

20 Aug 2013

EVOLUTION OF ARMY FLYING PAY FROM MID 80S TO PRESENT DAY

Date	Flying Pay scheme/amendment	Remarks
1986	Advent of P2 (pilot) / P1 (Ac Comd) scheme.	Prior to this aircrew were paid at Ac Comd (P1) rates only. Incorporates the 3 yr/9 yr rule to reflect previous service (NCO aircrew only).
21 Jan 02	HQ DAAvn produces letter ¹ attempting to explain the nuances of SP(F) rules and regs.	This letter details incorrectly the transition to 'P1 Mid' as a combination of 4 years flying (including observer/P2). Potentially the first point that SP(F) was understood to be administered incorrectly and appears to have become SOP for some units.
2003	PES(A) introduced.	Eligibility from IPP +5 years.
1 Apr 03	Aircrew commencing flying training before this date eligible for SP(F) from 'Wings', those commencing after this date eligible from end of CTT.	
2006	DSPS(A) engages ² with DAAvn to clarify SP(F) procs.	Confirms widespread misunderstanding and misapplication of SP(F) procs since 'at least 2001'.
1 Mar 07	HQ DAAvn communicates the intention ³ that JPA will prevent further misapplication of SP(F) regs IAW 3 principles to protect aircrew from recovery action/pay reduction at this time .	Anecdotal evidence leads to the conclusion that this letter was not widely distributed/understood by the CoC. It must be noted that future misapplications are not covered by this non-recovery rule.
1 Apr 07	Army pay transitions to JPA.	167 aircrew identified for 'mark time' rates of pay ⁴ to prevent further overpayments. It is understood now that this was not programmed into JPA.
12 Jun 07	PES(A) eligibility amended ⁵ to aircrew at IPP.	
1 Apr 08	SP(F) harmonisation.	All aircrew eligible for SP(F) from completion of CTT. P2 aircrew migrate under transitional rules ⁶ .
1 Apr 12	Reserve Band (RB) rules amended to 2 years at 100% of the applicable rate, 3 rd year at 50%, 4 th year onwards 0%.	RB formerly 3 years at 100%, 4 th year 75%, 5 year 50%, 6 th year 25%, 7 th year onwards 0%.

¹ D/AAvn/31/2 dated 21 Jan 02.

² D/DSPS(A)/1000 dated 28 Sep 06.

³ D/AAvn/31/003 dated 1 Mar 07.

⁴ Reserve Rights Rates of Pay (RRRP) is the official title.

⁵ D/AAvn/31/008 dated 12 Jun 07.

⁶ IAW [JSP 754 Edn 8](#), and communicated by **DAAvn note 1/2008 dated 28 Apr 08**, Army pilots were paid Ac Comd rates of pay on successful completion of CTT on their first operational Ac type.

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Nov 12	104 serving aircrew receive notification of GPD and, in many cases, corrections to SP(F) or PES(A).	These are the remaining aircrew from the 167 'mark time' cohort of Apr 07. Retirees from the 167 are parked pending Ministerial decision on write off.
1 Feb 13	Evidence emerges that further aircrew are being paid incorrectly. Regt Col directs that a 100% audit of flying pay is to be conducted.	Later expanded to include all aircrew retiring in the last 6 years ⁷ IOT allow Ministers to understand the totality of the issue.
1 Apr 13	Specialist Pay (SP) renamed Recruitment and Retention Payments (RRP).	

⁷ Only debts accrued in the previous 6 years can be scrutinised IAW HM Treasury's Statute of Limitations.