



Ministry
of Defence

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21 August 2020

Dear [REDACTED]

Thank you for your email of 08 July in which you requested the following information:

"Please could you provide me with a copy of the latest AAC Policy (version 5.1) on selection, training, employment and promotion: reference 20190626.

Are AAC majors who are selected for and opt to move to the Pilot Employment Stream (Army) (and therefore transition onto the professional aviators pay spine) given the option of service to age 60, if this is beyond the run out date of their current commission? If this is the case, please could you provide me with the rules/regulation regarding this. If this is not the case, please could you advise if any arrangements are in place to allow for longer service.

I also seek permission under the Reuse of Public Sector Information Regulations 2015 to reuse the information that you provide. This will be combined with other data as part of the background information in an employment report. There is no intent to publish this information."

I am treating your correspondence as a request for information under the Freedom of Information Act (FOIA) 2000. A search for the information has now been completed within the Ministry of Defence, and I can confirm that some of the information in scope of your request is held and is provided below.

In response to first part of your request, no document with version 5.1 or reference 20190626 referred to in your request is held. However, under Section 16 (Advice and Assistance), I have attached AGAI043 Part 4 which is the latest Army Air Corps policy on Selection, Training and Employment of Army Pilots.

For the second part of your request, please find attached the latest Admin Instruction for the Transfer to the Pilot Employment Stream (Army) (PES(A)). The eligibility criteria to transfer to the PES(A) states that service to the age of 60 is not relevant as personnel must be able to provide a minimum of 5 years' service from their date of entry to the PES(A) to their Normal Retirement Date (NRD).

Please note that some information in both documents is exempt from release under section 40 (Personal Data) of the FOI Act. Section 40(2) has been applied to some of the information to protect personal information as governed by the Data Protection Act 2018. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in deciding to withhold the information.

In response to the last part of your request, please note that the information disclosed under the FOIA provisions does not fall within the scope of the 'Reuse of Public Sector Information Regulations 2015' and therefore permission is not required.

I apologise that it has taken slightly longer to reply than it would normally have done, but I hope you will understand this is because of the unusual circumstances in which we are currently working during the COVID-19 pandemic.

If you have any queries regarding the content of this letter, please contact this office in the first instance. Following this, if you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB ([e-mail CIO-FOI-IR@mod.uk](mailto:CIO-FOI-IR@mod.uk)). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,

Manning Portfolio 2
Army Secretariat



ARMY GENERAL AND ADMINISTRATIVE INSTRUCTIONS

VOLUME 2

CHAPTER 43

OFFICERS AND SOLDIERS SERVICE WITH SPECIALIST ARMS AND SERVICES

PART 4 – ARMY AIR CORPS

Part 4 to this Chapter is sponsored by HQ AAC. It covers selection, training and employment of Army pilots. It includes the application form for Training as an Army Pilot. These instructions apply to the Regular Army and the Army Reserve. They should be read in conjunction with AGAI, Vol 2, Ch 67 and [QR\(Army\) para J5.371.](#)

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**VOLUME 2
CHAPTER 43****OFFICERS AND SOLDIERS SERVICE WITH SPECIALIST ARMS AND
SERVICES**

[HQ/AAC/9/1/1]

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Annex	Title	Responsible/Technical Authority
Annex A	Minimum Medical Employment Standards for Army Pilots.	CAAM HQ AAC
Annex B	Application for Training as an Army Pilot.	SO1 Pers HQ AAC

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**VOLUME 2
CHAPTER 43****OFFICERS AND SOLDIERS SERVICE WITH SPECIALIST ARMS AND SERVICES****Part 4 – Army Air Corps
Selection, Training and Employment of Army Pilots**

[HQ/AAC/9/1/1]

Introduction

43.401. There is a continuing requirement for volunteers from all Arms to train as Army pilots for service with the Army Air Corps (AAC).

43.402. This instruction sets out the rules and procedures relating to eligibility, selection, training, employment and administration of Army pilots. Special cases are only to be made after co-ordination with HQ AAC. All relevant agencies are to be consulted and an audit trail retained as necessary.

Career Management

43.403. AAC officers and soldiers are administered by SO2 Offrs Cbt Sp - AAC and SO2 Sldrs Cbt Sp - AAC at the Army Personnel Centre, Glasgow. Other Arms officers and soldiers are administered by their respective CM Branch.

Eligibility for Pilot Training

43.404. Officers. Officers holding Reg C, IRC or SSC, except medical officers of the RAMC (other than officers selected for duty as specialists in aviation medicine) and those in protected or Pinch Point Trades as specified by Pers Pol (Army) (this general condition may be waived at the discretion of the relevant CM branch with the authority of Pers Pol (Army)) may volunteer for training as pilots provided they:

- a. Have a minimum of two years commissioned service and are able to start the Flying Training (FT) by age 30. Applications must be submitted in order to complete the selection process by their 28th birthday. This rule may be waived by HQ AAC in exceptional circumstances.
- b. Are at Beige List minus five years or more. Specific manning issues apply to senior captains in respect to their proximity to the Beige List. Respective CM desk officers must be consulted prior to application to ensure applicants are aware of all career implications¹.
- c. Have sufficient residual service to ensure completion of the APC Training Return of Service (Trg RoS) of 6 years². Applicants are strongly encouraged to refer to [JSP 750: Centrally Determined Terms of Service](#) for detailed information regarding Trg RoS.

43.405. Soldiers. Soldiers holding Regular TACOS may volunteer for pilot training provided they:


¹E3 officers must accept potential career progression implications of conducting a long course with fluctuating periods of holds.

²A Trg RoS will be signed by each trainee prior to the start of flying trg and will be applicable throughout the trg pipeline. It will expire 6 years' post CTT or exit from trg date. E3 officers RTU from trg will serve their 6 year Trg RoS within their current capbadge.

- a. Are able to start FT by age 30. Applications must be submitted in order to complete the selection process by their 29th birthday. This rule may be waived only in exceptional circumstances.
- b. Hold as a minimum, the rank of lance corporal or equivalent and are qualified and recommended for promotion to corporal at the start of the course. Applications for selection (aptitude and medical phases) will be considered from those holding AAC Airtrooper rank.
- c. Have sufficient residual service to ensure completion of the FT Trg RoS of 6 years.³ Applicants are strongly encouraged to refer to [JSP 750](#) for detailed information regarding Trg RoS.
- d. Are not in categories which are restricted from applying for flying training (eg protected or Pinch Point Trades as specified by Pers Pol (Army)). This general condition may be waived at the discretion of the relevant CM Branch with the authority of Pers Pol (Army).

43.406. Medical. Prior to selection, volunteers for pilot training are to have their PULHHEEMS Employment Standard (PES), Colour Perception (CP) ratings, medical history and physical dimensions verified. The standards are laid down in [AGAI 78 - PULHEEMS Administrative Pamphlet Appendix 6](#)⁴. Guidance notes for medical officers, together with medical administrative procedures, are set out in [Annex A](#) to this Chapter. It is stressed to candidates that even if found medically fit to apply for pilot training at this initial application stage, other specialised tests performed later in the selection process may render them unfit for pilot training. Furthermore, they must remain within the medical selection standards for the duration of FT. False statements concerning medical conditions or any failure to disclose relevant clinical information may debar the applicant from FT.

Application

43.407. Volunteers for pilot training who conform to the eligibility criteria are to complete the Application Form at [Annex B](#). The form is to be completed in typescript and signed at Part 1 by the applicant, Part 2 by the applicant's Commanding Officer and Part 3 by the Unit Medical Officer. The completed form is then to be sent to the applicant's CM Branch at APC Glasgow who are to complete Part 4 and forward it to SO2 Cbt Sp AAC Officers or SO2 Cbt Sp AAC JNCOs accordingly. SO2 Officer or Soldiers will confirm eligibility by age and ensure that the application form is completed correctly before dispatching all documentation to HQ AAC. Advice on the application procedure, including how to pursue an informal 'expression of interest', can be obtained from Aircrew Selection Clerk, HQ AAC on Middle Wallop (or ) or by e-mailing at xxxxxx@mod.gov.uk

Selection

43.408. HQ AAC is to arrange for candidates to be called forward for testing and interview.

43.409. The Selection Process is in four phases:

- a. **Phase 1. Aircrew Aptitude Testing (AAT) at the Officer and Aircrew Selection Centre (OASC) RAF Cranwell.** Candidates complete a series of tests confirming eye/hand/feet coordination, the ability to read instruments accurately, short term memory and strategic task management. An AAT pass is valid indefinitely.

³A Trg RoS will be signed by each trainee prior to start of flying trg and will be applicable throughout the trg pipeline. It will expire 6 years' post CTT or exit from trg date. E3 Soldiers RTU from trg will serve their 6 year Trg RoS within their current capbadge.
Link to [AGAI 78](#) on Defence Connect.

- b. Phase 2. Medical Board at OASC, RAF Cranwell.** Candidates complete a Medical Board to assess fitness for aircrew duties. Successful candidates are allocated a place on Army Flying Grading (AFG) at the earliest convenient date. AAC Airtrooper rank applicants will normally be loaded on to AFG once they reach the rank of Lance Corporal and have been recommended for promotion to Corporal. The Aircrew Medical is valid for 5 years in the absence of any serious medical change.
- c. Phase 3. Army Flying Grading (AFG).** This is a four to five week practical assessment which involves 13 hours flying on the Grob Tutor, a light fixed wing aircraft, based at Middle Wallop. Successful candidates will subsequently be put forward to the Pilot Selection Board (PSB).
- d. Phase 4 Pilot Selection Board (PSB).** Candidates will be interviewed by the PSB at HQ AAC, Middle Wallop. Candidates who are successful at the PSB will be loaded onto an Army Pilots Course (APC) if and when places become available.

43.410. Applicants who fail at Phase 1, may only apply for retesting if so advised by HQ AAC. Those who fail at Phase 3 may not reapply for pilot training. Success in Phases 1 to 3 remains valid subject to an up to date medical examination. Advice on the selection process can be

contacted via [SO2 Aircrew Selection, HQ AAC on Middle Wallop](mailto:SO2.Aircrew.Selection@mod.gov.uk) (or SO2.Aircrew.Selection@mod.gov.uk) / or SO2.Aircrew.Selection@mod.gov.uk

Training

43.411. Assignment for Training. Officers and soldiers loaded onto FT will be assigned to the Defence Helicopter Flying School (DHFS) at RAF Shawbury.

43.412. Military Flying Training System (MFTS). The MFTS phase lasts approximately 18-24 months. Elements of the course are conducted in different locations as follows:

Activity	Location
Induction, Aeromed and Survival Training (4 weeks)	POC/Location: SO2 Flying Trg Pipeline Manager (FTPM), Trg Branch HQ AAC
Elementary Flying Training (Fixed Wing 25 weeks including Ground School)	3 FTS, RAF Cranwell/ Barkston Heath
Rotary Wing Training (Helicopter 52 weeks)	DHFS, RAF Shawbury

43.413. Award of the Army Flying Badge. On successful completion of the DHFS Rotary Wing training phase of FT, students are provisionally awarded the Army Flying Badge (Wings). Trainees who fail FT are returned to their Arm or Service⁵.

43.414. Conversion to Type (CTT)⁶. Following the award of the Army Flying Badge (provisional), pilots will undergo operational conversion training (CTT) onto type, on successful completion they will be assigned to an AAC Unit for subsequent Conversion To Role (CTR) training. Trainees who fail CTT⁷ will be returned to their Arm or Service, and will no longer be entitled to wear the Army Flying Badge

⁵AAC officers and soldiers will be at the disposal of CM SO2 Offrs Cbt Sp AAC or CM SO2 JNCOs Cbt Sp AAC.

⁶Conversion to Type (CTT) is the successful completion of either Apache, Wildcat, Gazelle, Bell 212, Dauphin N3 or other Operational aircraft type CTT course as appropriate.

⁷All CTT failures will be individually assessed for suitability for other AAC platform CTTs prior to RTU or reassignment.

Transfer to the AAC

43.415. Officers. On completion of CTT, officers (less RAMC Aviation Medical Specialists) will be required to transfer to the AAC. Ahead of this, they are to complete an application to transfer as part of their application for pilot training. Parts 1 to 3 of [AFB 241A](#) should be completed and accompany the pilot application form. Part 4 of AFB 241A will be completed by the PSB at HQ AAC. Transfers to the AAC will be confirmed by the AAC Arms Selection Board, subject to completion of CTT.

43.416. Soldiers. Soldiers are required to transfer to the AAC on completion of CTT⁸ They are to complete an application to transfer as part of their application for pilot training. Parts 1 to 3 of [AFB 241A](#) should be completed and accompany the pilot application form. Part 4 of AFB 241A will be completed by the PSB at HQ AAC.

Employment

43.417. Flying Tours. On successful completion of training, officers qualified as Army pilots will normally serve at flying duty for a minimum period of six years as determined by CM Offrs Cbt Sp - AAC. Soldiers qualified as Army pilots will expect to serve at flying duty as determined by CM Sldrs Cbt Sp-AAC.

Administration

43.418. Suspension from Flying Duty. An AAC Unit Commander may temporarily remove any qualified aviator from flying duty on medical, disciplinary or technical grounds. The case is always to be referred to the Corps Col AAC for confirmation. Suspension from flying duty (grounding) does not constitute an award of punishment within the meaning of the Army Act 1955 and the termination of the individual's flying duty need not necessarily follow. For the suspension to be permanent, or of such duration as to make termination necessary, the procedure in the following paragraphs is to be followed.

43.419. Premature Termination of Flying Tours. A flying tour may be ended prematurely for the following reasons:

a. Administrative reasons. Examples are:

- (1) Medical - where for aircrew medical reasons further employment at flying duty is not recommended.
- (2) Priority Posting - where the individual is required for some other employment which it would not be in the individual's or the Army's interest to forego.
- (3) Economy - where the balance remaining of a normal flying tour would make further training or employment uneconomical. This may include circumstances where aircraft flying hours are reduced.
- (4) Compassionate - where the hardship cannot otherwise be relieved.

b. Inefficiency or Unsuitability. Grounds may include one or more of the following:

- (1) General - where related to the performance of military duties other than flying.
- (2) Medical - where the medical reasons are of significance to the performance of military duties other than flying.

⁸RAF, RN and RM personnel will be required to transfer to the AAC on acceptance of a FT placement.

(3) Disciplinary - where a number of minor offences amount, in aggregate, to inefficiency or unsuitability.

(4) Technical - where an AAC Commander has lost confidence in the individual's flying proficiency or where the individual is found to be lacking in flying aptitude, ability or integrity.

43.420. Authority. The authority for the premature termination of a flying tour on the grounds of inefficiency or unsuitability or for disciplinary reasons is the Army Board in the case of officers and Corps Col AAC in the case of soldiers. RRP(F) will cease from the authorised date. However, a flying tour is to be terminated automatically where a finding in accordance with [AGAI 67: Administrative Action](#)⁹ removes the individual from the posted strength of a flying unit.

43.421. Recommendations. Recommendations for premature termination of a flying tour are to be made for officers and soldiers on MOD Form 2020G (JPA FORM 1048), submitted in accordance with current CM rules.

43.422. Supporting Documents. Where appropriate, requests for premature termination of flying tours must be accompanied by supporting documents, e.g. medical reports, a statement of the compassionate circumstances, discipline entries and AAC standardisation flying reports (2020G, FORM 1/3 etc).

43.423. Removal of the Army Flying Badge. Removal of the Army Flying Badge (Wings). Provisional Wings are awarded on completion of FT and will remain provisional until successful completion of CTT. On completion of CTT personnel will be awarded AAC Pilot status, with Wings awarded permanently. Personnel who fail to complete a CTT on an AAC current platform will have their Wings removed, and will not be authorised to wear them in service uniform until CTT (as stated above) has been achieved. If at any time the holder is removed permanently from flying or flying related duty for breaches of flying discipline or for lack of technical ability, reporting officers are to make specific recommendations within the AIS in order to action premature termination. Unit Commanders should consider following the procedures in [AGAI 67: Administrative Action](#). Final authority for the removal of a flying qualification sits with the Army Board in accordance with QR(Army).

43.424. Rank. Soldiers selected for pilot training are to undergo training in their held rank with the exception of Lance Corporals who are to be granted the acting rank of Corporal and, together with existing Corporals, will wear the rank of local Sergeant, from the beginning of their course¹⁰. For substantive Corporals, acting Sergeant rank is granted on successful completion of FT (provisional award of Wings). All acting Sergeant pilots are required to complete the AAC SNCO CLM Part 1 within 24 months of being awarded acting rank and, once successfully completed, will have their substantive rank backdated to the date the individual was awarded acting sergeant¹¹. All Lance Corporals or Corporals, whether AAC or from another Arm or Service, must have completed all 3 aspects of JNCO CLM prior to attendance on the Army Pilot Course. This may include Lance Corporals recommended but not selected for promotion¹². Such NCOs transferring to the AAC on completion of CTT will be required to complete the AAC SNCO CLM Part 1 course rather than the course run by their previous Army or Service. Sergeants and WO2s must have completed SNCO or WO CLM Part 1 respectively prior to starting the Army Pilot Course. Those who fail CTT are to revert to their substantive rank on returning to their parent Arm or Service.

⁹ Link to [AGAI 67](#) on Defence Connect.

¹⁰ Acting Sgt rank will not normally be awarded to substantive Cpls holding Local Sgt rank at any point during the course (irrespective of course length) prior to the award of the Army Flying Badge (provisional) unless they are selected for promotion from their relevant Arms and Services promotion board.

¹¹ The day they graduate from FT on successful completion of FT (provisional award of Wings) and are awarded the Army Flying Badge (provisional) not CTT.

¹² For Lance Corporals selected for the Army Pilot Course but not yet selected for promotion to corporal, HQ AAC SO2 Aircrew Selection will request their attendance on JNCO CLM Part 1 and 3 courses through the soldier's CM at APC

43.425. Pay. Officers and soldiers are to remain on their existing rates of pay for the duration of FT¹³. RRP(F) is to be admissible under the conditions laid down in [JSP 754](#) at the rates published in the ARPRB Annual Report.

43.426. Appraisal Reports. Up to date OJARs for officers and SJARs for soldiers are to be completed by parent units in accordance with the current instructions before volunteers commence the APC FT. DHFS will raise an Appraisal Report on completion of the FT. Thereafter, APC/CTT/CTR ARs will be compiled in accordance with [JSP 757: Tri-Service Appraisal reporting Instructions](#), AAC Special to Arm Appendix. On completion of FT, all AAC pilots in current flying practice will receive an Aircrew Insert Slip (AIS) at the same time as their Appraisal Report¹⁴.

43.427. Training Return of Service (Trg RoS). Trg RoS for the various flying/flying related courses are set out in [JSP 750](#). A Trg RoS will be signed by each trainee prior to the start of FT and will be applicable throughout the trg pipeline up until CTT. It will expire 6 years post CTT or exit from training date. E3 Soldiers and Officers RTU from training will serve their 6 year Trg RoS within their current capbadge.

43.428 – 43.500. Reserved.

¹³ For pay purposes this is successful completion of their initial Conversion to Type (CTT) qualifying course (not the award of the Army Flying Badge (provisional)). This date is defined as the declared common Course Graduation date – not the date of their final handling test or similar.

¹⁴ There is no requirement for an AIS to accompany a pilot's AR at the end of the Army Pilot Course; existing course reporting documentation will be retained. The first AIS will be raised at same time as the first AR after the APC.

ANNEX A TO CHAPTER 43 PART 4
MINIMUM MEDICAL EMPLOYMENT STANDARDS FOR ARMY PILOTS
(GUIDANCE FOR UNIT MEDICAL OFFICERS)
(Para 43.406 refers)

1. **Background.** The selection of aircrew is a complex and time-consuming procedure but it is essential to ensure flight safety and operational effectiveness. The medical procedure has been simplified to try to ease the throughput of applicants whilst maintaining the medical standards. This should make the process easier for doctors, their medical centre staff and for the applicants, but it is important that the procedures are followed properly to minimize wasted time, expense and to prevent unnecessary disappointment for applicants. Doctors may recall the requirement to perform an ECG (reported by a physician) and blood tests prior to forwarding medical documents to Middle Wallop before a serving applicant would be given a date for OASC. These additional requirements have ceased: the selection system will now rely on the screening form at AGAI Vol 2, Ch 43, Part 4, Annex B to allocate a medical board at OASC. It is therefore vital that this is completed accurately in accordance with the medical standards below.
2. **Outline.** The revised medical selection system is as follows:
 - a. Completion of AGAI 43, Part 4, Annex B, (Part 3) in accordance with this AGAI 43, Part 4, Annex A. [Medical Officer.]
 - b. Submission of completed application. [Unit.]
 - c. If initial application is successful, **F Med 4** forwarded to Middle Wallop two weeks before the applicant is to attend OASC Medical Board. Whilst Fmed4s are being superseded by electronic information systems, some still contain documentation that is relevant to an applicant meets the selection standard e.g. RG8 and civilian GP records. [Applicant to inform medical centre of date. Medical Centre to forward documents.]
 - d. OASC medical board reviewed and any specialist Avn Med follow-up completed [Aviation Medicine.]
 - e. If an applicant passes aptitude and is assessed fit, Part 2 Medical Tests (ECG and blood tests) will be conducted at Middle Wallop during Army Flying Grading Course. [Aviation Medicine.]
 - f. For successful applicants, prior to the start of FT; a medical examination in accordance with AGAI 78 and this Annex recorded on DMICP.
 - g. Award of aircrew medical category at start of Army Pilot Course. [Aviation Medicine.]
3. **Medical Standards.** Volunteers for Army Pilot training must meet certain minimum medical standards. To ensure that these standards are met at the time of application for pilot training, they are to have a PULHHEEMS assessment and certain other medical examinations. The medical selection criteria are based on the AGAI 78 PULHHEEMS Administrative Pamphlet, Appendix 6 and **JSP 346 PULHHEEMS: A Joint Service System of Medical Classification**. The following notes are provided for the guidance of candidates and unit medical officers performing the initial application medical examination.
4. **Application Procedures.** Part 3 of Annex B is to be completed for all candidates and the results of the examination to be recorded on DMICP. The applicant's unit will forward the completed Annex B to Middle Wallop. If this screening is satisfactory a place at the Officers and

Aircrew Selection Centre (OASC) at RAF Cranwell will be allocated, where aptitude tests and a further medical examination (including other special tests, but excluding those mentioned at para 7 below) will be performed. The **F Med 4** is to be forwarded to the Department of Aviation Medicine, Army Aviation Centre, Middle Wallop, STOCKBRIDGE, Hants, SO20 8DY to arrive before the candidate's OASC date but no more than two weeks before that date. If the candidate is successful at the aptitude tests and the OASC medical board, the F Med 4 and DMICP record will be reviewed by an Army Aviation Medicine specialist. It must be stressed to candidates that even if found medically fit to apply for pilot training at this initial application stage, other specialized tests performed later in the selection process might still detect that they are unfit for pilot training. Advice on these selection standards may be sought from an Army Consultant in Aviation Medicine (CAM). Locations and telephone numbers are provided at **Para 9** below.

5. Minimum Joint Medical Employment Standard. The minimum PULHEEMS profile for Army pilot candidates is as follows:

P	U	L	H	H	E	E	M	S	CP
2	2	2	1	1	3	3	2	2	2
					1	1			

6. Notes on Standards.

a. Audiological Standards. In addition to the standard H grade awarded in accordance with **JSP 346**, all candidates must comply with the hearing standards detailed both in **PULHHEEMS Administrative Pamphlet, Appendix 6** and at DGPL 08 of 2006 [Health Surveillance for Vibration and Noise](#). Candidates are not normally accepted if they fall below the H1 limit in either ear, but they may be accepted if they are no worse than H2 in either ear and remain within the age related limit for the 1-3 kHz average loss outlined in the references above. In addition, they must have intact tympanic membranes, a positive Valsalva Test and no upper respiratory tract pathology. A candidate who falls below the published standards may be considered for selection following review by the Consultant Adviser in Aviation Medicine (Army). All candidates will undergo a further audiometric examination by the RAF medical board at OASC prior to final acceptance.

b. Ophthalmic Standards. Visual function below the minimum standard is a frequent cause of rejection of applicants for pilot training. Every effort should therefore be made to ensure that these personnel are screened out at an early stage. All candidates will undergo a comprehensive ophthalmic examination by the RAF medical board at OASC prior to final acceptance which includes further tests of near vision, convergence, accommodation, eye muscle balance, stereopsis, assessment of visual fields, and corneal topography. The following notes are provided for guidance during the initial application medical examination. Vision in each eye unaided must not be worse than 6/12 and each eye must be correctable to 6/6 or better. The strength of the required correction is not to exceed -0.75 to $+1.75$ dioptres (spherical) and the astigmatic element must not be greater than ± 0.75 dioptres (cylindrical). Consideration should be given to obtaining a new ophthalmic prescription at the application stage for any candidate requiring spectacles or contact lenses – an existing prescription in the F Med 4 would suffice if it was recent (within one to two years). Candidates clearly outside the limits must be informed prior to the application being submitted and the application should cease. Failure to follow the limits will only result in disappointment for the potential applicant at a later stage. Potential applicants that are close to the limits (± 0.25 dioptres) should be discussed with an Army CAM, before the application is submitted.

c. Corneal Refractive Surgery. From September 2010, corneal refractive surgery (CRS) may be permissible for Army pilot applicants provided that the applicant falls within a range of

very strict criteria. These can be found in Air Publication [AP 1269A](#), Assessment of Medical Fitness, Section 5, Leaflet 5-14, Para 10. It is vital that potential applicants understand that the Aviation Medicine Authorities do not encourage potential applicants to have CRS solely for aircrew selection because:

- (1) Whilst it is generally a safe procedure, all surgical procedures carry inherent risks and potential applicants could experience complications that might adversely affect their vision.
- (2) There can be no guarantee that the CRS will result in them being acceptable for selection due to other medical or ophthalmologic reasons.
- (3) They must pay for the procedure themselves.
- (4) They must have the endorsement of their current chain of command for any time off required to have or to recover from the procedure.

The decision to have CRS must be theirs and theirs alone. Candidates will not be accepted if they do not fall within the criteria at [AP 1269A](#) and it is their responsibility to provide the evidence that they are within requirements such as the pre-operative limits. All applicants that have had CRS will be referred for specialist assessment by CA Ophthalmology RAF.

d. Previous Medical History. A definite history of migraine, asthma, alcohol or drug abuse is normally a bar to flying training. Hay fever sufferers may be considered for selection if their hay fever is well controlled by OTC topical treatments or new generation oral antihistamines. If in doubt, advice may be obtained from an Army CAM. Similarly, if the applicant has any other significant medical history, the advice of an Army CAM should be sought at this stage.

e. Anthropometric Standards. The following measurements are to be recorded on DMICP and the standards applied at the initial application medical examination:

- (1) **Nude Body Weight.** (Range 60.4 - 96.7 kg). Individual weight should be checked against the comparative weight tables contained in [JSP 950 Lflt 6-7-3 Annex C](#). Applicants whose Body Mass Index (BMI) is above the maximum recommended weight for service entry (BMI of >28, for both males and females) may be considered temporarily unfit pending weight reduction. In such cases the advice of an Army CAM should be sought. In addition to the BMI limits above, all candidates must fall within the absolute weight range of 60.4-96.7kg.
- (2) **Body Dimensions.** Some body dimensions are critical to aircrew being safely and functionally accommodated in aircraft cockpits. Candidates will have a full anthropometric assessment at the RAF medical board at OASC prior to final acceptance but it is important for them to be screened at the initial application medical examination. The following measures (with definitions) should be used as a guide.
 - (a) **Sitting Height.** (Range 865-1005mm). While seated on a chair or stool (with thighs parallel to the floor) – the vertical height from seat horizontal surface to the top of the head.
 - (b) **Buttock to Knee (Leg Length).** (Range 560-660mm). While seated on a chair or stool (with thighs parallel to the floor) –the horizontal distance from the seat back vertical surface to the forward edge of the knee.

(c) **Buttock to Heel (Leg Length).** (Range 1000-1200mm). While seated on the ground against a vertical surface (with the legs straight) – the horizontal distance from the vertical surface to the surface of the heel.

() **Functional Reach.** (Minimum 740mm). While seated or standing with both arms outstretched and parallel to the floor – the horizontal distance from the surface in contact with the back to the tip of the extended thumb of the left hand. *N.B.* The shoulder must not rotate forwards and the shoulder blades must be touching the vertical surface in contact with the back.

(d) Although stature limits are not currently applied, experience has shown that applicants outside a height range of 167cm to 193cm are highly likely to fail one or more of the anthropometric parameters. Applicants whose measurements do not fall within these heights or the ranges above should be discussed with an Army CAM.

7. **Special Tests.** The requirement for medical centres to order blood tests and provide a reported ECG at the application stage has ceased. These will now be conducted at Middle Wallop during the Army Flying Grading Course, for those applicants that successfully pass the aptitude tests and the medical board at OASC. However, should an applicant have a clinical condition likely to affect the results, relevant tests should be conducted prior to application. The following tests will be carried out during the Army Flying Grading Course.

- a. Resting 12 Lead ECG.
- b. Chest X-ray (PA view). This is not required routinely; only if clinically indicated. It must be reported by a Radiologist and the report secured in the **DMICP record**.
- c. Blood Tests. The following blood tests will be performed.
 - (1) Haemoglobin.
 - (2) Cholesterol and HDL.
 - (3) HbA1c.

8. **Pre-Pilot Course Screening.** Candidates that pass the AFG Course will be loaded onto an Army Pilot Course (APC) and they must remain within the medical selection standards when loaded onto the latter course. There may be a considerable delay between AFG and APC so a further medical examination is to be performed at the individual's unit, recorded on DMICP, immediately prior to the start of the APC. Provided this and a CAM assessment are satisfactory an aircrew medical category will be awarded at the start of the APC.

9. **Location of Army CAMs.** It is stressed that the initial application medical examination is a screening examination designed to remove medically unfit applicants from the selection process in order to save time and resources. Individuals who appear just outside the limits mentioned above should be discussed with the Consultant Adviser in Aviation Medicine (Army).

- a. Consultant Adviser in Aviation Medicine (Army) – / .
- b. Department of Aviation Medicine, Middle Wallop - / or / .
- c. SO1 Avn Med HQ Joint Helicopter Command – / .
- d. CAM AMO, RAF CAM, RAF Henlow – / .

- e. CAM Wattisham – / / .
- f. CAM Yeovilton – or .

Intentionally blank

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ANNEX B TO CHAPTER 43 PART 4
APPLICATION FOR TRAINING AS AN ARMY PILOT
 (Para 43.407 refers)

Part 1 (To be completed by the applicant -please ensure accuracy)		
No	Name	Forename(s)
Sub Rank/Date	Acting Rank/Date	Regt/Corps
Date of birth	Commission/Enlistment Date	Current EED
Unit Address	Date Joined Unit	
	Mil Contact Telephone	
	Mobile telephone	
	E-Mail	
Academic/Other Qualifications:		
Military Qualifications:		
Primary Military Trade		
Have you previously taken part in OASC aptitude tests, if so, when?		
Have you any experience at the controls of an aircraft/gliders/UAS etc?		
Officers		
1. I certify that my attention has been drawn to JSP 750 and the requirement for the Tri-Service Trg RoS which requires a six year return of service from my successful completion of the initial Conversion to Type (CTT) course or exit from training date if earlier.		
2. I understand that any false statements regarding medical conditions may result in my being debarred from flying training.		
3. I understand that I will be required to transfer to the AAC on completion of CTT ¹ (RAMC Aviation Medical Specialists). I have discussed, and the career implications of attending the APC, with my CM Branch.		
Soldiers		
1. . I certify that my attention has been drawn to JSP 750 and the requirement for the Tri-Service Trg RoS which requires a six year return of service from my successful completion of the Conversion to Type (CTT) course or exit from training date if earlier.		
2. I understand that any false statements regarding medical conditions may result in my being debarred from flying training.		
3. I understand that I will be required to transfer to the AAC on completion of initial CTT ¹⁵ . I have discussed this, and the career implications of attending the APC, with my CoC.		
Signature of applicant:		Date:

¹⁵RAF, RN and RM personnel will be required to transfer to the AAC on acceptance of a MFTS placement.

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Part 2: (To be completed by the Unit Commander)					
	Excellent	V Good	Good	Fair	Poor
Military background					
Maturity					
Judgement					
Integrity					
Drive/Initiative					
Motivation					
Personality (ability to communicate)					
Promotion potential					
Summary/Pen picture:					
Available for testing and four/five weeks Flying Grading from:					
Available for pilot training from:					
I certify that the applicant is recommended for training as an Army pilot					
Signature:				Date:	
Name:					
Rank & Appointment:					
Unit:					

Part 3 (To be completed by the Unit Medical Officer)	
Certified that the applicant has achieved ALL the acceptance standards laid down in AGAI Vol 2, Ch 43, Part 4, Annex A	Yes/No
Joint Medical Employment Standard (JMES)	
Colour Perception Rating of CP2	
Absence of significant medical history	
Any history of Asthma?	
Any history of Hay Fever?	
Has satisfactory Blood Test result (only if clinically indicated)	
Has satisfactory ECG Test result (only if clinically indicated)	
Has satisfactory Chest X-ray result (only if clinically indicated)	
Is within the anthropometric limitations (AP 1269A , Lft 4-05, Annex C)	
F Med 4 will be forwarded to the Department of Aviation Medicine, Army Aviation Centre, Middle Wallop, STOCKBRIDGE, Hampshire, SO20 8DY two weeks prior to the OASC Medical Board date.	
Signed	Name
Appointment	Date

This form must now be passed to the applicant's CM Branch

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Part 4 (To be completed by applicant's CM Branch)

Retain AF B241 until required later	Yes/No
Details in Part 1 are correct?	
Availability for testing and training as shown in Part 2	
MOD Form 1109 (SC Vetting form) has been raised if applicable	
A copy of Regimental Entries is enclosed (if applicable)	
There are no restrictions on the applicant's employability for trade, security, domestic or other reasons	
Officers: Do the remarks at Part 2 reflect fairly the qualities or failings contained in this officer's OJARs?	
Soldiers: Parts 2 and 3 of the last two annual reports are attached.	
Comments	
Signed	Appointment
	Date

This form must now be passed to SO2 Cbt Sp AAC Officers or SO2 Cbt Sp AAC JNCOs, APC Glasgow.

Eligible / Not Eligible (comment if required)		
Signed	Appointment	Date

This form must now be passed to SO1 Recruiting and Selection, HQ AAC, Middle Wallop

Approved / Not Approved (comment if required)		
Signed	Appointment	Date

In accordance with the Data Protection Act 1998, the MOD will collect, use, protect and retain the information on this form in connection with matters relating to your application to train as an Army pilot.

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ARMY REMUNERATION POLICY
MINISTRY OF DEFENCE
Main Building
LONDON, SW1A 2HB

Telephone: [REDACTED]
Military: MOD Main Building [REDACTED] Ext [REDACTED]
Network: MOD Main Building [REDACTED] Ext [REDACTED]
Facsimile: [REDACTED]
Email:

Reference: Army Pay
Colonels>Pay>Employment
Groups With Separate Pay
Arrangments>General

~~See Distribution~~

~~Date: 04 Apr 2019~~

**AMENDMENT 1 - TRANSFER TO THE PILOT EMPLOYMENT STREAM (ARMY) (PES(A)) –
ADMINISTRATIVE INSTRUCTION**

General

1. This administrative instruction provides details of the process and administrative arrangements for personnel who wish to apply for the PES(A). As at 1 October 2010, transfer to the PES(A) attracts a 5 year Return of Service (RoS) in accordance with the recommendations of the AFPRB.¹

2. Entry onto the PES(A) is by selection and the number of personnel selected each year is commensurate with the Army's manning requirement. The PES(A) is a sequence of 35 incremental levels (ILs) on one range that provides scope for Yearly Incremental Progression (YIP). Pay on the PES(A) is based on length of service rather than rank although pay bars exist for the following groups.

- a. at IL30 for all OF2 aircrew (unless they joined the PES(A) prior to 1 April 2010 in which case they may be subject to reserve rights);
- b. at IL22 for all non-AAC NCO pilots;
- c. at IL22 for AAC Sergeant pilots;
- d. at IL24 for AAC Staff Sergeant pilots;²
- e. at IL27 for AAC WO2 pilots;² and
- f. at IL30 for AAC WO1 pilots.²

Eligibility

¹ 2010 AFPRB Report, Recommendation 3, Entry on to the PAS/PES(A) should continue to attract a minimum five-years return of service.

² Prior to April 2010 all AAC pilots were subject to a pay bar at IL22.

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3. AAC aircrew that are eligible in accordance with JSP 754, Chapter 4, Section 6 (Officers) and Section 7 (NCOs).
4. **PES(A) Transfer Points.** Aircrew will be eligible to apply for transfer to PES(A) at one of the following points:
 - a. **AAC DE officers on an IRC or Reg C with pension benefits under AFPS 75 only:** the transfer point will be at or beyond the Immediate Pension (IP) qualification point³.
 - b. **AAC LE officers on an IRC or Reg C with pension benefits under AFPS 75 only:** the transfer point will be the earlier of the following dates;
 - (1) the date they qualify for the officers' IP (which must include at least 5 years served as a commissioned officer); or
 - (2) the ORs' IP qualification point⁴.
 - c. **AAC NCO aircrew with pension benefits under AFPS 75 only:** the transfer point will be at or beyond the IP qualification point.⁵
 - d. **AAC DE officers with pension benefits under AFPS 75 and AFPS 15:** the transfer point will be at the IP qualification point for AFPS 75.
 - e. **AAC LE officers with pension benefits under AFPS 75 and AFPS 15:** the transfer point will be the earlier of the following dates;
 - (1) the date they qualify for the officers' IP for AFPS 75 (which must include at least 5 years served as a commissioned officer);
 - (2) the ORs' IP for AFPS 75; or
 - (3) the AFPS 15 EDP-qualifying point.
 - f. **AAC NCO aircrew with pension benefits under AFPS 75 and AFPS 15:** the transfer point will be at the IP qualification point.
 - g. **AAC DE and LE officers and NCO aircrew with pension benefits under AFPS 05 only:** the transfer point will be at the AFPS 05 EDP-qualifying point – 18 years served and the individual has reached the age of 40 or over (18/40).
 - h. **AAC DE and LE officers and NCO aircrew with pension benefits under AFPS 05 and AFPS 15:** the transfer point will be at the AFPS 05 EDP-qualifying point – 18/40.
 - i. **AAC DE and LE officers and NCO aircrew with pension benefits under AFPS 15 only:** the transfer point will be at the AFPS 15 EDP-qualifying point – 20 years served and the individual has reached the age of 40 or over (20/40).
5. **Additional Criteria:**

³ A member qualifies for an Officer's AFPS 75 IP after completing 16 years reckonable service from age 21 or date of joining, whichever is the later.

⁴ A member qualifies for an OR AFPS 75 IP after completing 22 years reckonable service from age 18 or date of joining, whichever is the later.

⁵ After 22 years' reckonable service for those on AFPS 75.

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- a. Personnel must be in receipt of Recruitment and Retention Pay(Flying)(RRP(F)) (either at Full or Reserve Band rates).
- b. Personnel must not have applied for Premature Voluntary Retirement (PVR).
- c. Personnel must not have been permanently medically downgraded as unfit for flying duties. Personnel who are temporarily downgraded will have their suitability for entry onto the PES(A) assessed on a case-by-case basis by single-Service Manning Authorities.
- d. Personnel must be able to provide a minimum of 5 years service from their date of entry to the PES(A) to their Normal Retirement Date (NRD).
- e. Remain liable for a career assignment worldwide.
- f. Officers must have 5 years' residual service from their transfer point. Additionally, Tri-Service criteria dictates that personnel must be able to provide a minimum of 5 years' service from their date of entry to PES(A) to their Normal Retirement Date. This means that unless an AAC officer holds a Reg C or an IRC (LE) on application they are not eligible for PES(A).
- g. Soldier pilots are eligible to apply for PES(A) at their IPP/EDP and in most cases this is their 20/40 point. As long as they are not permanently downgraded as unfit for flying duties, have a suitable SJAR (not below B-) and can provide the return of service of 5 years they are likely to be selected.

6. RoS. The required RoS period is five years, and commences from the date the individual is accepted on to the scheme.

7. Application. Personnel who wish to apply for transfer to the PES(A) and meet the eligibility criteria, should do so using the application form at Annex A. Application forms are to be submitted to SO2 TACOS APC through the chain of command.⁶

Selection Criteria

8. Similar selection criteria will be applied for each cohort. Key to selection will be an individual's *employability* as a *specialist* (over and above 'pilot' qualification), but of equal importance will be an applicant's *mobility* and *deployability*.

Rates of Pay

9. Personnel on the PES(A) are not eligible for RRP(F), as their basic rates of pay are enhanced to recognize their aircrew skills and employment in flying and flying related appointments. Those aircrew not serving as PES(A) aircrew are categorized as Career Stream (CS)⁷ aircrew and continue to receive basic pay and RRP(F), if appropriate.

10. The rates of pay for PES(A) officers are recommended annually by the Armed Forces' Pay Review Body (AFPRB) and promulgated via a Directed Letter by CDP Remuneration.

Entry onto the PES(A)

11. Upon transfer to the PES(A), aircrew will enter at the IL that equates to the aggregate of their basic pay and RRP(F), in the paid rank on the day of transfer. If no direct equivalent exists then an individual will be placed on the next highest IL on the PES(A). If applying the above mentioned

⁶ The PES(A) application must be signed by the applicant's Commanding Officer.

⁷ Career Stream is a generic term for personnel in all Services on the main pay scale.

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criteria leads to an entry point that exceeds an IL bar for the individual's particular specialisation, then the individual will standstill on that IL until they have achieved the required rank to progress to the next level. There are no circumstances under which an individual's pay on the PES(A) should be less than their remuneration prior to joining it. In all instances, an individual's Incremental Base Date (IBD) will not be reset as a result of transfer to the PES(A). JPAC are responsible for transferring an individual onto the appropriate level on the PES(A). Individuals should seek advice on the financial implications prior to applying. The requirement for PES(A) is reviewed annually by the AFPRB.

Yearly Incremental Progression

12. Subject to satisfying normal criteria, PES(A) aircrew will advance one IL on the anniversary of their IBD until such time that they reach the maximum IL or a pay bar associated with their aircrew specialisation, whereupon they will stand still until they have achieved the required rank to progress to the next level.

13. The following rules govern promotion arrangements for personnel of the PES(A):

- a. **Promotion from OF2 to OF3.** OF2 PES(A) personnel remain eligible for promotion to OF3 in accordance with single Service criteria and, if selected for promotion, may apply to either remain on the PES(A) or transfer to the CS⁸. The decision will depend upon the individual Services' manning requirements at the time. Depending on Service requirements, OF2 PES(A) officers who transfer to the CS on promotion to OF3 may, subject to satisfying the relevant criteria, be later offered a transfer back to the PES(A);
- b. **Promotion from OF3 to OF4.** OF3 PES(A) personnel remain eligible for promotion to OF4 in competition with OF3 CS personnel. However, on promotion to OF4 they must transfer to the CS and cannot re-join the PES(A) at any future point; and
- c. **Other Ranks.** PES(A) personnel are subject to the standard rules for promotion whilst on extended service, if promoted they will remain on the PES(A).

Pay on Promotion

14. The rates of pay on the PES(A) are determined by experience rather than rank. For those officers remaining on the PES(A) after promotion there will be no change to their rate of pay; neither will there be any resetting of their IBD. However, for those officers who transfer to the CS on promotion, pay in their new rank will be calculated by subtracting the top rate of RRP(F) from the PES(A) remuneration in the lower rank they were receiving on the day prior to their promotion becoming effective and then applying normal rules for pay on promotion.

Medical Downgrading

15. PES(A) personnel who are temporarily medically downgraded will remain on the PES(A). However, PES(A) personnel who are permanently medically downgraded and cannot fill either flying or flying related posts cannot remain on the PES(A). In such circumstances personnel may, depending on Service requirements, be offered a transfer to a non-flying post. Alternatively they may elect to exit the Services on invaliding terms (if offered) or be medically discharged.

⁸Personnel transferring back to the CS will do so on the understanding that they abide by the terms and conditions of service associated with it.

Transfer of Specialisation/Branch and Re-entry

16. Should an individual move into a non-flying related post they will be placed on the IL on the CS pay range appropriate to their rank. The new rate of pay will be determined by subtracting the top rate of RRP(F) from their PES(A) level of pay on the CS. If there is no equivalent level then they should move to the next higher IL for their rank. If the new rate of pay (PES(A) less top rate RRP(F)) is greater than the maximum IL for their rank and range then the individual will receive a Specially Determined Rate of Pay (SDRP).

17. Aircrew who have rejoined the Services and had previously held a permanent commission are eligible, provided there is a Service requirement, for selection to the PES(A) under the rules outlined above. However, individuals would normally be expected to rejoin the CS and compete for transfer to the PES(A). For further details contact APC Cbt Spt AAC.

18. Personnel training to move from one aircrew specialisation to another will, on transfer, be subject to any pay bars associated with their new specialisation. If a pay bar has already been passed they will standstill on their existing rate of pay and normal rules will apply.

Premature Voluntary Retirement (PVR)/Transfer/Discharge

19. Once accepted for PES(A) personnel will not normally be entitled to transfer, discharge or terminate service until the RoS is complete.

Pensions

20. Under AFPS 75, pensions for PES(A) personnel will be enhanced by adding a daily supplement to the standard representative rank based pension that an individual is entitled to on leaving the Services. The appropriate daily supplement will be earned for each day of service on the PES(A), provided that a minimum of 5 years paid and pensionable service on PES(A) terms has been given before retirement. The pension supplements are published on an annual basis on the Remuneration Defence Intranet page; PES(A) codes are recorded as [Professional Aviator Supplements](#). Full regulations governing pension entitlements are contained in JSP 754 Ch 4 Section 6, para 04.0623.

21. Pensions for those serving under AFPS 05 will be based on the final pensionable salary; there are no supplements payable under AFPS 05.

22. For those who are members of AFPS 15 pension benefits are calculated using a system called Career Average Revalued Earnings (CARE). Every year 1/47th of annual pensionable earnings are added to the individual's pension pot.

23. For personnel who transferred to AFPS 15, pension benefits earned in AFPS 75 and AFPS 05 will be protected. Those with accrued rights in AFPS 75, will have their final rank used to calculate AFPS 75 benefits in conjunction with the number of years reckonable service in AFPS 75. For individuals with accrued rights in AFPS 05, it is their final pensionable salary⁹ in conjunction with the number of years of reckonable service in AFPS 05, which will be used to calculate AFPS 05 benefits. The link to final rank (AFPS 75) and final pensionable pay (AFPS 05) is at the point of leaving the Armed Forces and not at the point of transfer to AFPS 15.

Army Pay Colonel

⁹ AFPS05 benefits are based on your final pensionable pay – that is the greatest amount of pensionable pay you received for 365 consecutive days over the last three years of reckonable service.

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Annexes:

A. PES(A) Application Form

Distribution:

DBS: SO1 Cu Ops and SO2 Future Development Pay and Charges

D Pers Admin: SO2 Current Ops

AAC SO1 E1 Manning Brick, SO1 Manning Plans, SO2 Offr Pol and SO2 Sldr Pol

HQ AAC: Col AAC, COS, SO1 Pers, SO2 E1 Manning Brick and SO3 Pers

APC CM Combat Support Br: SO1 AAC Officers, SO2 AAC Officers, SO2 AAC LE Officers, SO2 TACOS, SO2 AAC Soldiers SNCO

Commanding Officers: 1 Regt AAC, 2 (Trg) Regt AAC, 3 Regt AAC, 4 Regt AAC, 5 Regt AAC, 6 Regt AAC, 7 (Trg) Regt AAC, 9 Regt AAC, OC 658 Sqn, OC 7 Flt AAC, OC 29 Flt AAC

RAOs: 1 Regt AAC, 2 (Trg) Regt AAC, 3 Regt AAC, 4 Regt AAC, 5 Regt AAC, 6 Regt AAC, 7 (Trg) Regt AAC, 9 Regt AAC, , 658 Sqn AAC, 7 Flt AAC, 29 Flt AAC

Copy to:

MA/D Pers

Defence People – AF Rem AHd

Army Legal SO1 Employment Law

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**ANNEX A TO
TRANSFER TO THE
PES(A) AI
DATED 4 Apr 19**

PILOT EMPLOYMENT STREAM (ARMY) (PES(A)) APPLICATION FORM

To:

SO2 TACOS AAC

From:

Service Number	Rank	Initials	Surname
----------------	------	----------	---------

Details:

Date of Enlistment	Date of Commission	Type of Commission (Offrs)	Type of Engagement (ORs)
--------------------	--------------------	----------------------------	--------------------------

DOB	Aircrew Med Cat and Date of Last Medical ¹⁰	Engagement Expiry
-----	--	-------------------

Flying Qualifications

Specialist Qualifications

1. I confirm that, having read and understood the Transfer to the Pilot Employment Stream (Army) PES(A) Administrative Instruction dated 04 April 19 and Section 6 and 7, Chapter 4 of JSP 754, I have considered my career options and I elect to transfer to the PES(A).

2. To the best of my knowledge I am eligible to apply for a transfer to the PES(A) and in particular:

a. I have not submitted an application for PVR.

b. I have a minimum of 5 years pensionable service to serve beyond my IPP/EDD from date of entry onto PES(A).

c. I am aware of the pay and pension implications of joining the PES(A).

d. I am in receipt of RRP(F)(if not state why).

3. I realise that I must meet all the criteria below in order to remain eligible to stay on the PES(A):

a. Remain fit for flying duties.

b. Prepared to undertake flying or flying related appointments worldwide.

c. Maintain a satisfactory performance standard grade in an OJAR or SJAR.

4. For Officers. I realise the career implications of moving onto the PES(A) and am aware that I will be required to revert to the Career Stream if promoted to Lt Col.

¹⁰ Aircrew away from Regimental Duty are required to have an aircrew medical by a SAM every year.

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I understand that, if awarded a transfer to the PES(A) I must complete a 5 year Return of Service (RoS) from the date of when the individual becomes eligible.¹¹



Signature of Applicant

Name of Applicant

Rank

Service Number

Date

To be completed by RAO

The above information has been checked against the individual's JPA record and information contained within their P File and has been found to be correct.

Date

Unit and Appointment

Rank and Name

Signature

To be completed by the Commanding Officer

*I confirm that I have discussed the above named applicant's options with them and I am satisfied that he/she fully understand the basis upon which he/she accepts transfer to PES(A).

*I confirm that I have interviewed the above named applicant and advised him/her that I do not consider him/her to be a suitable candidate for transfer to PES(A). My reasons are given below:

Commanding Officers Assessment of Suitability:

Rank and Name

Signature

Appointment

Date

¹¹ The 5 year RoS for entering the PES(A) can run concurrently to other RoS commitments.

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To be Completed by APC Cbt Spt AAC



The applicant meets all the criteria to join the PES(A).

He/She has been deemed suitable to join PES(A) and is eligible to enter on date:

Date	_____	Date JPA Form E1005 Submitted	_____
Name	_____		
Rank	_____		
Date	_____		

*Delete as appropriate