

Date: 15 May 26  
Version 1

## **AIR TRAFFIC AND WEAPONS CONTROLLER GOLDEN HELLO**

### **KEY POINTS**

- A £10,000 one-off Golden Hello is approved for eligible new (known legally as ab initio) Air Traffic and Weapons Controllers.
- The scheme applies to personnel attesting between 1 Apr 26 and 31 Mar 29, subject to eligibility criteria.

### **CRITERIA**

#### **Eligibility**

- New entrants must successfully graduate Phase 2 controller training (Joint Air Traffic Control Course - JATCC or Weapons Foundation Course - WFC) to be eligible for the Golden Hello payment
- Acceptance incurs a 3-year Return of Service (RoS), running consecutively after completion of statutory Training RoS.
- These details apply to new entrants to the RAF. Currently Serving RAF personnel re-mustering to ATWC should consult internal documents for more information.

#### **Exclusions**

Transferees from the other Services will be ineligible for the Golden Hello to maintain the efficacy of recruitment to these Services, specifically the Royal Navy Air Traffic Controllers.

#### **Application**

Eligible personnel may apply for the Golden Hello on successful graduation from Phase 2 controller training.

#### **Pension and Taxation**

The ATWC Golden Hello is non-pensionable and subject to Income Tax and National Insurance contributions. Any repayment will be calculated net of Income Tax and ERNIC.

#### **Return of Service**

Acceptance of the Golden Hello incurs a 3-year RoS as an ATWC, commencing after completion of the statutory Training RoS (TRoS following Phase 2 training, resulting in a total 6-year commitment from Phase 2 completion.

Personnel must remain employed in an ATWC control specialisation JPAN for the duration of the RoS. Failure to do so, including through commissioning, role transfer, or Service exit, will require repayment of the full net value of the GH.

### **Governance and Review**

The Golden Hello scheme will be subject to periodic review in accordance with JSP 754, to assess uptake, effectiveness, and ongoing workforce impact.

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