

SERVICE COMPLAINT CASE SUMMARY 5

RAF SERVICE COMPLAINT (SC) – PAY, PENSIONS AND ALLOWANCE

FINAL DECISION LETTER ISSUED – AUGUST 17

DECISION BY DECISION BODY

Complaint

A Regular RAF Sgt alleges that as a consequence of her transition to the New Employment Model Pay 16, peers promoted after her will, in effect 'overtake' her and be paid more as a result.

The SC is deemed **Admissible** by the Commanding Officer and investigated accordingly.

Investigation

It was confirmed that the specific anomaly that was described is correct. The strategic intent was that no one individual should be paid less, after transition to Pay 16, than if they were under Pay 2000. Thereafter, the pay journey for the Service Person will be more beneficial under Pay 16 than under Pay 2000. This is confirmed to be the case for the Sgt submitting a SC.

That being so, being overtaken by individuals who are junior in seniority and, as a result being paid relatively less than them, is both disadvantageous and ignominious.

Decision

The Decision Body judged that the Sgt has been wronged in that they have been overtaken by Service Personnel who were promoted after them and therefore disadvantaged in relative pay. The Decision Body **Upheld** the complaint and ruled that based upon this judgement, the RAF Pay Colonel should make a recommendation to the Defence Council to consider the particular aspects of her SC and review policy accordingly

Service Complaints Ombudsman for
the Armed Forces (SCOAF)
Involvement: No

DETERMINATION BY APPEAL BODY

No Appeal