

Message from the NAPS Trustee - closure of the New Airways Pension Scheme (NAPS) to future pension build-up

On Friday 2 March 2018, the Trustee Directors of New Airways Pension Scheme Trustee Limited agreed in principle to the closure of the New Airways Pension Scheme (NAPS) to future accrual on and from 1 April 2018. This follows an extensive review process on the consultation undertaken by British Airways Plc (BA), involving interaction with BA, trade unions and The Pensions Regulator.

The Trustee Directors will meet again on 15 March 2018 to consider the amendments to the NAPS rules necessary to effect closure and the transitional options BA has made available to active members of NAPS.

The Trustee Directors also agreed to extend the date for applying for a NAPS AVC account to 20 March 2018 to support active members selecting a transitional payment option into AVCs and who have not yet set up an AVC account.

Your NAPS pension is safe

The pension you have already built up is protected by law. The benefits you have built up and can continue to build up to 31 March 2018¹ will continue to be provided by NAPS. BA has a legal obligation to fund NAPS so that your pension built up to 31 March 2018 can be paid in full when it is due.

NAPS is not winding up

Winding up is different to closing NAPS to the build-up of future benefits. Winding up would generally only occur in the event that BA became insolvent and was no longer able to support NAPS or if BA provided funds to buy out all of the benefits with an insurance company.

How will the closure of NAPS affect me?

I am an active member	<ul style="list-style-type: none"> You will keep building up benefits until 31 March 2018¹. You will become entitled to a deferred pension on 1 April 2018 (subject to the promotional/incremental pay link transitional option offered by BA, if chosen). Your deferred pension built up to 31 March 2018 will be protected by law and will increase, in simple terms², by an amount set out by the Government in Pensions Increase (Review) Orders, which are currently based on CPI, with a cap of 5% in any year over the period to your normal retirement age. Your deferred pension will stay in NAPS until you decide to draw or transfer it.
I have crystallised my NAPS pension	<ul style="list-style-type: none"> Your pension was established at the date you elected to crystallise it. Your crystallised pension will continue to receive late retirement increases (uplifts) until you decide to draw your pension.
I have a deferred pension	Your benefits, rights and options will not change.
I am receiving my pension	Your benefits, rights and options will not change.

¹ provided you remain in service until that date

² actual increases are determined by Scheme Rules and over-riding statute

I'm an active member. Do I need to take any action?

BA has offered a range of options to help active members of NAPS to transition to a new pension arrangement. If you're an active member you have until 16 March 2018 to choose your NAPS transitional option using BA's 'Select' portal, which is available on the BA Intranet.

Where can I find more information?

You can access all the latest information about your NAPS pension, including this update, [FAQs on BA's transitional options](#) and [what to expect from the BA pensions team](#) (such as how soon you will receive your deferred pension statement after 1 April 2018 and what information and options it will provide) by clicking on the [NAPS Scheme closure tile](#) on the NAPS homepage.

Date: 6 March 2018