

## CHAPTER 6

### SECTION 17

#### SPECIALIST PAY (FLYING)

##### Aim

**06.1701.** This section details the rules and regulations for the payment of Specialist Pay (Flying) (SP(F)) for officers and non-commissioned personnel employed as aircrew.

##### Scope

**06.1702.** These regulations apply to all Regular and Reserve Forces personnel, and set out detailed arrangements and specific entitlements for SP(F). These regulations should be read in conjunction with [Section 1](#) which sets out the overarching regulations for all forms of SP.

##### Regulations for Payment

**06.1703.** SP(F) is payable as a daily rate to qualified personnel as follows:

	<b>RN/RM</b>	<b>Army</b>	<b>RAF</b>
<b>Payment Basis</b>	CCB	CCB or NCB	CCB
<b>Entitled Personnel</b>	Officers and ratings of the Warfare, Air Engineering or Medical Branch, qualified and employed as pilots, observers or aircrewmen.	CCB: Qualified Service pilots cap-badged Army Air Corps.  NCB: Qualified Service pilots not cap-badged Army Air Corps.	Officers and NCOs of the Flying Branch are entitled to SP(F).
<b>Qualification Requirements</b>	Successful completion of Operational Conversion Phase (OCP) training.	Successful completion of Conversion-to-Type (CTT) training.	Successful completion of Operational Conversion Unit (OCU) training. See <a href="#">06.1709</a> & <a href="#">06.1710</a> for SP(F) qualification requirements & <a href="#">06.1715</a> for pre 1 April 2003 SP(F) qualification requirements.
<b>Qualifying Posts</b>	Flying Billet Working Group (FBWG)	HQ DAAvn FBWG	In accordance with the Officers and NCA Working Group (ONCAWG).
<b>Commencement</b>	Payment begins on the date on which	For pilots entering flying training after 1 April 2003,	Payment begins on the date on which OCU

	OCP training is completed successfully	eligibility for SP(F) 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 1 April 2003, the SP(F) qualifying date is the date of the award of the Army Flying Badge (wings).	training is completed successfully. See <a href="#">06.1709</a> & <a href="#">06.1710</a> for SP(F) commencement criteria & <a href="#">06.1715</a> for pre 1 April 2003 SP(F) commencement criteria.
<b>Cessation</b>	See <a href="#">Section 1</a> and supplementary regulations at <a href="#">06.1721</a> .	See <a href="#">Section 1</a> and supplementary regulations at <a href="#">06.1721</a> .	See <a href="#">Section 1</a> and supplementary regulations at <a href="#">06.1721</a> .

## Categories of Payment

**06.1704. Officers.** Movement up the rates of SP(F) is in accordance with the table outlined below (see also [06.1714](#) – [06.1715](#) for further RAF specific regulations):

Category	Rate	Criteria
Lt Cdr/Maj (P1 Aircraft Commander)/Sqn Ldr & below	Initial Rate Middle Rate Top Rate	On qualification After 4 years on the preceding rate After 4 years on the preceding rate
Pilots: Lt Cdr/Maj/Sqn Ldr & below	Enhanced Rate	Received the top rate of SP(F) for 4 years
Observers and Navigators Lt Cdr/Sqn Ldr & below	Enhanced Rate	Payable to RN Observers and RAF Weapons System Officers (Navigators) <sup>1</sup> (WSO(N)) only and in the ranks of Lt Cdr/Sqn Ldr have received the top rate of SP(F) for 4 years
Cdr/Lt Col/Wg Cdr	On Appt	On Appt
	After 6 yrs	After 6 years on the preceding rate
	After 8 yrs	After 2 years on the preceding rate
Capt RN/Col/Gp Capt	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
Cdre/Brig/Air Cdre	After 8 yrs	After 2 years on the preceding rate
	On Appt	On Appt

<sup>1</sup> Only WSO(N) entitled to Enhanced Rate SP(F) all other WSO branches can only progress to the top rate of SP(F).

**06.1705. Other Ranks.** Movement up the rates of SP(F) is in accordance with the tables outlined below:

Category	Rate	Criteria
Army NCO pilots	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

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**06.1708. Non Commissioned Aircrew:**

Category	Rate	Criteria
RN/RM, Army <sup>2</sup> and RAF NCA	Initial Rate	On Qualification
	Middle Rate	After 9 years reckonable service <sup>3</sup> , subject to a minimum 3 years aircrew service.
	Top Rate	After 18 years reckonable service.

### Special Instructions (RAF)

**06.1709. Non-Commissioned Aircrew (NCA) commissioned as a Pilot, Weapons System Officer (N) (WSO(N)).** Personnel will continue to receive their NCA rate of SP(F) during Initial Officer Training (IOT). On commissioning and during Pilot, or WSO training, they will continue to receive their NCA rate of SP(F) until such time as they:

- a. **NCA commencing IOT on or before 31 March 2003.** Have completed a 72 week Qualifying Period (QP), or are suspended from such training. They will then transfer to the appropriate Rate of SP(F) for officers. Time spent in receipt of NCA rates of SP(F) is to be counted towards progression up the officer rates of SP(F).
- b. **NCA commencing IOT on or after 1 April 2003.** Have successfully completed OCU training or are suspended from training. Following successful completion of OCU training, they will transfer to the Initial Rate of SP(F) for officers and will remain at this rate for 4 years. Time spent in receipt of NCA rates of SP(F) is **not** counted towards progression up the officer rate of SP(F).

<sup>2</sup> Only applicable to qualified personnel occupying specified posts on ASTOR as Airborne Collection Managers and Airborne Imagery Analyst. Payment is on a NCB, D/DPS(A)/4/4/PS10(A) dated 19 August 2004 refers.

<sup>3</sup> In all instances for ORs, where reckonable service is counted towards movement to a new rate of SP(F) for the RN/Army, this is classed as being from age 18 or date of enlistment, whichever is the later. For RAF personnel recruited on or after 6 April 2005 it is from date of enlistment. For RAF personnel recruited prior to this date it is the same as for the RN/Army, from age 18 or date of enlistment, whichever the later.

**06.1710. NCA commissioned in the same Aircrew Category.** Personnel will continue to receive their NCA rate of SP(F) until the date of their commissioning, if commissioned in the same aircrew category. On appointment to commission, they will transfer from NCA rates of SP(F) to equivalent commissioned rates of SP(F).

- a. **NCA commencing IOT on or before 31 March 2003:** Time spent in receipt of NCA rates of SP(F) is to be counted towards progression up the officer rates of SP(F).
- b. **NCA commencing IOT on or after 1 April 2003:** Following transfer to the officer rates of SP(F), they will remain at either the Initial or Middle Rate, as appropriate, for 4 years. Time spent in receipt of NCA rates of SP(F) is **not** counted towards progression up the officer rates of SP(F). For example, NCA in receipt of the Initial Rate of NCA SP(F) on commissioning will transfer to the Initial Rate of SP(F) for officers and remain on that rate for 4 years; those in receipt of the Middle Rate and Top Rates will transfer to the corresponding SP(F) rate for officers and time within that rate will start at this point.

**06.1711.** Aircrew undertaking refresher flying training including associated courses, having previously received SP(F) under reserve band arrangements, will receive the appropriate full rate of SP(F) on commencement of that training. Should the individual fail to complete the refresher training, they will either revert to the previous reserve band rate or cease to receive SP(F) depending on the circumstances in accordance with [06.0123d](#).

**06.1712.** When an aircrew officer/SNCO is suspended from flying activities (including courses of flying training or refresher flying training) for professional reasons, the individual's eligibility to SP(F), if any, will be reviewed on an individual basis by the single-Service Manning Authority.

**06.1713.** An aircrew officer undergoing cross over training within the flying branch will retain their existing rate of SP(F).

**06.1714.** Officers with Short Service Commissions (SSC) who take up their option to serve on Permanent Commission terms of service, having received the Initial Rate of SP(F) for more than 4 years, only have to serve sufficient time at the Middle Rate to complete 8 years in receipt of SP(F) before progressing to the Top Rate.

**Categories of Payment (RAF Specific)**

**06.1715.** Categories of SP(F) are shown below. The rates of SP(F) are promulgated in the annual SP Pol Directed Letter:

<b>Initial Rate</b>	All officers commissioned in the Flying Branch on a permanent commission (PC) after 1 April 2003 will receive the Initial Rate of SP(F) for 4 years from successful completion of OCU Training. Those officers commissioned on a PC in the Flying Branch before 1 April 2003 will receive the initial rate of SP(F) after completion of 72 weeks flying training. All SSC officers commissioned in the Flying Branch after 30 June 1988 will receive the Initial Rate for either a minimum of 4 years after successful completion of 72 weeks flying training or until the later date of waiving their option to leave the Service or actually leaving the Service. SSC officers commissioned into the Flying Branch after 1 October 1998 will receive the initial rate of SP(F) for 4 years
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	after completion of 72 weeks flying training. SSC officers commissioned into the Flying Branch after 1 April 2003 will receive the initial rate of SP(F) for 4 years after successful completion of their OCU Training.
<b>Middle Rate</b>	All officers on a PC in the Flying Branch will receive the Middle Rate for 4 years following completion of entitlement to the Initial Rate of SP(F). All SSC officers commissioned in the Flying Branch after 30 June 1988 who waive their option to leave will receive the Middle Rate from either the date of waiving their option to leave or after receiving the Initial Rate for 4 years whichever date is the later. All SSC officers commissioned into the Flying Branch after 1 October 1998 will receive the Middle Rate of SP(F) after completion of 4 years at the initial rate and until completion of their SSC.
<b>Top Rate</b>	All PC OF3 officers and below (excluding specialist aircrew flt lts) having received Middle Rate for 4 years, will receive the Top Rate of SP(F). OF4 officers (with more than 6 years in the rank), OF5 and 1-Stars will receive tapering rates. The gradual reductions will preserve adequate differentials at incremental and promotion points on the basic pay scales.
<b>Enhanced Rate</b>	The Enhanced Rate of SP(F) is payable to OF3 pilots and WSO(N only) who have received the top rate of SP(F) for 4 years. A specialist aircrew flt lt pilot who is promoted back to single list terms and conditions of service will also be eligible for the Enhanced Rate.

**06.1716. Specialist Aircrew (SA) Officers.** OF2s of the Flying Branch (not Branch officers) who are appointable for flying duties, are filling flying appointments (or such other appointments as are approved by MOD) and who are designated SA, will, from the 38/16 point, be paid SP(F) at the rates promulgated in the annual SP Pol Directed Letter.

**06.1717.** SA OF2s promoted to the rank of OF3 will enter the OF3 career spine pay scale at a point that ensures that their total emoluments (i.e. basic pay plus entitled rate of flying pay) are not less than their total emoluments as flt lts in accordance with [05.0807](#).

**06.1718. Branch Officers of the Flying Branch.** Rules for payment of SP(F) to Branch officers of the Flying Branch are as follows:

- a. OF2s (Branch Officer) of the Flying Branch who are appointable for flying duties, are filling SP or SP-related appointments and who are designated SA on completion of 8 years' service in the rank, will, from the date of designation, receive SP(F) at the special rates promulgated.
- b. OF2s (Branch Officer) with less than 8 years' service in that rank and OF3s (Branch Officer) will be paid SP(F) only at the normal rates of SP(F) promulgated.
- c. OF2s (Branch Officer) specialist aircrew promoted to sqn ldr may have their incremental position on the OF3 scale adjusted from the date of promotion in accordance with [06.1718](#).

**06.1719. Non-Commissioned Aircrew (NCA).** SP(F) at the rates promulgated in the annual SP Pol Directed Letter will be payable to NCO aircrew who are appointable for flying or flying related duties. Payment of the Initial Rate of SP(F) to NCA will commence as follows:

- a. NCA who began NCA Specialist Training on or before 31 March 2003 will receive the Initial Rate from the date of award of their flying badge.
- b. NCA who began NCA Specialist Training on or after 1 April 2003 will receive the Initial Rate on successful completion of Operational Conversion Unit (OCU) training. The first day of payment is the date on which OCU training is completed successfully and recorded in the individual's Flying Log Book.

**06.1720.** There are 3 rates of SP(F) for NCA: the Initial Rate; the Middle Rate and the Top Rate as promulgated in the annual SP Pol Directed Letter as follows:

<b>Initial Rate</b>	The Initial Rate will be paid until completion of 9 years' reckonable service <sup>4</sup> (subject to completing 3 years' aircrew service in receipt of SP(F)) as a minimum, or until either the later date of waiving their option to leave under normal engagement rules or actually leaving.
<b>Middle Rate</b>	NCA will receive the Middle Rate following completion of the requisite period at the Initial Rate.
<b>Top Rate</b>	NCA who draw the Middle Rate and who complete 18 years' reckonable service (subject to completing 9 years' aircrew service in receipt of SP(F)) will receive the Top Rate.

**Professional Aviator Pay Spine (PAS)/Pilot Employment Scheme (Army) (PES(A))**

**06.1721.** The rules for payment of SP(F) for aircrew who elect to join the PAS/PES(A) are set out in **Chapter 5 Sections 6** and **7**.

**Cessation of Entitlement**

**06.1722.** SP(F) for all entitled personnel will cease in accordance with **Section 1** or from the earliest of the following dates as applicable:

- a. The date on which SP(F) is suspended or grounded as the result of court martial proceedings or civil offences; from the date of suspension or grounding.
- b. The date on which an individual is suspended from flying training (if in receipt of SP(F)) including courses of refresher flying training for professional reasons. In such circumstances the individual's eligibility to SP(F), if any, will be reviewed on an individual basis by the single-Service Manning Authority.

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<sup>4</sup> Reckonable service for RAF personnel recruited on or after 6 April 2005 is from date of enlistment. For RAF personnel recruited prior to this date, reckonable service is from age 18 or date of enlistment, whichever the later.

- c. The date on which a NCA is permanently withdrawn from SP or SP-related duties although permitted to remain mustered as NCA with NCA status and conditions of service.
- d. The date on which a reduction in rank to a level which precludes an individual from undertaking the duties of the specific SP or SP-related post in which they were serving at the time of the demotion. In such cases the individual's eligibility to SP(F), if any, will be reviewed on an individual basis by the single-Service Manning Authority.
- e. Is granted a non-flying Late Entry commission; from the date of commissioning.

Annexes:

- A.** Assessment of Qualification and Authorisation for the Award of Flying Pay to Pilots, Observers and Weapons System Officers (RAF only).
- B.** Specialist Pay (Flying) - Ground Branch Officers and Ground Trades Personnel.