



Airways Pension Scheme (APS)

Join the APS Trustee Board





The vacancies

The current term for two APS Member Nominated Directors (MNDs), Mr Ian Heath and Mr Philip Hogg, will end on 30 September 2026. Mr Heath and Mr Hogg have indicated they intend to stand for re-election. We are writing to APS Members and all APS Pensioners, both those eligible to stand for election and also those in receipt of an Adult Survivor's pension to make sure all pensioners are aware of the election and able to participate in the nomination process.

The APS Trustee board is seeking enthusiastic and committed individuals to join the board as MNDs. We welcome applications from all backgrounds. Pensions expertise is not required; you will be given support and training to acquire the knowledge needed for the role. The term of office is five to five and a half years.

Overview of the role

Being a Trustee Director is a rewarding and engaging role. You will play an important role on the Trustee team, ensuring the Scheme is well-run. Trustee Directors are responsible for providing governance, oversight and strategic direction. You will be supported by advisers and an executive team who manage the day-to-day operations. This position requires a commitment to undertake training, completion of the Pension Regulator's (TPR) Trustee Toolkit, attendance at quarterly board meetings, and participation in sub-committees as needed. In view of the time commitment, working time adjustments for current BA employees are supported for training and meeting attendance.

Who's the ideal candidate?

- ✔ A commitment to APS members
- ✔ Motivated and willing to invest time to the role
- ✔ Enthusiastic and open to learning new skills
- ✔ Strong communication and interpersonal skills
- ✔ Collaborative and strategic thinker
- ✔ Clear thinker and communicator

You can find out more about the role of a Trustee Director on our member website: <https://www.mybapension.com/AboutUsDetail>

About the APS Trustee

At present, APS is managed by eight Trustee Directors. Four are appointed by British Airways as Employer Nominated Directors. The APS membership elects four MNDs. The APS Board may undertake a pre-election verification process where candidates for MND positions will be interviewed by a panel before progressing to an election process. Further details on this are explained in the FAQ at the end of this document.

Who can apply

APS current employee Members, and Pensioners who are in receipt of their pension as previous employee Members of the Scheme, are entitled to seek election to become a Trustee Director and to vote. APS Adult Survivors who are in receipt of a pension, e.g. a widow's or widower's pension, cannot seek election, but they are entitled to support a nomination and to vote in a ballot.

How to apply

To apply for this role, you will need to:

- 1 Complete a declaration form**
- 2 Complete a nomination form (you will need to obtain the signatures of ten supporters who are eligible APS members)**
- 3 Provide an Election Statement**

If you decide to apply, you will need to complete the first module of TPR's toolkit as part of the application process. TPR's toolkit is an online learning programme, the first module takes around 1-2 hours of study time. We will include details about how to access the TPR's toolkit in the application pack.

What happens next?

A verification panel may conduct initial interviews of potential candidates in June. The verification panel can exclude any candidate from eligibility for appointment who it considers unsuitable to fulfil the duties of an MND. A ballot will follow if there are more than two eligible candidates. The appointments will commence on 1 October 2026.

Interested?

To find out more, contact Committee Services at British Airways Pensions, Waterside on 020 8538 2139 or trustee.services@bapensions.com. You can also read the FAQ section for further information.



For an application pack, please contact Committee Services at British Airways Pensions, Waterside on 020 8538 2139 or trustee.services@bapensions.com. Your completed application must be received at British Airways Pensions, Waterside, no later than 5.00 pm on 28 May 2026.

FAQs

Need help? Below you'll find some useful questions and answers.

How do I know if I'm eligible to apply?

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Will there be an interview before election?

The APS Trustee Board may undertake a process where candidates are interviewed by a verification panel consisting of Trustee Directors and pension executive. The verification panel's role is to consider the candidate's capability and may exclude any candidate from eligibility for appointment who it considers unsuitable to fulfil the duties of an MND. The verification panel does not select or appoint the MNDs.

Will BA employee MNDs get time off work to attend training and meetings?

Yes, BA employee MNDs are supported with working time adjustments arranged with your line manager to enable attendance at training and meetings.

Do I get paid to be an MND?

If you are an APS current employee Member still working for BA the MND position is a volunteer role but you can claim expenses. If you are a Pensioner Member you will receive payment in recognition of the time commitment required to fulfil the duties of an MND and you can claim expenses.

What sort of training will be provided?

The BA Pensions executive team will arrange onboarding and induction training with professional advisors followed by regular and tailored ongoing training at trustee meetings.

Where are the trustee meetings held?

Mostly at our Waterside office, sometimes in central London.

Do I have to do any exams or qualifications?

You will need to complete the Pensions Regulator's Trustee Toolkit within 6 months of appointment.

What happens if I leave employment with BA (without immediately putting my pension into payment) or transfer my pension out of APS while I'm an MND?

You will no longer be eligible to be an MND and your appointment will cease immediately.