

*†5968.—Rating Pilots—Future Conditions of Service

(N. 28334/45.—27 Sep. 1946.)

It has been decided to effect a considerable re-organization in the manning of Naval aircraft, under which the majority of pilot's seats will be filled by rating pilots.

2. Officer pilots will in future be drawn mostly from the Executive Branch though there will be some (E) and R.M. officer pilots, and officer pilots will be required to combine the functions of pilot and observer, the separate specialization of observer being allowed to die out. Selected officer pilots will undertake such specialization in observer duties as may be necessary.

3. Pilot and observer functions will also be combined in rating pilots to the extent of training them to carry out single seat navigation, search, shadowing and enemy reporting and to operate in multi-seaters without specialist observer assistance.

4. The majority of rating pilots will be recruited direct from civil life; a proportion will be recruited from aircraft artificers for a limited period of flying service after which they will normally be returned to their trade; a limited number will similarly be recruited from the Royal Marines for ultimate return to the corps; ratings in other branches of the Navy will also be allowed to volunteer for transfer to the rating pilot branch.

5. The special status of rating pilots will be recognized by the institution of new rates, and the provision of improved living accommodation. The new rates will be :—

Probationary Pilot.

Pilot IV.

Pilot III.

Pilot II.

Pilot I.

For certain regulational purposes and for eligibility for certain allowances and pension purposes, it is necessary to relate these rates to conventional ratings in the Royal Navy, and for these purposes Pilot I will be related to C.P.O., Pilot II to P.O., Pilot III and Pilot IV to Leading rate. Aircraft Artificer Pilots will retain their Artificer rate while carrying out Pilot duties.

6. The rates of pay for Pilots (other than Aircraft Artificer Pilots) will be as follows :—

	<i>Per diem</i>	
Probationary Pilot ...	4s.	During Part I New entry training.
	7s.	During training up to end of Service Flying Training School period.
(Service candidates during flying training will receive their current rate of pay plus 2s. flying allowance.)		
Pilot IV	10s. 6d.	During Operational Flying School training.

Pilot III	...	...	Per diem 12s. 6d.	On completion of all qualifying flying training and award of "Wings".
Pilot II	...	...	14s. 6d.	Advancement by Commodore, R.N. Barracks, Lee-on-Solent, in vacancies subject to recommendation after three years as Pilot III.
Pilot I	...	...	16s. 6d.	Advancement by Commodore, R.N. Barracks, Lee-on-Solent, in vacancies subject to recommendation after four years as Pilot II.

Increments from age 18 and badge pay on the general service basis are payable in addition to the above rates.

7. Artificer Pilots will receive a flying allowance of 2s. a day during probationary flying training and 3s. a day on being rated Pilot IV in addition to the basic pay and trade pay of their branch. They will be expected to progress in their Artificer rating while carrying out flying service, and when not engaged on flying duties will be given opportunity to work in their trade while other pilots will be employed in appropriate duties available in the Air Group, the Air Department and the ship in that order of priority.

8. Pilot I will wear Class I uniform ; Class III uniform without rating badges but with horn or brass buttons as appropriate will be worn by all Pilots below Pilot I except Air Artificers and Royal Marines who will continue to wear the uniform of their branch or corps, R.M. Pilots IV and III to wear Corporal stripes and Pilots II Sergeant's stripes ; Service volunteers from other branches will continue to wear the uniform of their branch during probationary flying training, a Class III uniform being issued to men dressed as seamen on advancement to Pilot IV. The flying badge when awarded will be worn on the left forearm except by Royal Marines who will wear it on the left breast.

9. The following are the general conditions of entry into flying training :—

(a) *Direct entry Pilots.*

Age limits for volunteering 17 and below 19 years.

Qualifications School certificate with four passes, including mathematics.

Candidates will require to be recommended by the Preliminary Selection Board and to pass medical and preliminary practical tests of flying aptitude. Candidates will attend such tests as civilians, but they will be maintained at public expense during this period.

Engagement

Accepted candidates will be required to enter into a Continuous Service engagement. There will be an opportunity for selected Pilots to complete time for pension. Those failing to qualify during probationary training will be discharged. Those subsequently becoming unfit for operational flying will be suitable, be retained on second line flying duties ; otherwise they will be given an option of discharge or, if suitable, transfer to the Naval Airman branch.

(b) *Aircraft Artificer Pilots.*

Age limits

May volunteer during the last two years of apprentice training. Must have completed one year as A.A. 5th Class and be under 22 on entry into flying training.

To be recommended by the Commanding Officer.

Qualifications

Period of Flying Training

Normally, reversion to trade employment will be required five years after completion of flying training. Exceptionally, Aircraft Artificer Pilots may be accepted for flying service beyond the usual five years but this would be subject to their engaging to complete time for pension and they would then transfer permanently to pilot under the normal pay conditions, for rating pilots. Those failing to qualify during flying training or subsequently becoming unfit for operational flying will revert to their trade.

(c) Royal Marines.

Age limits May volunteer on completion of R.M. training but must be under 22 on entry into flying training.

Qualifications R.M. 1st Class educational certificate. Must have served one year at sea, be qualified for promotion to Corporal and recommended by Commanding Officer.

Period of Flying Service ... Normally, reversion to the Corps will be required five years after completion of flying training. Reversion will be to Corporal or to Sergeant if promoted to that rank in the Corps during the five years' flying service. Exceptionally, an R.M. pilot may be accepted for flying service beyond the usual five years in which case he would be required to transfer to an R.N. engagement to complete time for pension. In such circumstances all service as Probationary Pilot and Pilot would be reckonable towards completion of the new engagement. Royal Marines failing to qualify during flying training or subsequently becoming unfit for flying will revert to the Corps.

(d) Other Candidates.

Age limits Ratings belonging to other branches may volunteer at any time after completion of new entry or boys' training but must be under 20 on entry into flying training. A special form of recommendation will be required for those provisionally selected, particulars of which will be promulgated in due course.

Qualifications Higher Educational Test. Must have served one year at sea or (for Naval Airmen) at a Naval air station and must be recommended by the Commanding Officer. If on an S.S. engagement, an undertaking to be given by the rating to transfer to a C.S. engagement on completion of all qualifying flying training.

Period of flying service ... During probationary flying training, candidates will remain in their own branch and attached to their port divisions. On passing S.F.T.S. they

will be transferred to the Rating Pilot Branch and to Lee Port Division, but if subsequently found unsuitable for flying, they will be liable to reversion to A.B. rate either in the branch from which they volunteered or in the Naval Airman Branch according to circumstances and their qualifications. Those formerly on S.S. engagements will have the option of reverting to them.

(N.B.—Volunteers for entry into flying training under 9 (b), (c) and (d) will all be required to pass medical and preliminary practical tests of flying aptitude as for direct entries.)

10. *Promotion to Warrant or Commissioned Rank.*—All rating pilots including Aircraft Artificers and Royal Marines will be eligible for selection for promotion to Warrant Air Officer and for direct promotion to Commissioned rank in the Executive Branch. Aircraft Artificers and Royal Marines so promoted will sever all connection with their former branch or corps. Separate instructions will be issued about the procedure to be adopted for Commissioned and Warrant Officer candidates.

11. *Pensions and gratuities.*—Rating pilots completing 22 years' pensionable service will be eligible for the full rate of long service pension on the normal scale plus an addition at the rate of 8d. a week for each year of service while employed on aircrew duties. If discharged unsuitable for aircrew duties after a minimum of 18 years' reckonable service, a proportionate pension will be payable on the normal scale plus the additional 8d. a week.

On discharge without entitlement to pension but with a minimum of ten years' service a gratuity will be payable at the rate of £40 for each year of aircrew service, in lieu of the ordinary service gratuity for that period.

Rating pilots who are invalidated after 12 years' reckonable service will receive a proportionate pension on the normal scale plus the additional 8d. a week for each year of service on aircrew duties. Those invalidated with less than 12 years' service will be paid a gratuity at the rate of £40 for each year of aircrew service, in lieu of the ordinary service gratuity for that period.

Aircraft Artificer Pilots and Royal Marine Pilots who return to their normal duties after a period of flying service will be eligible for the addition to pension on account of service while employed on aircrew duties, but the special rate of gratuity will not be payable to them except in the case of invaliding.

12. *Pay on transfer to other branches.*—Aircraft Artificer Pilots and Royal Marine Pilots on completing a tour of flying duty will revert to their branch at the normal rate of pay of their rating in the branch or corps. Rating pilots who revert to their former branch or are recategorized into other branches for reasons outside their own control will retain their flying emoluments on a mark time basis for a period of six months, provided that this does not extend beyond the normal tour of flying duty in the case of Aircraft Artificers and Royal Marines.

13. *Assimilation of C.S. Rating Pilots and Observers and H.O. Rating Pilots on Extended Service engagements to new scheme.*—All C.S. Rating Pilots and those H.O. Rating Pilots selected for an extended service engagement are to be absorbed into the new Pilot rates with effect from 1st July, 1946; they will subsequently be given special courses to qualify them for the higher standard required of rating pilots under a minimum period of 7½ years. Normally, rating pilots will be advanced to Pilot I as Pilot I only if they have such a period of service, but war service as course of training. C.P.O. pilots on being absorbed into the new scheme will be assimilated as Pilot II, but the difference between the rate of pay C.P.O. Pilots were receiving on 30th June, 1946, and the rate they receive as Pilot II will be treated as a War Excess so long as they continue to be employed on aircrew duties. C.P.O. Pilots who have already received permanent advancement of 7½ years' qualified aircrew service, assessed as above, subject to satisfactory service.

During pilots other than those on C.S. or extended service engagements will work out their period of service under existing conditions.

As indicated by paragraph 8 above, there will be no flying observers under the new scheme. Those now serving, all of whom are active service personnel, will retain their existing rating of C.P.A. or H.C. Observers but are to be paid on the new rates of pay for Pilot I and Pilot II respectively, from the 1st July, 1940, the branch being regarded as observers.

Only service from the 1st July, 1940, will reckon for the addition to pay and the rate of gratuity referred to in paragraph 11 which apply to Active Service C.P.A. and H.C. Pilots and Observers. The special gratuity payable to H.C. Pilots on extended service engagements is not affected by these arrangements.

4. Additional observer training.—The following classes of aircrew members who became redundant on the cessation of hostilities with Japan and accepted reengagement in the R.N. may now volunteer for pilot training; candidates cannot be accepted for observer training in the absence of a separate observer specification under the new scheme:—

- (a) Semi-trained pilots (ex U.S.A. and Canada).
- (b) Pilots who did not commence Basic Flying Training.
- (c) Semi-trained observers (ex France).
- (d) Observers who did not commence Observer Training.

There will be no upper age limit for such candidates who volunteer from this source but otherwise the qualifications and conditions will be generally as for direct entries as laid down in paragraph 9 (a). The Higher Educational Test will be accepted as an alternative to the educational qualification for direct entries. Ratings accepted for pilot training would transfer to Fractileency Pilot at the 10% rate of pay. The period of training would depend on the stage they had reached in the earlier period of training.

It is emphasised, however, that the training capacity at present available is very limited and in consequence the number of volunteers that can be accepted will necessarily be small, and some delay is to be expected before those accepted will be able to commence flying training. When the number of volunteers is known who volunteers, Applications from ratings who wish to volunteer for a C.S. engineer-Commanding Officer are to be forwarded forthwith through the usual service channels to the Admiralty, accompanied by flying log books, service documents and a statement of educational qualifications.