



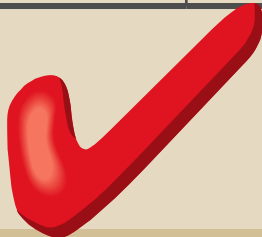
# SP(F)

- Chronology
  - 1964 Pay Warrant - P2/P1 system
  - 2002 letter
  - 2007 Tx to JPA
    - 167 pilots ID'd for mark time SP(F)
    - Did not occur
  - 2008 SP(F) harmonisation
  - 2012 SPVA investigation commences



# Example – Pilot X

Enhanced	Feb 15
Top	Feb 11
Middle	Feb 07
P1 - Initial	Feb 03
P2	May 01



Enhanced	May 13
Top	May 09
Middle	May 05
P1 - Initial	Feb 03
P2	May 01





# Example worst case – Pilot X

- Recovery action (using 2012 rates):
  - 19 months overpaid at P1 Mid
    - $19 \times 30 \text{ days} = 570$
    - $570 \times \text{£}23.63 = \text{£}13469.10$  ✘
    - $570 \times \text{£}13.93 = \text{£}7940.10$  ✔
  - $\text{£}13469.10 - \text{£}7940.10 = \underline{\text{£}5529.00}$



# Left and right of arc

- Best case: write off
- Agreeable solution; mark time (RRRP)
  - No recovery action
- Middle road
  - Mark time or...
  - Mark time and revert to correct SP(F) rate
  - No recovery action
- Worst case: recovery action
- Combinations of above



# Presentational issues

- Anxious aircrew
- No communication to CoC since Feb 12
- Aircrew VO
- Fairness of application
  - Unequal application xxxxxxxxxxxxxxxxxxxx
  - Retired pers
- Threat of class action



# Recommended AAC lines to take

- No SPVA action until report with AAC
- No recovery action (support case for write off)
- AAC open and transparent at all times
- RRRP not applied in 2007, not AAC's fault
- Negotiation:
  - Mark time
  - Mark time and SP(F) reversion
- Aircrew VO