



ROYAL AIR FORCE SPONSORSHIP FOR FIRST DEGREES

SECTION 1—ROYAL AIR FORCE SPONSORSHIP FOR FIRST DEGREES

Introduction

1. The increasingly complex nature of defence systems and advanced operational techniques used in the Royal Air Force (RAF) necessitates a continuous intake of able young men and women graduates with high personal qualities to train as commissioned officers.

2. The RAF offers young graduates a full and worthwhile career which is comparable with many of the opportunities in civilian life. The variety of professional branches, each of which undertakes a diversity of tasks, coupled with good opportunities for promotion to the higher ranks, provide young officers with challenging opportunities to increase their professional expertise and experience and enhance their management ability.

Graduate Entry

3. Commissioned entry as a graduate is open to young men and women who have obtained a recognised degree at a university in the United Kingdom (UK).

RAF Bursaries and University Cadetships

4. While some entrants may prefer to graduate first and enter the RAF later, many candidates will find it advantageous to read for a first degree as sponsored students. Applications for sponsorship will be considered from Sixth Form students who expect to go to university and those students who are already studying for a degree. There are two schemes of RAF sponsorship for undergraduates: the University Bursary (UB) Scheme and the University Cadetship (UC) Scheme. These schemes allow young men and women to acquire, through RAF sponsorship, the academic qualifications to fit them for fulfilling and progressive careers. This pamphlet describes the regulations governing the award of sponsorship and outlines the terms and conditions of service during the period of sponsorship and on entering full-time service after graduation.

RAF BRANCHES FOR WHICH SPONSORSHIP IS AWARDED

5. Sponsorship may be awarded in a variety of branches. These branches and their associated publications which describe their work in detail are shown below. The publications and further information are available from any Senior Careers Liaison Officer, Armed Forces Careers Office or RAF Careers Information Office.

Branch/Specialization	Titles
General Duties (Pilot)/(Navigator)	Pam(Air) 96—Commissions as Aircrew Officers Pub 480—Pilot & Navigator
General Duties (Ground) Air Traffic Control	Pam(Air) 439—Commissions in the Air Traffic Control Specialization Pub 522—Air Traffic Control

General Duties (Ground) Fighter Control	Pam(Air) 440—Commissions in the Fighter Control Specialization Pub 521—Fighter Control
General Duties (Ground) Intelligence	Pam(Air) 441—Commissions in the Intelligence Specialization Pub 485—Intelligence
Engineer	Pam(Air) 430—Commissions in the Engineer Branch Pub 580—Engineer Pub 477—Sandwich Degree Courses in Engineering Pub 551—Engineer Cadetships at the Royal Military College of Science, Shrivenham
Supply	Pam(Air) 434—Commissions in the Supply Branch Pub 483—Supply
Administrative (Secretarial)	Pam(Air) 435—Commissions in the Secretarial Specialization Pub 488—Administration
Administrative (Education)	Pam(Air) 436—Commissions in the Education Specialization Pub 488—Administration
Administrative (Catering)	Pam(Air) 437—Commissions in the Catering Specialization Pub 488—Administration
Security (Provost)	Pam(Air) 443—Commissions in the Provost Specialization Pub 648—Provost
Security (Regiment)	Pam(Air) 442—Commissions in the Regiment Specialization Pub 483—RAF Regiment

Notes:

- (1) *Women are eligible for commissions in all branches except the RAF Regiment.*
- (2) *Sponsorship is not necessarily available every year in all of the branches listed. Careers Information Officers can advise on which branches have sponsorship currently available.*
- (3) *For information on cadetships in the Medical and Dental Branches see Pam(Air) 423.*

TERMS AND CONDITIONS OF SERVICE

University Bursars

6. Candidates awarded a bursary will be enlisted as airmen/airwomen in the RAF Volunteer Reserves (RAFVR) and given the status of officer cadet. As reserve

members of the RAF Bursars are subject to the Air Force Reserve Act. They will be issued with some items of uniform and the RAF will pay them an annual tax-free bursary (currently £1,500), it is exempt from income tax and its amount is not subject to any examination of an individual's financial position, or that of their parents.

7. Following graduation Bursars will normally be appointed to a short service commission, subject to their continuing good character and medical fitness. However, a request for a transfer to a permanent commission may be made, either during the period of the bursary or subsequent RAF service. Bursars will be appointed to a commission on the date of their entry to Initial Officer Training.

8. It may be possible for some Bursars to change their bursary to a cadetship whilst still an undergraduate. Consideration will depend on success in their degree studies and on satisfactory reports from their University Air Squadron UAS (see para 28).

University Cadetships

9. Candidates awarded a full university cadetship will be appointed to a permanent commission in the RAF (see para 32) in the rank of Acting Pilot Officer and be subject to the Air Force Act. Their appointment will be effective from the day after they first report to the RAF College, Cranwell, or on the day on which they report to their UAS. Cadets retain Acting Pilot Officer rank, with the appropriate pay and allowances until they graduate from their degree course. All cadets are considered to graduate with effect from 15 July in the year of their graduation and are regraded to the rank of Pilot Officer from that date.

10. In accepting a RAF university cadetship scholars become 'assisted students' under Department of Education and Science rules and are not eligible for a Local Education Authority grant. The Ministry of Defence (MOD) will pay fees on their behalf and provide them with a textbook allowance. Some items of uniform will be issued to them and they will receive a grant with which to purchase other required items. They are required to meet the cost of their own board and lodgings from their salary.

Eligibility for Sponsorship

11. A candidate for RAF sponsorship must meet the following general conditions of eligibility:

- a. Candidates should be over 17½ on entry direct from school, but an application will be considered if they will become 17½ during their first term at university. Undergraduates and candidates who do not go to university direct from school will be considered provided they expect to enter full-time training in the RAF before reaching the age of 24 for pilot, 26 for navigator and 25 for Engineer. Applicants for other Branches will normally be considered up to their 23rd birthday although, exceptionally, consideration may be given to candidates over this age.
- b. All applicants for sponsorship are required to have, or expect to achieve, a minimum of two passes at GCE 'A' level (Grade E or higher), or three Highers (Scotland), or equivalent, plus five GCSE passes (at Grade C or higher) including English Language and Mathematics, or passes in examinations considered by the MOD to be equivalent.

c. Applicants must have obtained or expect to obtain a place at university in the UK for a course of full-time study leading to the award of a recognised first degree. If they have not yet obtained a place, the award of sponsorship will be conditional on them gaining a place at the specific university to read for the stated degree on the basis of which the provisional award was made. If they do not obtain this specified place the provisional award will be cancelled unless the Officer and Aircrew Selection Centre (OASC) decides that an alternative place which they may have obtained, or hope to obtain, is acceptable to the RAF.

d. Candidates must be physically fit as determined by an RAF Medical Board.
e. They will have to satisfy a selection board of their suitability to be trained for a commission in the RAF.

f. Normally no award will be made where candidates who are already undergraduates expect to have less than 3 terms academic study before graduation.

g. Serving airmen and airwomen, including those under training as technician entrants, may gain sponsorship on the basis of previously acquired A-levels or BTEC Certificate Diploma (Level III). OASC selection procedures apply to serving airmen and airwomen, whose applications will be processed under special Service arrangements. Applicants for the Engineer Branch will normally be expected to attend the Royal Military College of Science (RMCS), Shrivenham near Swindon (this is a faculty of Cranfield University).

Degree Courses

12. Sponsorship may be awarded for a period of up to 3 years (or occasionally 4 years for certain degree courses) and will be for first degrees. In all cases, the primary consideration in the choice of a degree is that it should be in a discipline in which the candidate is interested and for which he or she has the necessary ability. Whilst for entry into some branches there are no specific restrictions in the choice of degree, it should be appreciated that some disciplines provide a more relevant and appropriate basis for a subsequent RAF career than others. Additionally, certain universities offer courses containing subjects of relevance to military students. There are special rules applicable to entry into certain branches. For advice on the requirements for individual branches and information about courses generally, you should contact a RAF Schools Liaison Officer (through your school's career staff), an Armed Forces Careers Officer or a RAF Careers Information Officer (See Annex A).

Nationality Requirements

13. For entry into the RAF candidates must satisfy the Service authorities that:

- a. At all times since birth they have been a Commonwealth citizen or a citizen of the Republic of Ireland.
- b. They were born in a country which is (or then was) within the Commonwealth or the Republic of Ireland.
- c. Each of their parents was born in a country which is (or then was) within the Commonwealth or the Republic of Ireland and is (or was at death) a Commonwealth citizen or a citizen of the Republic of Ireland and is or has been one or the other at all times since birth.

Notes:

(1) The term 'Commonwealth citizen' includes: a British citizen; a British Dependent Territory citizen; a British overseas citizen; a British subject under the British Nationality Act (1981); a citizen of an independent Commonwealth country.

(2) A waiver of the requirements of paragraph 13 for those who do not meet its conditions may be granted by the Secretary of State for Defence, in exceptional circumstances, to candidates who are Commonwealth citizens, British Protected Persons or citizens of the Republic of Ireland at the time of their application. An application for this dispensation will be made by the recruiting authorities on receipt of the application for service.

Residence Requirements

14. Candidates, whether or not they are of UK origin, should normally have resided in the UK for a minimum of five years immediately preceding their application. In certain circumstances, particularly where a candidate is of UK origin, a shorter period of residence of not normally less than 12 months may be accepted and a waiver of part of the residence requirement may be granted, provided that evidence of assimilation into the UK can be demonstrated.

Citizens of the Republic of Ireland

15. Citizens of the Republic of Ireland must hold, or be eligible to hold, a British passport for travelling to and from RAF units abroad. If they are not eligible for the issue of a British passport, 5 years residence in the UK will be required to qualify for naturalisation as a British citizen and the issue of a passport.

Methods of Entry

16. a. Students entering university direct from school, may make an application for a sponsorship at the beginning of the academic year prior to entering university.
b. If, having left school, a student decides to read full-time for a degree, an application should be submitted as soon as possible before his/her course begins, but not more than one year before the start date.
c. Students already studying for a first degree should see para 17.
17. Sponsorship is available to undergraduates on the same conditions and on the same general terms as are set out in para 16 of this pamphlet with the following differences:

- a. Sponsorship cannot be made retrospective to a candidate's entry into university and will normally start during the term following the selection board.
- b. Candidates already sponsored by an industrial or other concern will be required to arrange termination of such sponsorship in the event of their accepting the offer of RAF sponsorship.
- c. Candidates who are awarded sponsorship but who have started a degree course with assistance from public funds should immediately inform the Local Education Authority or other award making body.
- d. Undergraduates may apply for RAF sponsorship at any time, but 30 April is the last date for the receipt of applications for those who, if successful, wish to be sure of taking up their awards at the start of the next academic year. Every

effort will be made to process applications which might be received shortly after this date so that successful candidates may take up their awards at the start of the academic year, but no guarantee can be given that this will be possible.

e. Selections are also made at Christmas and Easter; for these, applications should be received at least 8 weeks before the start of the Christmas or Easter vacation.

f. If it is impracticable for those whose sponsorship starts at the second or third academic term to attend the Introductory Course detailed at para 21, they may be required to attend a similar course during the Christmas or Easter vacation following the award.

Applications

18. An application form (RAF Form 7153) can be obtained from any Armed Forces Career Office, RAF Careers Information Office, Senior Careers Liaison Officer (see Annex A) or any member of the RAF Schools Liaison staff. In the case of undergraduates forms are also available from the Commanding Officer of a UAS (see Annex B). The completed form is to be returned to the Office or Liaison Officer from which it was obtained. Applicants are urged to return it near the beginning of the academic year preceding that in which they intend to enter university or college. The normal closing date for receipt of applications is 30 November. Exceptionally, later applications will be accepted but no guarantee can be given that the application will be processed before the start of the next academic year.

Note:

(1) Candidates intending to offer themselves for the Engineer Branch and who are experiencing difficulty in completing the UCAS form, particularly as to which type of course is most suitable, are invited to seek advice in writing from the Engineering Specialist at OASC.

Selection Procedures

19. Candidates short-listed to attend the selection procedures will be invited to the OASC for up to 5 days for Aircrew and 4 days for Ground branch candidates. These procedures include a series of aptitude tests which are conducted on a computer based system for which no previous computer or keyboard experience is required; the remainder of the time is spent on medical tests, interviews and exercises both as individuals and in groups. A candidate who has applied for aircrew duties but is found to be medically fit only for ground duties will be encouraged to complete the tests to see if an offer of service in a Ground branch can be made.

20. Free travel warrants are issued to candidates resident within the United Kingdom or the Republic of Ireland (excluding travel within Eire). Meals and accommodation will be provided at the OASC and reasonable expenses incurred when travelling will be refunded. Some compensation for loss of salary is also payable.

21. A school leaver who has been provisionally selected for sponsorship, may be required to attend an Introductory Course at the RAF College Cranwell, during the summer vacation immediately preceding the start of their university course. The

course syllabus is designed to introduce sponsored students to Service life and their responsibilities as officers. Among other things, they will be issued with certain items of uniform.

22. All candidates progressing to Initial Officer Training (IOT) from a UAS will be required to pass the RAF Fitness Test (shuttle run element) within the preceding year and to remain fit prior to commencing IOT. Written guidance on the test will be provided beforehand. Any candidate who fails the test will be given advice and will be required to retake the test on their arrival at RAF Cranwell for the IOT course. Failure of the test for a second time will deem the candidate unsuitable for training. Consequently they will be sent home and their offer of Service reviewed, each case will be considered on merit.

Second Attempts

23. Unsuccessful candidates may make a second application if they remain within the age limits, but they are not allowed to retake the selection tests for at least one year after their first appearance at OASC and they may be advised to defer a second attempt for a longer period of time. A candidate for the General Duties (Air) Branch will not be allowed to retake the flying aptitude tests until a period of one year has elapsed.

The Undertaking

24. When the award of a bursary or RAF cadetship is confirmed students will be required to give a financial undertaking to repay all or part of their sponsorship costs if they fail to graduate through their own fault or by failing to serve as a commissioned officer in the RAF for a period of five years, or six years for the General Duties (Air) branch, (excluding any periods of maternity leave where applicable). A university bursar will normally be required to repay all of the bursary monies. A university cadet will be required to repay the sum paid in respect of the education element of the emoluments (less income tax), all tuition fees, certain uniform costs and any other sum expended by the Department in connection with their cadetship. The parent or guardian of applicants who are under the age of majority (18 years) will be required to sign a similar undertaking to cover the period until they reach the age of 18 years. Applicants who are not resident in the UK will be required to obtain a guarantor domiciled in the UK who will guarantee the repayment of all sums referred to in this paragraph. This undertaking is a financial bond in respect of their sponsorship. It is not a contract of service and does not affect their commitment to serve the full period of their commission.

Note:

(1) A summary of the regulations governing premature release from the Active List is given at paragraph 42.

University Air Squadrons

25. Sponsored students are required to be members of a UAS. They are expected to attend the weekly training nights during term time and also other functions as required by their Commanding Officer. They are expected to support the UAS. Further information about the UASs and their training activities is given in PAM(Air) 198.

26. Service in the UAS provides opportunities for students to acquire experience of flying and ground subjects which will help with their professional training after graduation. Students who are selected for General Duties aircrew will be required to be flying members of their UAS. Students will need to balance their time carefully so that they make good progress with both their studies and their flying training. After 3 years membership of the UAS they will be expected to have obtained their Preliminary Flying Badge (PFB) and their Preliminary Instrument Flying Grade (PIFG). Students selected for any of the ground branches will be classed as non flying members, but will have the opportunity to fly from time to time. A list of the UASs and details of their affiliated Universities is at Annex B.

27. The UASs are commanded and staffed by regular RAF officers. You will see from the list at Annex B that some degree awarding institutions are more conveniently located than others in relation to the UAS airfields which they use. This factor, among others, should be taken into account when deciding where to study for a degree.

Service whilst at University

28. Throughout the period of sponsorship the students progress, both with their degree studies and with the UAS to which they have been allocated, will be carefully monitored by a Cadetship Staff Officer from the RAF College and by the Officer Commanding their UAS.

29. During the degree course sponsored students will be regarded as ordinary undergraduates. They will wear civilian clothes except when undertaking instruction with the UAS or when on RAF duty. They will be expected and encouraged to take as full a part as possible in the corporate life of the university at which they are studying, but not to the detriment of their academic responsibilities or UAS commitment.

30. Students are expected to make satisfactory progress with their studies and with the development of their personal qualities. Reports on their progress will be obtained at the end of each academic session. Sponsored students who fail to maintain the requisite standards are liable to have their sponsorship withdrawn and, in the case of university cadets, their commission terminated. If a student needs to undertake some practical training, field courses or language study as part of the course, he/she must make the necessary arrangements through their college, but they should advise their UAS of their intentions as soon as possible, particularly when the study is overseas. Students who are destined for the Engineer Branch must consult their Cadetship Staff Officer from the RAF College about the selection of optional subjects and about any practical training associated with their course, to ensure that they are fully relevant to the needs of the RAF.

Training Following Graduation from University

31. On completion of their degree course studies and subject to continuing good character and medical and physical fitness, graduates attend the Initial Officer Training Course at the RAF College, Cranwell. There they will be required to assume the rank of student officer for training purposes and comply with the instructions of the training staffs. The object of the course is to develop character and to give them a

good basis of general Service knowledge to prepare them for their responsibilities as an officer and give a sound basis for their future development. In addition to the purely Service subjects, the syllabus includes leadership training, management studies and physical education. Failure to complete this course successfully will lead to termination of their commission. On successful completion of IOT, graduates will progress to specialist/professional training appropriate to their branch.

Permanent Commission

32. Officers on a permanent commission will serve initially to the age of 38 or to complete 16 years reckonable service from the age of 21 to qualify for immediate retired pay, or to complete 8 years continuous service on a commission, whichever is the later. On promotion to squadron leader within the period of this initial permanent commission they become entitled to serve to age 55. A limited number of officers who are not promoted to squadron leader within this period may also be offered further service to age 55 with continuing prospects of promotion.

33. On completion of a permanent commission an officer is normally transferred to the RAF Retired List.

Short Service Commission

34. Officers on a short service commission are required to serve in the RAF for a specified number of years followed by 4 years in the RAF Reserve of Officers. The length of short service commissions available in a particular branch are shown in the individual branch pamphlets.

Promotion Progression

35. The time periods to be served before promotion to flight lieutenant are shown in Annex C (for General Duties Branch) and in Annex D (for all other branches). Promotion to the rank of squadron leader and above is open only to those officers holding a permanent commission and candidates will be in open competition with others of their own branch. Officers can normally expect to reach squadron leader rank by their early thirties. If, as a graduate entrant, they are not offered promotion to the rank of squadron leader within 12 years whole time service (excluding service as a sponsored student) they will, after completion of 10 years whole time service, have the option to leave the RAF at the 12 year point.

Pay and Allowances

36. Details of current rates of pay and allowances are set out in the RAF Officer Pay Scales—Pub 427; bursars currently receive a sum of £1,500 per year, salaries for university cadets are shown in Pub 427.

Pension Benefits

37. All commissioned officers serve on pension-earning terms and are members of the Armed Forces Pension Scheme (AFPS) unless they exercise their choice to opt out. This is a non-contributory scheme. Officers with a minimum of 2 years and less than 16 years reckonable service are eligible for a preserved pension and terminal grant payable at age 60. Officers with a minimum of 16 years reckonable service are, subject to the rules of the AFPS, eligible for an immediate pension (retired pay) and

terminal grant. The maximum retired pay possible is earned after 34 years reckonable service.

38. Retired pay and preserved pension rates are calculated according to the officers rank and number of years reckonable service. Service is reckonable from age 21. The terminal grant is three times the annual pension and is tax-free. The pension rates are reviewed annually. Officers with a minimum of 9 years reckonable service who qualify for preserved benefits, are eligible for an immediate flat-rate, tax-free resettlement grant.

39. Officers who are eligible for a preserved pension may alternatively apply for the value of these accrued benefits to be transferred to a new employer's occupational pension scheme, a personal pension scheme or to an approved insurance contract providing deferred annuity benefits. If before becoming a member of the AFPS, pension rights were earned under another scheme, it may be possible, upon application within 12 months of entry to AFPS, for these to be transferred into the AFPS and the officer credited with additional reckonable service corresponding to the amount of the transfer value received. Service thus credited, does not, however, count towards the minimum period of 16 years necessary to qualify for immediate pension benefits.

Retirement or Transfer to the Reserve

40. When an officer holding a permanent commission retires, he/she is placed on the Retired List and remains liable to recall in certain circumstances. The Defence Council, however, has the power to retain an officer on the Active List beyond the date on which he/she is due to retire or to retire him/her prematurely, should either course be considered necessary in the interests of the Service.

41. Short service commission officers are transferred to the Royal Air Force Reserve of Officers for four years, and have a liability during that period for recall for training for up to 15 days a year if required. A reservist may also be recalled to the Active List in an emergency.

Premature Release

42. Release from the Active List at an officers own request before his/her due date is allowed only by special permission. Where very strong compassionate grounds exist, early release may be granted at any time. Otherwise, release may be granted only after a sufficient return of productive service has been given to amortize the cost of training and subject to the manning needs of the Service. Cadets who are permitted Premature Voluntary Release will be liable for the repayment of their cadetship costs in accordance with their Undertaking if the release occurs during their cadetship, or before they have completed five years' productive service (or six years in the case of aircrew) after graduation (see paragraph 24).

Pregnancy

43. An officer who becomes pregnant will be given the option of either:

- a. Discharge from the Service, or
- b. A period of Maternity Leave before return to duty.

In either case an officer will be allowed to remain on duty prior to confinement subject to medical fitness and her ability to perform the full duties of her branch. Officers opting to leave the Service on pregnancy will not be transferred to the Reserve. For those women who opt for discharge from the Service, recovery of Cadetship/Bursary costs will be made on a sliding scale according to the return of service given.

CS(Sec) 1b
October 1995

Notes:

1. *The Service authorities reserve the right to reject any candidate at any stage in the recruiting process without giving a reason.*
2. *The Air Force Board of the Defence Council reserves the right to vary the conditions of entry and service outlined in this pamphlet and the detailed regulations which govern them.*
3. *The Armed Forces are equal opportunity employers under the Race Relations Act and welcome enquiries and applications from all ethnic groups.*

**ANNEX A TO
PAM(Air) 296**

SENIOR CAREERS LIAISON OFFICERS

Area	Location	Telephone number
Scotland	RAF Careers Information Office 29 Bank Street, Dundee Tayside DD1 1RW	01382 200934
North East	RAF Linton on Ouse York YO6 2AJ	01347 848702 ext 7345
East Anglia	RAF Careers Information Office 22 Unthank Road Norwich NR2 1AH	01603 615118
South East	RAF Careers Information Office 3 Dock Road Chatham ME4 4JF	01634 845285
East Midlands	RAF Wittering Peterborough Cambridgeshire PE8 6HB	01780 783925 ext 7543
Thames Valley	RAF Halton Aylesbury Bucks HP22 5PG	01296 696773 ext 6446
North West	RAF Burtonwood Great Sankey, Warrington Cheshire WA5 3AW	01925 240671
West Midlands	RAF Cosford Wolverhampton West Midlands WV7 3EX	01902 374172 ext 7367
South Wales	Armed Forces Careers Office (RAF) Lister Buildings, Station Road Gloucester GL1 1HE	01452 521676
South England	RAF Careers Information Office 153 High Street, Southampton Hampshire SO14 2BT	01703 236233
South West	RAF Careers Information Office Fountain House, Western Way Exeter, Devon EX1 2DE	01392 425013
Northern Ireland	Room 2195, Kentigern House 65 Brown Street Glasgow G2 8EX	0141 221 2193

RAF CAREERS INFORMATION OFFICERS

The address and telephone of the nearest Armed Forces Career Office/RAF Careers Information Office, through which a Careers Information Officer can be contacted, will be found in the local telephone directory.

**ANNEX B TO
PAM(Air) 296**

UNIVERSITY AIR SQUADRONS AND AFFILIATED UNIVERSITIES

Serial No	UAS	Town Headquarters	Airfield for Flying Training	Universities/Colleges Affiliated for Ordinary Membership
1	Aberdeen, Dundee and St Andrews	N/A	RAF Leuchars Tel: 01334 839471	Aberdeen University The Robert Gordon University Dundee University University of Aberdeen, Dundee St Andrews University
2	Birmingham	Park Grange Somerset Road Birmingham B15 2RR Tel: 0121 454 2098	RAF Cosford Tel: 01902 377571	Birmingham University Aston University Keele University Warwick University The University of Birmingham The University of Wolverhampton Staffordshire University
3	Bristol	N/A	Coleme Tel: 01225 743240	Bristol University Bath University Exeter University University of the West of England at Bristol University of Plymouth
4	Cambridge	2 Chaucer Road Cambridge CB2 2ED Tel: 01223 356942/3	Taversham (Civil) Tel: 01223 292748	Cambridge University University of Essex University of East Anglia Anglia Polytechnic University

UNIVERSITY AIR SQUADRONS AND AFFILIATED UNIVERSITIES—continued

Serial No	UAS	Town Headquarters	Airfield for Flying Training	Universities/Colleges Affiliated for Ordinary Membership
5	East Lowlands	16 Royal Terrace Edinburgh EH7 5AB Tel: 0131 557 0282	RAF Turnhouse Tel: 0131 339 5393	Edinburgh University Heriot-Watt University Stirling University Napier University
6	East Midlands	72 Broadgate Beeston Nottingham NG9 2FW Tel: 0115 9254375	RAF Newton Near Nottingham Tel: 01949 20771	Nottingham University Leicester University De Montfort University Loughborough University of Technology Nottingham Trent University
7	Glasgow and Strathclyde	12 Park Circus Glasgow G3 6AX Tel: 0141 332 3548/9	Glasgow (Civil) Tel: 0141 8871011	Glasgow University Strathclyde University University of Paisley Glasgow Caledonian University Glasgow School of Art
8	Liverpool	Mulberry Court 128 Mount Pleasant Liverpool L3 5SK Tel: 0151 709 1124	RAF Woodvale Nr Formby Tel: 0170 48 72287	Liverpool University Lancaster University Liverpool John Moores University University of Central Lancashire
9	London	206 Brompton Road Knightsbridge London SW3 2BQ Tel: 0171 589 9057	RAF Benson Nr Oxford Tel: 01491 837766	London University Brunel—The University of West London City University Hertfordshire University Greenwich University Kingston University University of Kent Canterbury College, Kent

UNIVERSITY AIR SQUADRONS AND AFFILIATED UNIVERSITIES—continued

Serial No	UAS	Town Headquarters	Airfield for Flying Training	Universities/Colleges Affiliated for Ordinary Membership
10	Manchester and Salford	N/A	RAF Woodvale Nr Formby Tel: 0170 48 72287	Manchester University Salford University University of Manchester Institute of Science and Technology (UMIST) Manchester Metropolitan University
11	Northumbrian	N/A	RAF Leeming Nr Northallerton Tel: 01677 423041	Durham University Newcastle University University of Northumbria at Newcastle University of Sunderland University of Teeside
12	Oxford	Manor Road Holywell Oxford OX1 3UQ Tel: 01865 244634	RAF Benson Nr Oxford Tel: 01491 837766	Oxford University Oxford Brookes University Reading University
13	Queens	N/A	RAF Sydenham Belfast	The Queen's University of Belfast University of Ulster Stamillis College, Belfast
14	Southampton	1A Bugle Street Southampton SO1 0A1 Tel: 01703 333161/2	A&AEE Boscombe Down Tel: 01980 664000	Southampton University University of Portsmouth

UNIVERSITY AIR SQUADRONS AND AFFILIATED UNIVERSITIES—continued

Serial No	UAS	Town Headquarters	Airfield for Flying Training	Universities/Colleges Affiliated for Ordinary Membership
15	Wales	N/A	RAF St Athan Barry South Glamorgan	University College of Wales, Aberystwyth University College of North Wales University of Wales College of Cardiff University College of Swansea University of Wales College of Medicine St David's University College, Lampeter The University of Glamorgan
16	Yorkshire	N/A	RAF Church Fenton Tadcaster North Yorkshire LS24 9SE	The University of Humberside Bradford University Hull University Leeds University Sheffield University York University Sheffield Hallam University Leeds Metropolitan University The University of Huddersfield
17	Royal Military College	Royal Military College of Science Shrivenham Wilt SN6 8LA Tel: 01793 785565	No airfield	Nil

**ANNEX C TO
PAM(Air) 296**

General Duties Branch—Rank, Seniority and Pay Point on Graduation and Time Progression to Flight Lieutenant

Type of Entry	Pilot Officer		Flying Officer					Overall Time to Flight Lieutenant	Explanation
	Pay Point		Pay Point						
	1		1	2	3	4	5		
1. University Graduate—4-year course (see Notes 1–3)	✓				→	✓	→	1½ years	On graduation promoted Pilot Officer and serves for 6 months in that rank. Is promoted to Flying Officer with 2½ years seniority and serves for one year in that rank before promotion to Flight Lieutenant.
2. University Graduate—3-year course or equivalent qualification (see Notes 1 and 2)	✓			→	✓	✓	→	2½ years	On graduation promoted Pilot Officer and serves for 6 months in that rank. Is promoted to Flying Officer with 18 months seniority and serves for 2 years in that rank before promotion to Flight Lieutenant.

Notes:

- Each column represents a 6 month period.
- Officers will normally serve the time periods ticked appropriate to their type of entry before promotion to flight lieutenant.
- Includes a 4-year degree course at Oxbridge or a Scottish university and a 4-year sandwich type degree course. Excludes B.Ed. degree award in the 4th year after the award of Cert.Ed.

General Duties (Ground), Engineer, Supply, Administrative and Security Branches—Rank, Seniority and Pay Point on Graduation and Time Progression to Flight Lieutenant

Type of Entry	Pilot Officer		Flying Officer					Overall Time to Flight Lieutenant	Explanation
	Pay Point		1	2	3	4	5		
1. University Graduate—4-year course (see Notes 1-3)	✓			→	✓	✓	✓	2½ years	On graduation promoted Pilot Officer and serves for 6 months in that rank. Is promoted to Flying Officer with 2 years seniority and serves for 2 years in that rank before promotion to Flight Lieutenant.
2. University—3-year course or equivalent qualification (see Notes 1 and 2)	✓		→	✓	✓	✓	✓	3½ years	On graduation promoted Pilot Officer and serves for 6 months in that rank. Is promoted to Flying Officer with 1 year seniority and serves for 3 years in that rank before promotion to Flight Lieutenant.
3. Qualified Entrant (see Notes 1, 2 and 4)	✓	→	✓	✓	✓	✓	✓	5 years	On qualification appointed Pilot Officer and serves for 1 year in that rank. Is promoted to Flying Officer and serves 4 years in that rank before promotion to Flight Lieutenant.

Notes:

1. Each column represents a 6 month period.
2. Officers will normally serve the time periods ticked appropriate to their type of entry before promotion to flight lieutenant.
3. Includes a 4-year degree course at Oxbridge or a Scottish university and a 4-year sandwich type degree course. Excludes B.Ed. degree awarded in the 4th year after the award of Cert.Ed.
4. There is no Qualified Entry into the Security Branch.