Specialist Pay (Flying) with effect from 1 Apr 07, based on the rules in Reference C<sup>2</sup>.

b. DAAvn is fully aware of the situation and has alerted personnel that some will see a change in their flying pay on transition to JPA. DAAvn has previously intimated that adjusting individual rates of flying pay on transition to JPA is palatable.

c. Transition to JPA involves complex manual manipulation of data and this is the point at which the anomalies in individual rates of flying pay will become obvious. The activity period is Feb 07 and individuals will be notified by the end of Feb 07 of their new rate of flying pay.

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<sup>1</sup> Manual migration is scheduled for Feb 07.

<sup>2</sup> Line agreed by PS10 (A) and DAAvn.

## Timing

5. The change will be implemented on JPA and individuals will be notified of their new rate of pay in Feb 07.

## Background

6. The policy regarding Flying Pay is poorly articulated in Reference A and has been inconsistently interpreted for many years. The time line is as follows:

Jun 2001 – DAAvn requested policy guidance on the transition from P2 (Middle) to P1 rates of flying pay. PS10(A) provided policy guidance, which was based on the assumption that time spent at P2 and P1 counted towards progression up the P1 spine. **Comment: This interpretation had been accepted for some time before 2001.**

Jan 2002 – DAAvn sought to clarify the rules and standardise interpretation of the transition rules because units were interpreting the policy inconsistently. Until 2003, units were responsible for publishing effective dates for personnel to move between rates of Flying Pay and it was these rules which were applied inconsistently giving rise to the current situation. **Comment: DAAvn gave direction to units that personnel should move to Middle rates after 4 years, Top rates after 8 years and Enhanced Rate after 12 years.**

2003 – Concurrently with the introduction of the Pilot Employment Stream (Army), the process for delivering flying pay was automated and standardised. The interpretation issues were discussed by DAAvn, AFPAA, PS10 (A) and DSPPS (A) and the specification for automating the rules was agreed<sup>3</sup>.

Feb 2006 – Following a unit query the automated rules were reviewed again. The result was the changes promulgated in Reference C. **Comment: The subsequent request for clarification, so that the pay system could be changed, drew attention to the difference between the rules being applied and the rules as written in References A and B.**

7. Annex A explains how personnel are affected and the impact on transition to JPA.

Annex:

A. How Personnel are Affected and the Impact of Transition to JPA.

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<sup>3</sup> A factor used in agreeing the rules was the precedent set in 2001 – Reference B.

**HOW PERSONNEL ARE AFFECTED AND THE IMPACT OF TRANSITION TO JPA**

References:

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

**P1 (Initial) – approximately 63 personnel**

- These personnel are on the same rate of flying pay under both References. However, under Reference A they would progress to P1 (Middle) rate early. On transition to JPA these personnel will progress to P1 (Middle) rate later.

**P1 (Middle) – approximately 133 personnel:**

- Personnel who moved from P1 (Initial) to P1 (Middle):
  - Some are on a higher rate of flying pay under Reference A because they have moved onto P1 (Middle) earlier. On transition to JPA these personnel will take a drop in flying pay from £21.27 to £12.54.
  - Some are now on the same rate of flying pay under both References because they have been qualified at P1 for 4 or more years, however, under Reference A they would progress to P1 (Top) early. On transition to JPA these personnel will progress to P1 (Top) rate later.
- Personnel who moved from P2 (Initial), with 4 years seniority at that rate, to P1 (Middle):
  - Some are on a higher rate of flying pay under Reference A because under Reference B they would have moved to P1 (Initial) and remained there for 4 years. On transition to JPA these personnel will take a drop in flying pay from £21.27 to £12.54.
  - Some are now on the same rate of flying pay under both References, because they have been qualified at P1 for 4 or more years, but under Reference A they would progress to P1 (Top) early. On transition to JPA these personnel will progress to P1 (Top) rate later.
- Personnel who moved from P2 (Middle), with less than 4 years seniority at that rate, to P1 (Middle):
  - Some are on a higher rate of flying pay under Reference A because under Reference B they would have remained on P2 (Middle) until they had 4 years in receipt of that rate before transitioning to P1 (Middle). On transition to JPA these personnel will take a drop in flying pay from £21.27 to £14.17.
  - Some are now on the same rate of flying pay under both References because 4 years have passed since the first date they received P2 (Middle), but under Reference A they would progress to P1 (Top) early. On transition to JPA these personnel will progress to P1 (Top) rate later.
- Personnel who moved from P2 (Middle), with 4 years seniority at that rate, or P2 (Top) to P1 (Middle) are on the correct rate of flying pay.

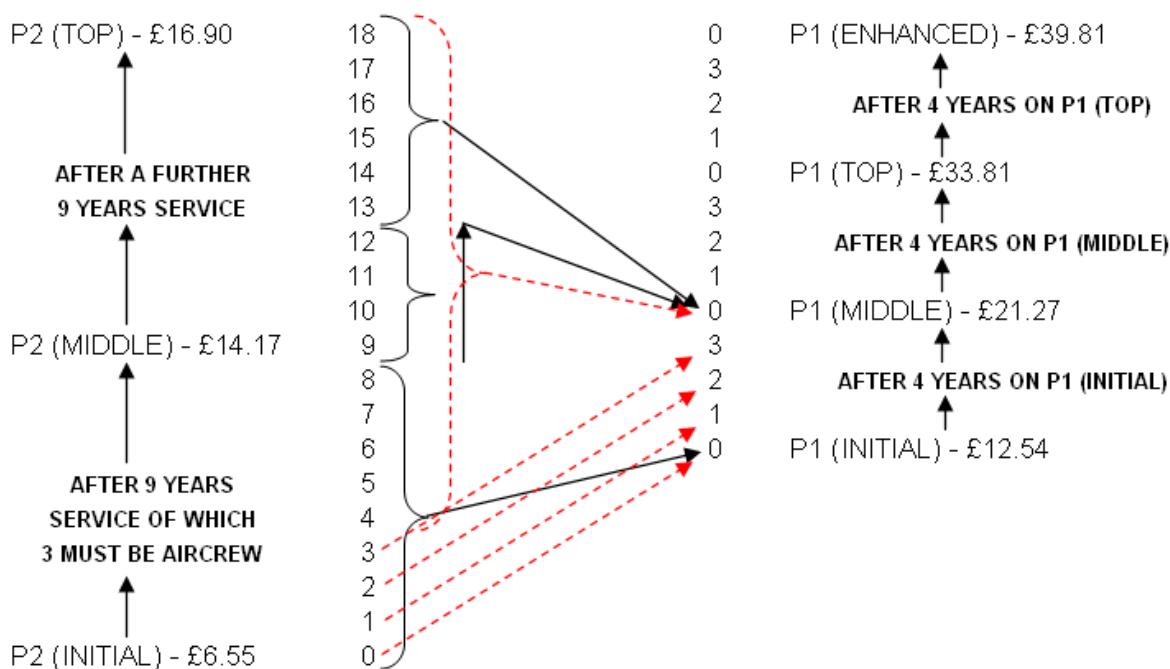
**P1 (Top) – approximately 161 personnel**

- Of those who transitioned to P1 (Middle) early under Reference A:
  - Some are on a higher rate of flying pay. On transition to JPA these personnel will take a drop in flying pay from £33.81 to £21.27.
  - Some are now on the same rate of flying pay despite moving to P1 (Middle) early because they have been qualified at P1 for 8 or more years, but under Reference A they would progress to P1 (Enhanced) early. On transition to JPA these personnel will progress to P1 (Enhanced) rate later.

**P1 (Enhanced) – approximately 167 personnel**

- Of those who transitioned to P1 (Middle) early under Reference A:
  - Some are on a higher rate of flying pay under Reference A. On transition to JPA these personnel will take a drop in flying pay from £39.81 to £33.81.
  - Some are now on the same rate of flying pay under both References because they have been qualified at P1 for 12 or more years. These personnel will not be affected by the transition to JPA.

A comparison of the applied rules and the rules in Reference B is shown below:



The rules in JSP 754 are shown in **Black**  
 The rules currently applied are shown in **Red**