



# In Focus

## A message from the Chairman of NAPS



This is my first In Focus since becoming Chairman of the Trustees. For all in the pensions industry the Government's programme of reforms has meant significant change for all schemes and NAPS is no exception. There have been not only changes to Inland Revenue rules and the way they are administered, but also to Scheme governance and the legislation on funding and investment. Pages 2-4 look in detail at these changes and describe how they will affect you and your Scheme.

Work has already begun to prepare for next year's Scheme valuation which will be the first under the requirements of the new Pensions Act. The Act introduces significant changes to the scheme funding process and these are described on page 3.

Investment conditions continued to improve over the year and the value of the Scheme's assets has increased. Whilst these improvements are welcome we will not know how they have impacted on the underlying funding levels of the Scheme or the Company's required level of contribution until the results of next year's actuarial valuation are known. You can find out more about investment on page 5.

During the year, Mr Peter Holloway and Captain Paul Revell retired as Trustees and we welcome Mr Paul Douglas and Captain Ian Bretherton as their successors. Mr Mervyn

Walker retired as Chairman with my own appointment becoming effective from 1 April 2005. On behalf of the Trustees I would like to thank all those retiring during the year for their hard work and considered contributions to the Scheme during their terms of office. Particular recognition is due to Mervyn Walker who steered the Trustees through significant organisational change during the splitting of the APS and NAPS Trustee boards and the considerable work generated firstly as a result of the Myners report on Institutional Investment and later on, by the new pensions legislation.

Finally, in the short time since I took office I have been impressed with the thorough and constructive approach taken both by the Trustees and their staff responsible for the Scheme's administration and investments. The management of such a large scheme is a demanding and onerous responsibility and I do commend the hard work put in by all of these people into looking after your pension.

As always, we welcome your views, so please get in touch (our contact details are on the back page).

Roger Maynard  
Chairman of Trustees  
August 2005

## Simplification, security, choice



The aim of recent Government reforms is to simplify pensions for all, to encourage saving for retirement and to make sure benefits are secure. A number of the changes are already in place. Others will come into effect over the next few years, many at the start of the next tax year on 6 April 2006 ('A day'). We describe below how these changes may affect you.

### Maximum pension benefits

From 'A day' existing Inland Revenue limits on pensions and lump sums will disappear and will be replaced by a new 'lifetime allowance' (LTA). The **value** of your deferred benefits with BA and any other benefits you may have will be compared against the allowance for the year you draw those benefits. Any excess benefits will be subject to a tax charge. The allowance is large (£1.5m for 2006/07 increasing yearly to £1.8m by April 2010) and for most people the **value** of their pension benefits will fit well within the allowance.

Tax year of retirement	Lifetime allowance (£)
2006/07	1,500,000
2007/08	1,600,000
2008/09	1,650,000
2009/10	1,750,000
2010/11	1,800,000

As a deferred pensioner, you may be a member of other pension arrangements and have benefits in addition to your BA pension. At the first point you draw a benefit, the value of that benefit must fit within the LTA applicable at that time. Your provider will also let you know the remaining amount of LTA available to you. When you come to draw any subsequent benefits from other arrangements you may have, the value of these benefits must fit within the remaining amount of LTA available to you. For example, when you come to draw your BA benefit we will ask you to tell us the remaining amount of LTA available to you so we can check that the value of your BA benefits fits within this amount.

State benefits and pensions that you may be receiving in respect of anyone else such as widow's/widower's or partner's pensions do not count towards the LTA.

If at any point the value of your benefits were to exceed the LTA there would be a tax charge. The amount of tax charge will depend on how the benefit is taken, 55% if taken as a lump sum or 25% if taken as pension.

There are arrangements that allow individuals with high benefits at A day to protect these benefits. Your current provider should be contacting you with details if this applies to you and you may also find the following website useful <http://www.hmrc.gov.uk/manuals/rpsmmanual/index.htm> click on member pages.

### Tax-free cash

The new maximum limit for tax free lump sums from 6 April 2006 will be 25% of the **value** of your benefits (within the available LTA) at the point the benefits are drawn. If you have left your AVC balance with us and have not yet drawn any of your pension benefits, from 6 April 2006 you will be able to take the AVCs as cash when you draw your main scheme benefits irrespective of when you started paying AVCs.

There are transitional arrangements that allow lump sum protection for those with existing lump sum entitlements greater than 25% of the value of benefits at A day and if you are affected your current provider should contact you with details.

### Multiple scheme membership

From A day, an individual can be a member of as many schemes as they wish, at the same time, regardless of the types of scheme and their personal circumstances. So for example, if you can afford to do so, you will be able to contribute to a personal pension with an insurance company as well as contributing to your current arrangement, subject to LTA and contribution limits.

### Contributions and Additional Voluntary Contributions (AVCs)

The regulations introduce a single limit on contributions that can be made to pension schemes free of tax, known as the 'annual allowance'. The regulations also allow contributions to be paid on 100% of all pay free of tax. Schemes do not necessarily have to adopt this and your provider should offer further details.

### Minimum retirement age

From 6 April 2010 it will not normally be possible for members under age 55 to start drawing their pension. If you are planning to draw your BA pension after the age of 50 but before age 55 where this date falls after 6 April 2010 you will need to reconsider your plans. For example, a member planning to draw benefit at age 54 who reaches age 54 in 2011 would need to consider drawing the pension earlier at age 53 before 2010 or waiting until age 55 or later.

### Protection for pension scheme members

The Pensions Act 2004 contains several measures that aim to provide greater protection for members of pension schemes. These include:

- The introduction of a new regulator, known as The Pensions Regulator (TPR) to replace the Occupational Pensions Regulatory Authority (Opra)
- The introduction of the Pension Protection Fund (PPF)
- A written Statement of Funding Principles (SFP) which will specify how the scheme specific Statutory Funding Objective (SFO) will be met
- A minimum knowledge requirement for occupational pension scheme trustees

### The Pensions Regulator (TPR)

TPR will build on Opra's work in making sure schemes comply with pension legislation. The objectives of TPR are to protect members' benefits, to promote good administration and to attempt to pre-empt situations which may lead to compensation being payable from the Pension Protection Fund (PPF) – see below. TPR has been given significant powers to achieve its objectives and will be able to gather information, enter business premises and issue improvement notices, wind up schemes where appropriate, and appoint, suspend or prohibit trustees in a wider range of circumstances than Opra.

### Pension Protection Fund (PPF)

The PPF is in effect an insurance scheme, introduced to provide a level of protection for the benefits of members, deferred members and pensioners of final salary schemes which are in deficit and where the sponsoring employer becomes insolvent. The PPF will only accept responsibility for schemes who cannot afford to pay even PPF-level benefits. PPF-level benefits are on the whole lower than the standard NAPS benefits.

Where a scheme is funded sufficiently to cover PPF-level benefits it would not be accepted into the PPF. The PPF Board would determine what action would be appropriate e.g. whether the scheme should be wound up (i.e. whether benefits should be secured via insurance companies) or run on as a closed scheme.

If BA were to become insolvent, it is by no means certain that NAPS would be taken on by the PPF. This would depend on the level of funding applicable at the time should such an event occur. The first PPF funding valuation will be undertaken as part of the main scheme valuation due as at 31 March 2006.

All occupational schemes like NAPS must now pay a levy to the PPF as a form of insurance premium, this is regardless of a scheme's current funding situation and whether or not they are likely to be eligible to participate in the PPF should the sponsoring employer become insolvent.

It is the Trustees' responsibility to make sure the levy is paid. For 2005/06 the levy will be met from the Scheme's administration budget with the cost being passed on to the Company over the years ahead by way of appropriate additional annual contributions.

### Scheme Funding and SFP

The Minimum Funding Requirement (MFR) is being abolished and will be replaced by a scheme specific Statutory Funding Objective. The MFR was a prescribed method for valuing a scheme's ability to pay its liabilities. It was designed to ensure a minimum level of funding for all schemes. Criticisms of the MFR valuation method include that it was designed as a 'one size fits all' approach and didn't take into account scheme specific liabilities and funding targets.

A new scheme specific funding basis is being introduced. The Trustees will establish a Statutory Funding Objective (the SFO). The SFO requires that schemes hold sufficient assets to secure the benefits that members have built up in the scheme as they fall due in the future. The policy for achieving this objective will then be agreed through a joint dialogue between the Trustees, the employer and the actuary and set out in a Statement of Funding Principles (SFP). The Government thinking behind this approach is to make sure all parties buy into the long term funding plan for a scheme especially in respect of making good any deficits. Trustees will also be required to provide a funding statement to members automatically each year.

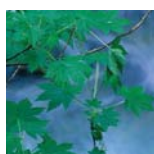
The process by which a SFP is established is significantly different from the approach previously adopted and the Trustees have agreed with BA to rehearse the process during this year to make sure all parties are aware of their responsibilities and ensure a timely conclusion to next year's actuarial valuation.

#### A minimum knowledge requirement for trustees

From April 2006 the new Pensions Act introduces formal requirements for trustees to have sufficient knowledge and understanding of pensions and trust law, occupational scheme funding and scheme investment. They must also be conversant with the scheme's

governing documentation. The intention is that trustees should have the confidence they need to run schemes well and to challenge their advisers before they make decisions in relation to the scheme. The BA Trustees have already adopted a formal training programme to ensure they are equipped with the requisite knowledge and understanding. Training over the past year has included sessions on investment, scheme risk, actuarial services and the new Pensions Act. Individual Trustees have also attended a wide range of external courses and seminars and a number of Trustees have passed examinations in Trustee Knowledge and Understanding accredited by the Pensions Management Institute.

## Scheme Accounts



#### Accounting for the Money

The overall value of the Fund reflects the amount of income received by the Scheme (such as member and employer contributions and investment income),

the withdrawals made from the Scheme (payment of benefits, administration and investment expenses) and the market value of the Fund's investments at a particular date. The continuing rise in investment markets generally, over the two years since the last valuation in March 2003, continues to improve the overall market value of the assets of the Fund, although we will not know the impact on underlying funding levels or be certain of the required level of Company contributions until the results of the next actuarial valuation are known.

#### Monies in and out of the Fund

The charts opposite show the income and expenditure of NAPS during the year.

Money into the Fund	£m
Contributions received	292.3
Transfers in	2.3
Investment income	118.7
Other income	4.5
<b>Total income</b>	<b>417.8</b>

Money out of the Fund	£m
Pension benefits paid	144.3
Leavers	7.3
Administration expenses	4.5
Investment management expenses	3.3
<b>Total expenditure</b>	<b>159.4</b>

Fund value	£m
Value of Fund at 1 April 2004	3,943.8
Total income	417.8
Less total expenditure	(159.4)
Change in market value of investments	357.8
<b>Value of the Fund at 31 March 2005</b>	<b>4,560</b>

# Investment update

In the last edition of In Focus we reported that whilst still in significant deficit, the fund value of NAPS had improved. There have been further improvements since then in the overall value of the Fund but this needs to be set against any increase in the liabilities. Equity markets rallied towards the end of 2004/05 and property has performed well. The Scheme does however continue to have a shortfall and the Company continues to pay an extra £115m each year to address the deficit, on top of its normal employer's contributions. It will not be until the next formal review, to be conducted in March 2006, that we will know precisely the extent to which the deficit has reduced or whether it has in fact increased. However, current indications are that there will not be any reduction to the company's extra contributions in the foreseeable future.

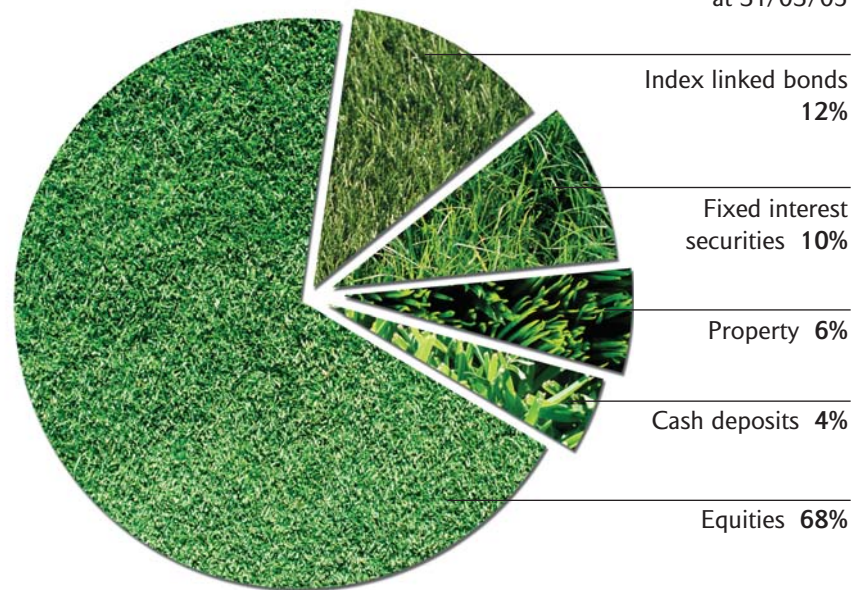
The strategic mixture of investments held within NAPS which we reported in last year's In Focus, continues to be appropriate with 65% being held in equities, 28% held in bonds (both Government and corporate) and the balance in property and cash. This will be reviewed again as part of next year's valuation. The Trustees set parameters around this core mixture to allow the fund manager some discretion over the actual level of each type of asset held. This enables the fund manager to use their judgement and hold slightly more or less than the amounts shown above in order to maximise returns as market conditions allow but within the guidelines set by the Trustees. The actual investment split at 31 March 2005 is shown opposite.

The Trustees continue to monitor performance of the Fund overall by comparing returns against a performance benchmark. The Trustees are pleased to confirm that

last year our in-house investment management team (BAPIML) outperformed the benchmark for

2004/05 and have outperformed the longer term benchmark over three, five and 10 years.

Investment split at 31 March 2005



Actual investment split at 31/03/05

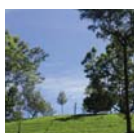
Those members interested in the detail behind the investment strategy can review the Statement of Investment Principles (SIP) available on our website.

## Scheme membership



## Rule changes

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There have been several changes to the Scheme's Trust Deed and Rules during the year.

Rule 25, which allows 50 active members to convene a meeting, was amended so that in addition any 100 members or pensioners may convene a meeting.

Pensioner Elected Trustees can appoint an Alternate should they be unable to attend a Trustee meeting and following this rule change the Alternate can now either be an active member Trustee or another Pensioner Trustee.

### More information

As always, copies of In Focus, the full Annual Report and Accounts, the SIP and other documents relating to the Scheme are available on our website: visit [www.mybapension.com](http://www.mybapension.com)

### Getting in Touch

You can contact us by:  
Email: [enquiries@bapensions.co.uk](mailto:enquiries@bapensions.co.uk)  
or follow the link in our website [click on 'Talk to us'].

Telephone: Call our Customer Service Team on 020 8513 2222 between 9am and 5pm.

Fax: Externally on 020 8572 6235 or internally on 32257