

# Pilot Retention in the Air Corps

## The Air Corps

The Air Corps is based at Casement Aerodrome, Baldonnel, Dublin and consists of an operational headquarters, two operational wings (fixed wing and rotary wing), two support wings, the Air Corps Training College, and a communication and information services squadron.

The Air Corps operates a fleet of modern aircraft (See Annex A) and provides all the attendant services to operate and maintain those aircraft as well as maintaining a 24 hour military airbase. This requires a broad range of specialised personnel ranging from Pilots, Air Traffic Controllers, Aircraft Technicians, Instructors, Fire Crew, logistic, administrative, security and intelligence staff. The establishment<sup>1</sup> of the Air Corps is 886 and the current strength is 730 WTEs (as at end Feb 2018).

The roles assigned to the Air Corps encompass a range of military roles as well as surveillance, support roles and other roles relating to national security. The Air Corps undertakes joint flying operations in conjunction with the Army and Naval Service. On a day-to-day basis the Air Corps fulfils a range of Memorandum of Understanding (MOU) and Service Level Agreements (SLAs) requirements which include: Maritime surveillance and Fishery Protection Patrols; provision of pilots, maintenance and secure airbase facilities for the Garda Air Support Unit (GASU) on a 24-hour basis; support to the HSE through the provision of an emergency inter-hospital air ambulance service; provision of a helicopter on permanent detachment, which operates out of Custume Barracks, Athlone as part of the HSE's Emergency Aeromedical Service (EAS). In addition, the Air Corps provides a Ministerial Air Transport Service and undertakes other approved operations in support of the civil authorities.

## Flying Officers (pilots)

Flying Officers (pilots) in the Air Corps fly the various aircraft as well as filling posts that require their particular military aviation expertise such as supervisory, training, safety and management etc. The establishment for Flying Officers (pilots) is 107 with a current strength of 80 as outlined in the table below.

**Table 1 Establishment for Flying Officers and current strength as at March 2018**

| Rank              | Establishment | Strength |
|-------------------|---------------|----------|
| Brigadier General | 1             | 1        |
| Colonel           | 2             | 2        |

<sup>1</sup> Establishment is the number of posts, by rank, that when filled, provide a full staff complement.

|             |     |    |
|-------------|-----|----|
| Lt. Colonel | 8   | 8  |
| Commandant  | 16  | 16 |
| Captain     | 39  | 32 |
| Lt.         | 41  | 21 |
| Total       | 107 | 80 |

### **Flying Officer Recruitment and Training**

The Air Corps trains its own Flying Officers and there is currently no direct entry method for pilots who have obtained qualifications elsewhere (civilian or military). As outlined above, Air Corps Flying Officers, undertake a broad range of military aviation functions. In this context, their training incorporates military management and leadership training, which differs from training received in civil aviation.

Entry to a career as a Flying Officer is through an Air Corps cadetship. The limiting factors in the numbers that can be trained at any given time are instructor availability and aircraft availability. The training period for a cadet to “earn their wings” and qualify as a pilot is up to three years.

The table below sets out the number of applications for Air Corps flying officer cadetships and the number inducted in the timeframe indicated. There is no difficulty in attracting high calibre applicants for these positions.

**Table 2 Air Corps Cadet Applications and intake 2002-2017**

|            | 2017 | 2016 | 2015 | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 | 2002 |
|------------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Applicants | 1014 | 1279 | 426  | 480  | 546  | 648  | 610  | 722  | 0    | 0    | 248  | 162  | N/A  | N/A  | N/A  | N/A  |
| Inducted   | 10   | 12   | 11   | 9    | 0    | 5+9* | 3    | 3    | 0    | 0    | 5    | 10   | 10   | 6    | 7    | 3    |

\* Two Cadet classes inducted in 2012.

On successful completion of their training, Air Corps pilot cadets are offered a fixed period commission of 12 years. There is also a service commitment of 12 years and any Flying Officer given permission to leave prior to the expiry of that period, must pay back a proportion of the costs of their pilot training, calculation of which is dependent on the remaining commitment. However, this has not occurred in the last 25 years.

Typical Flying Officers qualifying from an Air Corps pilot “wings” course will have approximately 175 hours flying time. This level of experience will allow them to complete

routine military aviation tasks on a single pilot aircraft. The training they receive will also allow them to act as a co-pilot on a multi-pilot aircraft undertaking more complex tasks such as maritime surveillance. Throughout their career they will continue to accrue additional flying hours and operational experience. They will also undergo additional management and military aviation skills training e.g. Night Vision Goggle use. This increased experience, allied with increased exposure to various environmental and operational challenges, allows pilots to eventually assume command<sup>2</sup> of a multi-pilot aircraft. It will normally take an Air Corps pilot 10 years to assume command of a multi-pilot aircraft. While all pilots are valued, those who are qualified to command multi-pilot aircraft are essential in order to fly those aircraft. These tend to be pilots who are nearing the end of their service commitment or who no longer have a service commitment. The type of flying conducted by Air Corps pilots is generally more complex in nature than commercial airline flying. Whereas fixed wing airline flying is generally straight line from airport to airport, an Air Corps CASA Maritime Patrol Aircraft will depart Baldonnell and must be prepared to fly a range of complex mission profiles including, inter alia, low level over the sea at night; surveillance along our borders; delivery of Special Forces via parachute insertion; or, non-combatant extraction operations of Irish citizens living in volatile regions abroad.

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<sup>2</sup> Note- an Air Corps Flying Officer with the rank of Captain is not necessarily qualified as an aircraft commander for a multi-pilot aircraft.

## Retention

In recent years there has been an accelerated departure of Flying Officers. The vast majority of these departures have been by Flying Officers who had not reached the respective retirement age for their rank (see Annex B for mandatory retirement ages). Although this is not unusual in the Air Corps, the current rate is exceptional.

**Table 3 Air Corps Flying Officer Retirements 2002-2017**

| <b>Year</b>         | <b>Total Retirements</b> | <b>Fixed Wing Pilot Retirements</b> | <b>Helicopter Pilot Retirements</b> |
|---------------------|--------------------------|-------------------------------------|-------------------------------------|
| 2002                | 7                        | N/A                                 | N/A                                 |
| 2003                | 2                        | N/A                                 | N/A                                 |
| 2004                | 1                        | 1                                   | 0                                   |
| 2005                | 4                        | 3                                   | 1                                   |
| 2006                | 1                        | 0                                   | 1                                   |
| 2007                | 3                        | 0                                   | 3                                   |
| 2008                | 2                        | 1                                   | 1                                   |
| 2009                | 1                        | 0                                   | 1                                   |
| 2010                | 2                        | 1                                   | 1                                   |
| 2011                | 10                       | 6                                   | 4                                   |
| 2012                | 3                        | 0                                   | 3                                   |
| 2013                | 8                        | 2                                   | 6                                   |
| 2014                | 9(1 Age)                 | 4                                   | 5                                   |
| 2015                | 6                        | 5                                   | 1                                   |
| 2016                | 9 (1 Age)                | 7                                   | 2                                   |
| 2017                | 8(1 Age)                 | 4                                   | 4                                   |
| <b><u>TOTAL</u></b> | <b>76</b>                |                                     |                                     |

It is considered that the accelerated loss of pilots in recent years is largely due to a resurgent aviation sector in Ireland and further afield, and associated opportunities for experienced pilots to increase their earnings by moving to a career in either the private or commercial semi-state sectors. The General Officer Commanding (GOC) the Air Corps has indicated that over 26% of departing Pilot Officers who have pursued active commercial flying roles, have done so for careers in Aer Lingus. In the face of a growing shortage of pilots worldwide, further recruitment by airlines is likely to attract additional Air Corps pilots. There is evidence of increased competition for pilots between commercial airlines and recently Ryanair has improved the terms and conditions for its pilots. The issue of pay rates in the Air Corps versus commercial aviation positions is outlined further in this paper.

Key issues regarding the loss of pilots have been both the reduction in the overall number of pilots (decreasing from 100 in 2010 to 80 in 2018) and a change in the overall experience profile of the Pilot cohort. This experience loss has had a substantial impact on the capacity of the Air Corps to sustain a number of complex military aviation capabilities.

The table below shows that numbers departing have not matched the numbers being trained and although the intake of Cadets has increased in recent years, there is a lag time until those personnel are qualified. Past experience indicates that, if departure rates remain the same as in recent years, the return to a full strength organisation will take many years. Projections for 2018 to 2022 should retirement rates remain unchanged are also set out in the table below.

**Table 4 Flying Officer Strength (trend to date and projection to 2022)**

| Year | Flying Officer Establishment | Start Year Strength | Retirement (age grounds) | VR <sup>3</sup> | Commissioned/ To be Commissioned <sup>4</sup> | End of Year Strength |
|------|------------------------------|---------------------|--------------------------|-----------------|---|----------------------|
| 2010 | 107                          | 106                 | 0                        | 2               | 3   | 105                  |
| 2011 | 107                          | 105                 | 0                        | 10              | 1   | 96                   |
| 2012 | 107                          | 90                  | 0                        | 3               | 3   | 90                   |
| 2013 | 107                          | 96                  | 0                        | 8               | 0   | 88                   |
| 2014 | 107                          | 88                  | 1                        | 8               | 3   | 82                   |
| 2015 | 107                          | 82                  | 0                        | 6               | 5   | 83                   |
| 2016 | 107                          | 83                  | 1                        | 8               | 9   | 83                   |
| 2017 | 107                          | 83                  | 1                        | 7               | 4   | 79                   |
| 2018 | 107                          | 79                  | 0                        | 10              | 7   | 76                   |

<sup>3</sup> Future estimate based on average retirement rate 2011-2017 and Air Corps estimates

<sup>4</sup> Future estimates based on historical success rate of 75% since the PC-9m was brought into service in 2003 and the assumption of training to be completed within 3 years.

|      |     |    |   |   |   |    |
|------|-----|----|---|---|---|----|
| 2019 | 107 | 76 | 0 | 8 | 9 | 77 |
| 2020 | 107 | 77 | 0 | 7 | 7 | 77 |
| 2021 | 107 | 77 | 0 | 8 | 8 | 77 |
| 2022 | 107 | 77 | 0 | 7 | 8 | 78 |

### Implications of turnover

The departure of so many experienced Flying Officers in the period since 2010 has seen the loss of significant specialist corporate knowledge in the Air Corps. As outlined in Table 5, currently 34 Flying Officers have greater than 12 years of experience, with a further 11 having between 10 and 12 years of experience. These are the Flying Officers who have sufficient flying hours and qualifications to allow them to act as aircraft commanders and undertake complex military mission profiles. These Flying Officers also historically fill supervision roles such as Squadron Commander and Wing Commander and act as Instructors and Type Rating Examiners<sup>5</sup>. In addition these Flying Officers also fill positions within the organisation in Safety Management and Operations Management.

Flying Officers with greater than 12 years of experience have discharged their period of undertaking and can apply to leave the Defence Forces at any point. This also creates a degree of uncertainty with regard to future planning.

**Table 5 Flying Officers Years of Experience Profile (as at March 2018)**

| Rank         | No.       | <6 | >6 <8 | >8 <10 | >10 <12 | Total <12<br>(In Contract) | Total > 12<br>(Out of Contract) |
|--------------|-----------|----|-------|--------|---------|----------------------------|---------------------------------|
| Brig Gen     | 1         |    |       |        |         | 1                          | 1                               |
| Col          | 1         |    |       |        |         | 1                          | 1                               |
| Lt Col       | 1         |    |       |        |         | 1                          | 1                               |
| Comdt        | 1         |    |       |        |         | 1                          | 1                               |
| Capt         | 11        | 1  | 1     | 1      | 1       | 11                         | 11                              |
| 2/Lt & Lt    | 1         | 1  |       |        |         | 1                          | 1                               |
| <b>Total</b> | <b>80</b> |    |       |        |         | <b>46</b>                  | <b>34</b>                       |

<sup>5</sup> Type Rating Evaluators are experienced flight instructors who test training and operational pilots against a set of pilot competencies and have delegated authority to “licence” pilots on an annual basis

## **Service Delivery**

It is important to note that Air Corps Flying officers are not qualified to fly all Air Corps Aircraft. Flying Officers typically specialise in either rotary or fixed wing aircraft and within those categorisations, they may not be type-rated to fly all aircraft type e.g. a CASA pilot may not be type rated to fly the Learjet. In this context, the pool of pilots that are capable of commanding a particular aircraft type, can be very small.

The Air Corps operates a number of SLAs, some of which require a 24-7 availability e.g. the Garda Air Support Unit, some of which operate day-light only hours e.g. the Emergency Aeromedical Service which operates from Custume Barracks Athlone, some of which are based on yearly patrol targets e.g. maritime patrols by the CASA aircraft, some of which are by advanced booking e.g. the Ministerial Air Transport Service or air ambulance transfers, and some of which operate on a short notice “as available” basis e.g. certain air ambulance transfers or search and rescue “top-cover”.

Over the past 24 months reduced Flying Officer numbers and associated changes in the pilot roster system, has necessitated the standing down of 24 hour rosters for certain aircraft types. This has been compounded by restrictions in the availability of Air Traffic Controllers (which is considered in a separate paper). This has led to reduced availability for “as available” operations and restrictions around the use of Casement Aerodrome for fixed wing aircraft. SLAs with defined commitments have been met to-date. However, there is a significant risk that if the number of experienced Flying Officers continues to reduce, certain of these services will also be impacted.

## **Actions being taken by Department and the Defence Forces**

The Department of Defence and the Defence Forces are progressing a number of actions to address the shortfall in pilot numbers. The number of Cadets being inducted on a yearly basis has been increased and this will gradually increase Flying Officer numbers in the medium term (subject to numbers leaving not accelerating further). This is recognised as a medium term solution given the lead time to qualify new Flying Officers and the additional time required for them to gain sufficient experience.

As a means of acquiring experienced pilots the Department and the Defence Forces have developed Terms and Conditions to allow for the re-entry of former Officers who have specialist skills, such as Flying Officers. These are currently being progressed through the conciliation and arbitration consultation process and it is anticipated that expressions of interest will soon be sought from former Air Corps Flying Officers who meet the requisite T&Cs and may wish to return.

The Defence Forces currently provide for the direct entry of certain specialists such as Doctors and Engineers. The scope to provide for further direct entry of specialists is being considered. A working group is being established to consider the options that are available and pilots have been identified as the first priority for consideration. This will include pilots who have commercial qualifications or other military qualifications. GOC Air Corps is examining options to accelerate training and the experience profile of Flying Officers in the Air Corps.

A range of non-pay incentives are also being progressed or considered. These range from changed career planning for Flying Officers, opportunities to further progress their education and the enhancement of opportunities for overseas service.

### **Pay Comparators**

The determination of the income differential between Air Corps Flying Officers and pilots in the private sector is not straightforward. Air Corps Flying Officers on exiting do not commence on a point on the salary scale in the commercial aviation sector that directly maps to their Air Corps service e.g. An Air Corps Flying Officer with 14 years' experience will not commence the 14<sup>th</sup> point of a commercial airline's salary scale, or a variant thereof.

A typical scenario is that an Air Corps Flying Officer with 14 years' experience will start on the first point of the scale for a Flight Officer. However, in the case of those Air Corps Flying Officers who benefit from pre-2004 pension conditions, they will also be eligible to draw down a pension which will supplement their earnings. See Annex C for a breakdown of pension entitlements.

Notwithstanding the starting point, there are opportunities to accelerate earnings through gaining instructor qualifications and gaining Captain status. In this context, the career prospects can be much more financially attractive than remaining in the Air Corps. More experienced Flying Officers at Commandant and Lieutenant Colonel level have also departed for a range of managerial positions in the aviation sector including in the Irish Aviation Authority (which is not encompassed by pension abatement rules). The salary coupled with their pension can be a significantly more attractive earnings package than remaining in the Air Corps.

The pay scales for Flying Officers in the Air Corps is set out in Annex D and Annex E compares this to potential pay in certain airlines, based on material provided by the General Officer Commanding the Air Corps. The Commission may wish to further explore the private sector rates that are available.

## Previous Actions to Address Retention

There have been periods in the past where the retention of Flying Officers was a key challenge for the Air Corps. The period 1988 to 1990 saw 30 Flying Officers apply to retire. However, only seven were granted permission. The period 1995 to 1999 saw 37 Flying Officers retire.

In 1997 the first service commitment scheme was introduced in order to incentivise Flying Officers to remain in the Air Corps. A second scheme was introduced in 1999 and the most recent scheme ran from 2002 to 2010. There is a correlation between the ending of the last scheme and the subsequent accelerated increase in the number of Flying Officer retirements.

### Overview of the 2002 Scheme'

- a. The Department of Finance gave sanction for a revised scheme to be introduced from 1st August 2002. It was initially to be reviewed in 2004.
- b. The terms of eligibility for applications were as follows:
  - i. All applicants had to have completed the entire period of the basic Flying Officer "Wings" undertaking as applicable in their individual case.
  - ii. Officers of Captain and Commandant ranks had to have been currently operationally rated on an Air Corps twin-engine aircraft.
  - iii. Officers of Lt. Colonel and Colonel ranks had to have been currently operationally rated on an Air Corps aircraft.
  - iv. Participants had to have retained the relevant rating throughout their period of service commitment other than in the most exceptional circumstances.
  - v. The Chief of Air Staff Operations had to personally certify that each individual applicant satisfied all the criteria above.
- c. Under the 2002 scheme, Flying Officers were given the option of committing to serve for either 3, 5 or 8 years in return for an agreed annual payment and a terminal bonus on completion of the 5 or 8 year commitment. The gratuities available were designed to strike a fair and reasonable balance between the demands of the external commercial environment and the need to exercise responsibility in relation to public service pay. The gratuities were subjected to both rises and reductions in public service pay.
- d. The annual payments under the 2002 scheme were as follows:
  - i. €18,000 for the ranks of Lieutenant-Colonel, Commandant and Captain; and,
  - ii. €9,000 for the rank of Colonel
  - iii. A terminal bonus was based on the number of years commitment served and the profile of the commitment undertaken but was **not** payable at the end of a three year period of commitment.

| <b>Year of entry to the Scheme</b> | <b>Length of commitment &amp; Possible Variations/Extensions</b> | <b>Terminal Bonus</b><br>(* Represents the full rate of payment) |
|------------------------------------|--|--|
| 2002                               | 3  | NIL  |
| 2002                               | 5  | €18,000  |
| 2002                               | 8  | €30,000  |
| 2002                               | 3 + 2  | NIL + €12,480*   |
| 2002                               | 3 + 2 + 3  | NIL + €12,480* + €8,320*   |
| 2002                               | 5 + 3  | €18,720* + €8,320*   |
| 2003                               | 7  | €25,000  |

- e. In subsequent years the maximum available commitment reduced by one year for each subsequent annual class with an overall scheme termination date of 2010.
- f. Each participating Flying Officer in the 2002-2010 Service Commitment Scheme who did not initially opt for the maximum period of commitment (e.g. 8 years for 2002 entrants and 7 years for 2003 entrants) was invited to extend the period of their initial commitment before they entered into the final year of that commitment. Individuals who took up this invitation to so extend prior to the commencement of the last 12 months of their original period of commitment received the full value of the additional Terminal Bonus indicated. However, those individuals who decided to extend their commitment only within the period of the last 12 months of their original period of commitment were eligible to receive only 50% of the additional terminal bonus indicated.

| Year  | No. of Flying Officers | Total Gross Payment |
|-------|------------------------|---------------------|
| 2002  | 23                     | €468,768            |
| 2003  | 27                     | €517,322            |
| 2004  | 28                     | €587,677            |
| 2005  | 30                     | €659,892            |
| 2006  | 29                     | €618,244            |
| 2007  | 29                     | €529,214            |
| 2008  | 23                     | €579,634*           |
| 2009  | 22                     | €514,448            |
| 2010  | 22                     | €607,616            |
| TOTAL |                        | €5,082,819          |

\* The total amount paid in 2008 includes some amounts due in respect of 2007 that were actually paid in 2008.

- g. Rates of increases and decreases to public service general pay were applied to both annual and terminal bonus payments under the 2002-2010 Service Commitment Scheme.
- h. The commitments under the scheme expired in 2010 and the scheme was discontinued. The needs of the Defence organisation, in the context of the prevailing economic climate, were a key factor in assessing and determining whether or not the scheme continued beyond 2010.

### **Recommendation**

The Department of Defence recommends that a Service Commitment Scheme be re-introduced for Flying Officers (pilots) in the Air Corps as soon as possible. The objective of the scheme is to enhance the retention of experienced Air Corps Flying Officers.

There are a range of possible approaches in terms of Flying Officers to be targeted, the length of the scheme and whether or not a terminal bonus is incorporated. However, the option chosen must provide an appropriate incentive having regard to alternative career options.

An indicative scheme could broadly follow the 2002 scheme and target Flying Officers with greater than 12 years' service. This could entail a commitment of 3, 5 or 8 years with an

indicative annual payment of €25,000 for each year, and a terminal bonus on completion of a 5 year commitment of €25,000 or a terminal bonus on completion of an 8 year commitment of €35,000 (amounts based on the previous scheme).

Whilst there are a range of possible variations, the success of any scheme will ultimately be measured by its uptake by Flying Officers. Changes in the aviation sector since the termination of the previous scheme and the current shortage of pilots in the commercial sector will require careful consideration of the precise conditions, particularly the yearly payment to be offered.

## Annex A – Air Corps Aircraft and Roles

| Aircraft  | Roles  |
|---|--|
| <p>PC-9M (8)</p>                                 | <ul style="list-style-type: none"> <li>• Cadet Pilot Training</li> <li>• Instructor Pilot Training</li> <li>• Air Defence (limited)</li> <li>• Armed Air Platform</li> <li>• Ceremonial Fly Pasts</li> <li>• Public Relations: Airshow Displays</li> </ul>   |
| <p>Learjet 45 (1)</p>                            | <ul style="list-style-type: none"> <li>• Ministerial Air Transport Service</li> <li>• Air Ambulance</li> <li>• NEO (Non-Combatant Evacuation Ops)</li> <li>• Logistical support</li> </ul>   |
| <p>Casa CN235 Maritime Patrol Aircraft (2)</p>  | <ul style="list-style-type: none"> <li>• Maritime Security &amp; Defence</li> <li>• ISTAR (Reconnaissance)</li> <li>• Extended Range Capability (9 Hours+)</li> <li>• Search &amp; Rescue Top Cover</li> <li>• Life-Raft Launching Capability</li> <li>• Flare Launching Capability</li> <li>• Logistical Support</li> <li>• Air Ambulance</li> <li>• Parachuting Platform</li> </ul>          |
| <p>Cessna FR172H (4)</p>                       | <ul style="list-style-type: none"> <li>• ISTAR (Reconnaissance)</li> <li>• Logistical Support</li> <li>• Inshore Fishery Protection</li> <li>• Communications Relay</li> <li>• Parachuting</li> <li>• Drogue Towing (Ground to Air Firing Practice)</li> </ul>   |
| <p>AW139 (6)</p>                               | <ul style="list-style-type: none"> <li>• Emergency Aeromedical Service</li> <li>• MEDEVAC</li> <li>• Air Ambulance (Including Neo Natal)</li> <li>• SF Support Fast-Roping, Abseiling, Parachuting, Air Sniping, Air Gunnery</li> <li>• Winching</li> <li>• Fire Fighting</li> <li>• Cargo Slings</li> <li>• VIP Transport</li> <li>• Troop Transport</li> <li>• Logistical Support</li> </ul> |

EC135P2 (2)



- ISTAR (Reconnaissance)
- MEDEVAC
- Air Ambulance (including neo natal)
- SF support (Fast-Roping, Abseiling, Parachuting, Air Sniping)
- Helicopter Pilot Training
- Helicopter Crew Training
- Winching
- Cargo slinging
- VIP transport

EC135T2 (2)

- ATCP Garda Síochána Operations (Helicopter)

Britten-Norman Defender (1)

- ATCP Garda Síochána Operations (Fixed Wing)

## Annex B- Air Corps Officer Ranks and Retirement Ages

### AIR CORPS FLYING OFFICERS

- Colonel
- Lieutenant Colonel
- Commandant
- Captain
- Lieutenant

Military organisations, due to the nature of the job, require people who are capable of undertaking arduous tasks. As such retirement ages are lower than for the general work force. The mandatory retirement ages for officers of the Permanent Defence Force are prescribed in Defence Force Regulation A.10 and are as follows:

|  |     |     |           |
|--|-----|-----|-----------|
| Second-Lieutenant  | ... | ... | 47 years  |
| Lieutenant   | ... | ... | 47 years  |
| Captain  | ... | ... | 54 years  |
| Commandant   | ... | ... | 56 years  |
| <i>(Commandant appointed after 6<sup>th</sup> April 1995</i> |     |     |           |
| <i>who is insurable for full PRSI at Class A) .....</i>      |     |     |           |
| Lieutenant-Colonel   | ... | ... | 58 years  |
| Colonel  | ... | ... | 60 years  |
| Brigadier-General  | ... | ... | 61 years  |
| Major-General  | ... | ... | 62 years  |
| Lieutenant-General   | ... | ... | 63 years. |

## Annex C – Pension Entitlements

### Annex C – Pension Entitlements

There are currently four distinct Flying Officer terms of service:

a. Flying Officers who joined pre-6<sup>th</sup> April 1995 (PPC):

They may avail of a pension and gratuity payable immediately on retirement, regardless of age, upon leaving after a minimum 12 years' service. The maximum pension rate is payable after 23 – 30 years' service depending on rank, service in rank and overall service. The maximum pension (after 30 years) is 50% of actual pensionable pay.

There is no public service pension integration for these officers who pay a modified PRSI Class C rate, and no State Contributory pension is payable.

b. Flying Officers who joined post 6<sup>th</sup> April 1995 and pre-1<sup>st</sup> April 2004 (PPC):

Similar to pre-6<sup>th</sup> April 1995 personnel, they may avail of a pension and gratuity payable immediately on retirement, regardless of age, upon leaving after a minimum 12 years' service. The maximum pension rate is payable after 23 – 30 years' service depending on rank, service in rank and overall service.

These officers, who pay the full PRSI Class A rate, and a pension contribution, are subject to standard public service pension integration with the Social Insurance system. For them, the maximum occupational pension rate on retirement from Aer Corps, is in effect 50% of pensionable pay less the maximum personal rate of social welfare State Pension. This integration applies from the date the occupational pension commences payment.

c. Flying Officers who joined between 1<sup>st</sup> April 2004 and 31<sup>st</sup> December 2012 (PPC):

These officers receive immediate pension and gratuity if they serve to age 50, i.e. this is their minimum pension age since 1<sup>st</sup> April 2004. If retiring before age 50, benefits are preserved and payable from age 60. Maximum pension accrues on a fast accrual basis over a 30 year period.

The pension is subject to standard integration with the Social Insurance system, which applies from the date the occupational pension commences payment. The maximum occupational pension is in effect 50% of pensionable pay less the maximum personal rate of social welfare State Pension.

d. Flying Officers who joined from 1st January 2013 onwards (PPC):

These officers are subject to the new Single Public Service Pension Scheme. Retirement benefits are based on “career average earnings” rather than “final salary” as in pre-1<sup>st</sup> January 2013 arrangements. The minimum pension age is 50; otherwise, where retirement is before age 50, pension and gratuity is preserved and payable at State Pension age.

For those Flying Officers who enlisted post 1st April 2004, the first Cadet class will complete their initial 12-year contracts in 2018. Should these individuals choose to leave before age 50 they will not have the occupational pension to add to their private sector earnings that their ‘pre-2004’ predecessors had.

### **Indicative Examples of Pension Entitlements for Flying Officers**

There are many possible permutations for calculation of pension entitlements. The examples below are indicative and calculation is based on Rate 1 pay with Military Service Allowance and Flying Pay.

A Lieutenant Colonel (Pre-95 Class C) aged 43 with 23 years’ service (2 in that rank) on 3<sup>rd</sup> point of scale could qualify for an annual pension of €39,759 and a gratuity of €61,551

A Lieutenant Colonel (Post-95 Class A\*) aged 43 with 23 years’ service (2 in that rank) on 3<sup>rd</sup> point of the scale, could qualify for an annual pension of €28,944 and a gratuity of €64,692

A Commandant aged 38 (Post-95 Class A\*) with 18 years’ service could qualify for an annual pension of €15,582 and a gratuity of €49,201

A Captain (Post-95 Class A\*) with 14 years’ service could qualify for an annual pension of €8,910 and a gratuity of €33,854

**[All of the above are payable immediately on retirement/discharge and regardless of age]**

A Captain (Post 04 Class A\*) with 14 years’ service could qualify for an annual pension of €8,812 **which is payable at age 60** and a gratuity of €39,218 payable immediately

\* For officers who pay ‘Class A’ PRSI, a State Pension of €12,695 per annum is generally also payable in addition to their occupational pension (subject to Social Welfare rules).

## Annex D –Air Corps Flying Officer Pay

| OFFICERS PAY RATE 1 - CLASS C |                     |                               |                            |                                   |                                       |         |
|-------------------------------|---------------------|-------------------------------|----------------------------|-----------------------------------|---------------------------------------|---------|
| Rank                          | Point               | 1st January 2018 Basic Salary | Military Service Allowance | Indicative Flying Pay - See Table | Total Including Indicative Flying Pay |         |
| <b>Second-Lieutenant</b>      | 1st                 | €31,638                       | €4,495.00                  | €2,518                            | €38,651                               |         |
|                               | 2nd                 | €32,551                       | €4,495.00                  | €2,518                            | €39,564                               |         |
| <b>Lieutenant</b>             | 1st                 | €35,481                       | €4,495                     | €3,528                            | €43,504                               |         |
|                               | 2nd                 | €36,077                       | €4,495                     | €3,528                            | €44,100                               |         |
|                               | 3rd                 | €37,331                       | €4,495                     | €4,603                            | €46,429                               |         |
|                               | 4th                 | €38,608                       | €4,495                     | €4,603                            | €47,706                               |         |
|                               | 5th                 | €40,014                       | €4,495                     | €6,722                            | €51,231                               |         |
|                               | 6th                 | €41,299                       | €4,495                     | €6,722                            | €52,516                               |         |
|                               | 7th                 | €42,585                       | €4,495                     | €8,396                            | €55,476                               |         |
|                               | 8th                 | €43,320                       | €4,495                     | €8,396                            | €56,211                               |         |
|                               | 9th                 | €44,388                       | €4,495                     | €9,802                            | €58,685                               |         |
|                               | 10th                | €45,460                       | €4,495                     | €9,802                            | €59,757                               |         |
| <b>Promotion Ranks</b>        |                     |                               |                            |                                   |                                       |         |
| <b>Captain</b>                | 1st                 | €46,538                       | €4,495                     | €6,722                            | €57,755                               |         |
|                               | 2nd                 | €47,652                       | €4,495                     | €8,396                            | €60,543                               |         |
|                               | 3rd                 | €48,757                       | €4,495                     | €8,396                            | €61,648                               |         |
|                               | 4th                 | €49,882                       | €4,495                     | €9,802                            | €64,179                               |         |
|                               | 5th                 | €50,995                       | €4,495                     | €9,802                            | €65,292                               |         |
|                               | 6th                 | €52,099                       | €4,495                     | €16,140                           | €72,734                               |         |
|                               | Maximum Scale Point | 7th                           | €54,518                    | €4,495                            | €16,140                               | €75,153 |
| 1st LSI                       |                     | €56,616                       | €4,495                     | €16,140                           | €77,251                               |         |
| 2nd LSI                       |                     | €58,819                       | €4,495                     | €16,140                           | €79,454                               |         |
| <b>Commandant</b>             | 1st                 | €58,877                       | €4,767                     | €16,140                           | €79,784                               |         |
|                               | 2nd                 | €60,109                       | €4,767                     | €16,140                           | €81,016                               |         |
|                               | 3rd                 | €61,328                       | €4,767                     | €16,140                           | €82,235                               |         |
|                               | 4th                 | €62,553                       | €4,767                     | €16,140                           | €83,460                               |         |
|                               | 5th                 | €63,778                       | €4,767                     | €16,140                           | €84,685                               |         |
|                               | Maximum Scale Point | 6th                           | €67,100                    | €4,767                            | €16,140                               | €88,007 |
|                               | 1st LSI             |                               | €69,678                    | €4,767                            | €16,140                               | €90,585 |
| 2nd LSI                       |                     | €72,362                       | €4,767                     | €16,140                           | €93,269                               |         |
| <b>Lieutenant-Colonel</b>     | 1st                 | €71,379                       | €4,681                     | €13,455                           | €89,515                               |         |
|                               | 2nd                 | €73,203                       | €4,681                     | €13,455                           | €91,339                               |         |
|                               | 3rd                 | €75,257                       | €4,681                     | €13,455                           | €93,393                               |         |
|                               | Maximum Scale Point | 4th                           | €77,209                    | €4,681                            | €13,455                               | €95,345 |
|                               | 1st LSI             |                               | €78,332                    | €4,681                            | €13,455                               | €96,468 |
| 2nd LSI                       |                     | €79,455                       | €4,681                     | €13,455                           | €97,591                               |         |
| <b>Colonel</b>                | 1st                 | €81,898                       | €4,681                     | €6,999                            | €93,578                               |         |
|                               | 2nd                 | €86,665                       | €4,681                     | €6,999                            | €98,345                               |         |
|                               | 3rd                 | €91,444                       | €4,681                     | €6,999                            | €103,124                              |         |
|                               | 4th                 | €99,056                       | €4,681                     | €6,999                            | €110,736                              |         |

| FLYING PAY - OFFICERS - CLASS C   | LRA II 01-January-18<br>(No Change) |
|---|-------------------------------------|
| <p><b>Additional Pay and Flying Pay</b></p> <p>Please note that the rate of flying pay for cadets is the lower rate of flying pay payable to NCO's at a daily rate</p> <p><b>A. The Air Corps: Flying Pay</b></p> |                                     |
| Trainee Pilot   | €1,202.00                           |
| On qualification  | €2,518.00                           |
| After 2 years' service  | €3,528.00                           |
| After 4 years' service  | €4,603.00                           |
| After 6 years' service  | €6,722.00                           |
| After 8 years' service  | €8,396.00                           |
| After 10 years' service   | €9,802.00                           |
| After 12 years' service   | €16,140.00                          |
| On promotion to Lt. Col.  | €13,455.00                          |
| On promotion to Colonel.  | €6,999.00                           |
| Non-Pilot officers engaged on duties which require to be carried out in the air   | €1,202.00                           |

**OFFICERS PAY RATE 1 - CLASS A**

| <b>Rank</b>               | <b>Point</b>        | <b>1st January 2018<br/>Basic Salary</b> | <b>MSA</b> | <b>Indicative<br/>Flying Pay –<br/>See Table</b> | <b>Total<br/>Including<br/>Indicative<br/>Flying Pay</b> |         |
|---------------------------|---------------------|--|------------|--|--|---------|
| <b>Second-Lieutenant</b>  | 1st                 | €30,578                                  | €4,730.00  | €2,651   | €37,959  |         |
|                           | 2nd                 | €34,176                                  | €4,730.00  | €2,651   | €41,557  |         |
| <b>Lieutenant/Sub Lt.</b> | 1st                 | €35,481                                  | €4,730     | €3,710   | €43,921  |         |
|                           | 2nd                 | €36,077                                  | €4,730     | €3,710   | €44,517  |         |
|                           | 3rd                 | €37,331                                  | €4,730     | €4,849   | €46,910  |         |
|                           | 4th                 | €38,608                                  | €4,730     | €4,849   | €48,187  |         |
|                           | 5th                 | €40,014                                  | €4,730     | €7,072   | €51,816  |         |
|                           | 6th                 | €41,299                                  | €4,730     | €7,072   | €53,101  |         |
|                           | 7th                 | €42,585                                  | €4,730     | €8,836   | €56,151  |         |
|                           | 8th                 | €43,320                                  | €4,730     | €8,836   | €56,886  |         |
|                           | 9th                 | €44,388                                  | €4,730     | €10,313  | €59,431  |         |
|                           | 10th                | €45,460                                  | €4,730     | €10,313  | €60,503  |         |
| <b>Promotion Ranks</b>    |                     |  |            |  |  |         |
| <b>Captain/Lieutenant</b> | 1st                 | €46,538                                  | €4,730     | €7,072   | €58,340  |         |
|                           | 2nd                 | €47,652                                  | €4,730     | €8,836   | €61,218  |         |
|                           | 3rd                 | €48,757                                  | €4,730     | €8,836   | €62,323  |         |
|                           | 4th                 | €49,882                                  | €4,730     | €10,313  | €64,925  |         |
|                           | 5th                 | €50,995                                  | €4,730     | €10,313  | €66,038  |         |
|                           | 6th                 | €52,099                                  | €4,730     | €16,994  | €73,823  |         |
|                           | Maximum Scale Point | 7th                                      | €54,518    | €4,730   | €16,994  | €76,242 |
| 1st LSI                   |                     | €56,616                                  | €4,730     | €16,994  | €78,340  |         |
| 2nd LSI                   |                     | €58,819                                  | €4,730     | €16,994  | €80,543  |         |
| <b>Commandant</b>         | 1st                 | €58,877                                  | €5,020     | €16,994  | €80,891  |         |
|                           | 2nd                 | €60,109                                  | €5,020     | €16,994  | €82,123  |         |
|                           | 3rd                 | €61,328                                  | €5,020     | €16,994  | €83,342  |         |
|                           | 4th                 | €62,553                                  | €5,020     | €16,994  | €84,567  |         |
|                           | 5th                 | €63,778                                  | €5,020     | €16,994  | €85,792  |         |
|                           | Maximum Scale Point | 6th                                      | €67,100    | €5,020   | €16,994  | €89,114 |
|                           | 1st LSI             |  | €69,678    | €5,020   | €16,994  | €91,692 |
| 2nd LSI                   |                     | €72,362                                  | €5,020     | €16,994  | €94,376  |         |
| <b>Lieutenant-Colonel</b> | 1st                 | €71,379                                  | €4,931     | €14,163  | €90,473  |         |
|                           | 2nd                 | €73,203                                  | €4,931     | €14,163  | €92,297  |         |
|                           | 3rd                 | €75,257                                  | €4,931     | €14,163  | €94,351  |         |
|                           | Maximum Scale Point | 4th                                      | €77,209    | €4,931   | €14,163  | €96,303 |
|                           | 1st LSI             |  | €78,332    | €4,931   | €14,163  | €97,426 |
| 2nd LSI                   |                     | €79,455                                  | €4,931     | €14,163  | €98,549  |         |
| <b>Colonel</b>            | 1st                 | €81,898                                  | €4,931     | €7,363   | €94,192  |         |
|                           | 2nd                 | €86,665                                  | €4,931     | €7,363   | €98,959  |         |
|                           | 3rd                 | €91,444                                  | €4,931     | €7,363   | €103,738   |         |
|                           | 4th                 | €99,056                                  | €4,931     | €7,363   | €111,350   |         |

| FLYING PAY - OFFICERS - CLASS A   | LRA II<br>01-January-18<br>(No Change) |
|---|--|
|   |  |
| <b>Additional Pay and Flying Pay</b>  |  |
| Please note that the rate of flying pay for cadets is the lower rate of flying pay payable to NCO's at a daily rate |  |
| <b>A. The Air Corps: Flying Pay</b>   |  |
|   |  |
| Trainee Pilot   | €1,271                                 |
| On qualification  | €2,651                                 |
| After 2 years' service  | €3,710                                 |
| After 4 years' service  | €4,849                                 |
| After 6 years' service  | €7,072                                 |
| After 8 years' service  | €8,836                                 |
| After 10 years' service   | €10,313                                |
| After 12 years' service   | €16,994                                |
| On promotion to Lt. Col.  | €14,163                                |
| On promotion to Colonel.  | €7,363                                 |
| Non-Pilot officers engaged on duties which require to be carried out in the air                                     | €1,271                                 |

Air Corps Pilot Officers may also claim further allowances, depending on the duties that they perform e.g. Security Duty allowance, Overseas Peace Support Allowance etc.

## Annex E- Pay Comparisons

The General Officer Commanding the Air Corps has provided an indicative outline regarding the income that personnel departing the Air Corps can anticipate:

A Lieutenant Colonel with 23 years' experience and leaving for a job in Air Lingus as a co-pilot can anticipate estimated starter earnings of approximately €87,338 (inclusive of Basic Pay, Sectoral Pay and Performance Pay). This compares to a current salary for a Lieutenant Colonel (Class A) starting at €90,473 and rising to €98,549. However, the scope to increase earnings as they continue their service in Air Lingus, outstrips potential Air Corps earnings considerably. For example it is possible to reach Captain in 5 years with basic pay starting at €127,203 (exclusive of Sectoral Pay and Performance Pay). In addition, on retirement from the Air Corps, these individuals have a separate pension income stream as previously outlined (a Lieutenant Colonel (Post-95 pre 2004 Class A) aged 43 with 23 years' service (2 in that rank) on 3<sup>rd</sup> point of scale could qualify for an annual pension of €28,944.

A Captain with 14 years' experience and leaving for a job in Air Lingus as a co-pilot can anticipate earnings of approximately €87,338 (inclusive of Basic Pay, Sectoral Pay and Performance Pay). This compares to earnings (inclusive of MSA and Flying Pay) for a Captain (Class A) with 14 years' experience of €76,242<sup>6</sup>. However, the scope to significantly increase earnings as they continue their service in Air Lingus, outstrips potential Air Corps earnings considerably. For example it is possible to reach Captain in 5 years with basic pay starting at €127,203 (exclusive of Sectoral Pay and Performance Pay). In addition, on retirement from the Air Corps, these individuals have a separate pension income as previously outlined (a Captain (Post-95 Pre 2004 Class A\*) with 14 years' service can qualify for an annual pension of €8,910.

The situation changes for those who are post 2004 Class A, as they are not paid a pension immediately if they retire before 50. It has been suggested that this may act as a further negative incentive to remain beyond the 12 year undertaking and this is being monitored.

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<sup>6</sup> Based on being promoted to Captain after 7 years' service as an Officer