

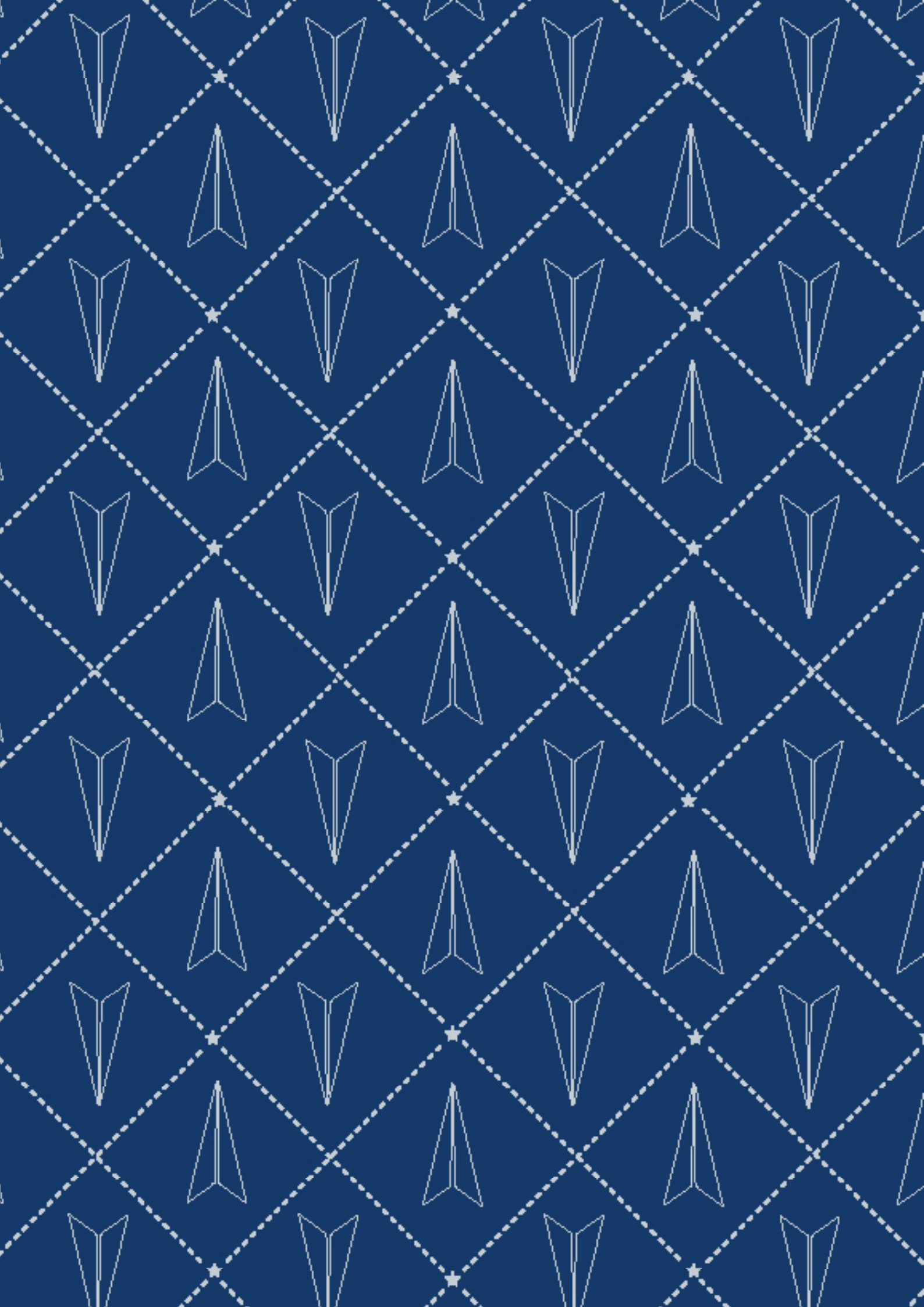
# AN INTRODUCTION TO BALPA

The British Airline Pilots' Association



**BALPA**  


**The voice of UK pilots**  
Safety, Strength, Unity



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# ABOUT BALPA: THE VOICE OF THE UK PILOTS

Welcome to **BALPA** (the British Airline Pilots' Association) - the professional association and registered trade union established to represent the interests of UK pilots.

BALPA is a community of over 10,000 pilots in more than 20 different companies, that's over 85% of all commercial pilots in the UK. Through our close ties with International Federation of Air Line Pilots' Associations (IFALPA), the European Cockpit Association (ECA) and the pilot coalitions of the global alliances, we are part of a worldwide family of over 120,000 pilots. That's one big family!

No matter what you fly, be it single engine piston aircraft, helicopters, drones or intercontinental jets you can find a home at BALPA. Whether you are in training, employed, unemployed or retired we have services and support for you. We welcome all professional pilots into our family.

BALPA is **'The voice of UK pilots'** and **'Safety, Strength, Unity'** are at the very core of everything we do and we work hard to ensure every flight is a safe flight.

We are committed to protecting the piloting profession and enhancing the terms and conditions of our members. Our principles of 'professional engagement' have ensured constructive industrial relations and consistent fair deals for our members.

## BUT WHO IS BALPA?

Quite simply we are pilots, just like you. We are a community of elected pilot representatives and pilot volunteers managed by a pilot executive and supported by staff and professional specialists.

We are not big, as trade unions go, but with established relationships with the regulator, Government, industry bodies and the media we punch well above our weight and have become a force to be reckoned with.

We hope you decide to join BALPA and become part of this family. The stronger BALPA is, the more we can do for you, for all pilots and for the safety of British aviation.

**We are BALPA.**

# A QUICK INTRODUCTION TO WHAT BALPA OFFERS

BALPA is the most advanced specialist aviation association in Europe. With over 70 years' experience promoting and protecting members' interests, our membership benefits and services are second to none.

This booklet outlines the benefits you can expect as a BALPA member at a glance.

Members are entitled to a full range of leading professional membership services, including:

## **PROTECTING YOUR PAY & CONDITIONS**

Professional negotiations build on collective representation to improve salaries and overall terms and conditions, including rostering, leave, illness, relocation and pensions.

## **HELP WHEN THINGS GO WRONG**

Things can and do go wrong, even in the best planned career. BALPA provides three levels of support to solve your work-related problems.

## **ENHANCING LIFESTYLE**

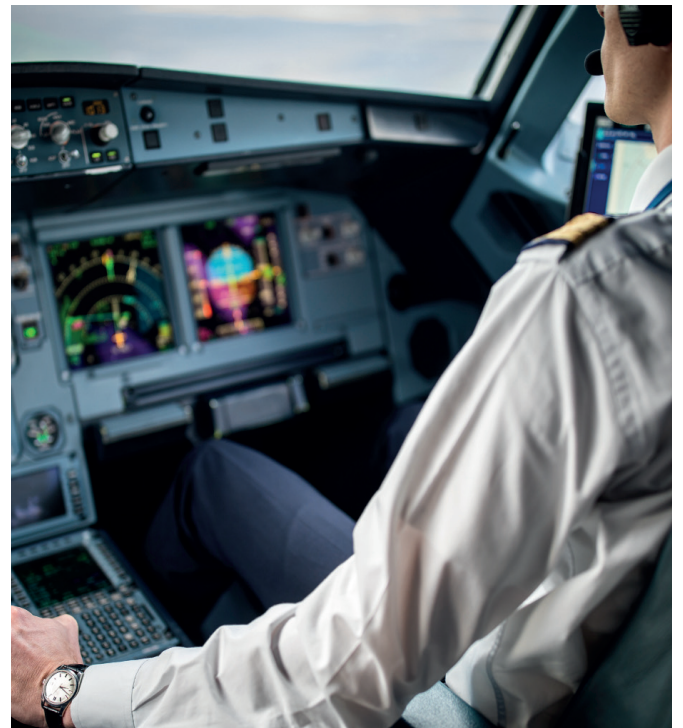
We campaign on issues that matter to you, looking to tackle fatigue and poor working practices, while the expertise of our Scheduling Department can help give you choice on how you work.

## **GIVING YOU A VOICE**

BALPA can act as your voice when influencing Government, airline management and aviation regulators around the world.

## **ROBUST COMMUNICATIONS**

We ensure two-way communication with our members through, Company Council meetings and newsletters, magazine, website and portal, 2Way app and 24 hour emergency helpline.



## **PENSIONS ADVICE**

We have a vast knowledge of pensions and a range of support available.

## **OUR SAFETY PLAN**

We provide up-to-the-minute expertise on all areas of flight deck life including medical, licensing, health and safety, and security matters.

## **CAREERS**

Our Membership and Career Services team is on hand to give you advice and support when looking for a new job, and help new pilots get a foot in the door.





# PROTECTING YOUR PAY AND CONDITIONS

We are established across the industry, and in each recognised company we have a Company Council and full-time National Officer, whose task is to improve members' pay, terms, and conditions. We also train our Company Council reps and staff to the highest degree, bringing in the best tutors available.

We are able to take a view across the whole industry, and therefore have expertise particularly in employment law which is respected by employers.

BALPA works with employers to improve their business and improve terms and conditions. To ensure the best conditions for our members, we constantly monitor trends and agreements in the UK and abroad, tracking:

- > **Salaries**
- > **Pensions**
- > **Scheduling**
- > **Accommodation And Allowances**
- > **Leave**
- > **Illness Benefits**
- > **Postings And Promotions**

## ENHANCING LIFESTYLE

We aren't just committed to protecting your working conditions, we also believe our members are entitled to an overall good quality of life. To BALPA, you are a human being with a need for a balanced lifestyle.

Scheduling is of critical concern to members to help improve their work-life balance, and our scheduling team offers a range of services to address this, including influencing the development of Flight Time Limitation rules in the UK, Europe and globally, and assisting with the implementation and monitoring of Scheduling Agreements.

## A REP REFLECTS ON THE UPS AND DOWNS OF NEGOTIATING A PAY DEAL

Our reps are at the very heart of our association, they shape BALPA but they members just like you. Your Company Council reps work for your company and therefore understand what matters to you.

“Our start point was a survey of members to see what they wanted. From the results we drew up a pay claim document for submission to the company.

The claim covered all areas of our remuneration - basic pay, professional allowances, pension and loss of licence. Following submission, we were invited to meet with the company. Open and frank meetings were held with the company on about half a dozen occasions, spread out over a two or three month period.

“From the outset, the company seemed unwilling to negotiate on a broad range of areas. As a result, we concentrated our efforts on pension and basic pay. At the time, the company was contributing just 7.35%, if matched by the individual, to pilots on DC (defined contribution) schemes. This was one of the lowest contribution levels in the industry. We were therefore very keen to make improvements in this area our priority.

“On previous occasions, the company had flatly refused to consider any change to their contribution level. However, the company had experienced a good year and we had been led to understand that they might be willing to make improvements. The negotiations proceeded through various rounds of offer and counter offer until we eventually arrived at a point where we felt we had got something meaningful to offer our members and that the company had perhaps gone as far as they were willing to.

“The result was a three year deal on pension and basic pay. On basic: year one 2.8%, years two and three RPI, and on pension: year one an increase of contribution to 8%, year two to 8.5%, and year three to 9%. At the time we thought the deal was okay, but not marvellous. Now looking at the recent changes in the industry, it looks a whole lot better. You never know what’s over the horizon.”



# HELP WHEN THINGS GO WRONG

## THREE LEVELS OF SERVICE:

### LEVEL ONE: PILOT ADVISORY GROUP

This is a peer group of experienced, professional pilots, who are also trained counsellors, and are on hand to offer personal counselling and assistance in any matter concerning aviation and the aviator's life.

### LEVEL TWO: INDIVIDUAL SUPPORT AND REPRESENTATION

Using our team of experienced, full-time officers and Company Council reps, we aim to tackle problems before they develop. BALPA membership gives you access to a broad range of quality representation and sound advice, and it opens doors to company decision makers.

### LEVEL THREE: LEGAL ASSISTANCE SCHEME

A full member may apply for legal assistance in matters arising from the member's employment, including criminal proceedings against the member relating to his/her professional duties. Legal assistance is NOT provided for matters or events arising or known to the member prior to their BALPA membership.



**You deserve the protection that comes with being a member of the UK's premier, professional Pilots' Association.**

Visit [www.balpa.org](http://www.balpa.org) and join us!  
All subscriptions are eligible for 66% tax relief



The voice of UK pilots: Safety, Strength, Unity





## LEGAL ASSISTANCE

BALPA's legal assistance scheme is one of the benefits that is most highly valued benefits among our members. In an uncertain world, it provides peace of mind and superb value for money.

### INCLUDED IN THE ANNUAL MEMBERSHIP FEE:

- > Legal representation for both civil and criminal cases with good prospects
- > Employment advice on disciplinary and grievance matters
- > Personal injury representation at home and abroad
- > Overseas cover whenever on duty
- > Help in enforcing PHI and loss of licence agreements
- > 24 hour emergency assistance, which can be accessed globally via our free member-only app or by calling the emergency helpline.

BALPA's legal assistance scheme is not tied to any insurance company, broker or airline employer, and we have a special team of pilots to oversee the process. Backing up our team are expert aviation and employment lawyers who would be instructed to deal immediately and exclusively with members' cases that have good prospects of success.

## LEGAL COSTS AND COMPENSATION

The cost of taking legal action on members' behalf can be expensive, which means in general a case would need to have good prospects of success to be supported (i.e. more than 50% chance of success). However, on issues of policy or where cases have an industry-wide importance, these may be pursued, even if on occasions our chance of success is rated at less than even. Ultimately it is a matter of sound judgement, but the policy has paid off over the years, with millions of pounds in compensation and costs being awarded to our members.



# MAKING EVERY FLIGHT A SAFE FLIGHT

The knowledge base that comprises BALPA resides not only in laptops, home computers, filing cabinets or web forums, but also in people's heads. As an organisation of highly-trained flight deck professionals, BALPA has unrivalled access to the expertise and experience of its 10,000 members.

Many members form specialist study groups to support our professional and technical services. Together, they represent an unrivalled body of knowledge covering the following areas:

- > Flight Safety and Security
- > Occupational Health and Safety
- > Emerging Technology
- > Air Traffic Services
- > Helicopters
- > Aircraft design and operation
- > Aerodrome and ground environment
- > Aviation medicine



***“BALPA IS THE MOST ADVANCED  
SPECIALIST AVIATION ASSOCIATION  
IN EUROPE”***

# PENSIONS ADVICE

BALPA regards the protection and development of members' pension entitlements as a major priority. We work hard to protect the best and improve the rest.

BALPA has been at the forefront of responsibly defending decent pension provision in these difficult times. We ensure employers share the burden for funding, and have launched innovative funding solutions in partnership with employers.

We have compiled a comprehensive information base that includes pension arrangements across all of our recognised companies.

- > Through the TUC and Parliamentary Select Committees, BALPA takes a leading role in the development of Government pension legislation.
- > When airlines have ceased flying, BALPA has ensured that members' pension entitlements have been fully protected.
- > BALPA has a leading voice in European pension debates. This is essential as airlines consider deploying their flight crews across the European market, with possible negative implications for pension rights.
- > BALPA is ensuring that our members' hard-earned pension provision is protected within the Government's new legislation.

## JOHN MOORE, HEAD OF INDUSTRIAL RELATIONS



"Pensions have always been a key issue for BALPA. In recent years as we've faced challenges in the form of defined benefit (DB) and defined contribution (DC) schemes. We are also fighting to stop any further reductions in pensions tax relief.

"We have had successes too, including a legal win in our campaign for the removal of the Pension Protection Fund's compensation cap that is worth a total of more than £35 million for our members, and means future pensions now have greater protection.

"We work hard to ensure our members don't lose out, whether that's through media activity, meeting with influential people, or putting pressure on airlines to play fair"



# BALPA BENEVOLENT FUND (BBF)

The BALPA Benevolent Fund is an independent charity (registered charity no. 229957), established in 1963 to assist flight deck crew and their dependants who are in financial need or difficulty.

Families of deceased members can find themselves in difficult financial circumstances, particularly where there is little pension provision, and pilots who lose their licences often require some assistance in training for another career.

The Fund's Trustees will sympathetically consider requests for assistance in the form of grants or loans.

Information on the BBF and how to make contact can be found on the BALPA website.

## GIVING YOU A VOICE

For BALPA members, the organisation functions both as a trade union and as a professional association. Through a democratic, elective system and representatives from each of our associated companies, we give a voice to each and every member, but we also work towards the common goal of promoting the profession and making our collective voice heard loud and clear by the industry, Government, and general public.

By working together, we can exert far more influence than we could as individuals, in our companies, or even as a UK profession.

Airlines are influenced by laws and regulations. Every minute of every day these are impacting on pilots' lifestyles. BALPA takes up these issues and presses for changes in law, for instance in employment rights, health and safety, security and protection during redundancy situations.



## LOBBYING THE ESTABLISHMENT

BALPA has influence in Westminster, Brussels, and through our connections at IFALPA and the International Civil Aviation Organisation (ICAO) in Montreal. We work hard to maintain relationships with key Government departments, select committees, and ministers, and we were one of the founding members of the ECA and IFALPA. We also belong to the Trades Union Congress (TUC).

Therefore our influence is apparent both nationally and globally, on the key aviation and employment issues that matter to you.

The voice of UK pilots: Safety, Strength, Unity



# ROBUST COMMUNICATIONS

You can stay up-to-date and engaged with BALPA and your Company Council through a variety of channels, including:

- > Our inhouse magazine, *The Log*
- > Monthly newsletters: *On the Radar* and *Flight Safety Spotlight*
- > Regular Company Council newsletters
- > Our website and member portal [www.balpa.org](http://www.balpa.org)
- > BALPA 2Way app
- > Facebook, LinkedIn and Twitter & YouTube channel
- > Webinars on company issues and specialist subjects

We work closely with Company Councils to keep you informed of BALPA work via newsletters and other communications to members, such as annual reports or longer running campaigns.

Our high profile media activity means you may also often see and hear BALPA representatives on various news channels. BALPA has built a good relationship with journalists and is a respected voice in the aviation industry. While we make it our mission to ensure pilots' issues are covered, we never speculate or give credence to rumour, therefore providing a professional voice to the public.



## HOW WE LISTEN

The individual BALPA member has a big voice in the Association. We believe that we should be open and honest with you, and you should have ample opportunity to talk to us and tell us what you want. Through our portal, BALPA 2Way app and series of webinars we encourage our members to do just that.

### In Addition:

- > On major issues of policy in your company, you have a say at meetings with other members, and, when appropriate, a ballot.
- > You are able to vote for delegates to attend the Annual Delegates Conference (ADC), the major policy-making body of the Association.
- > Elections for our National Executive Council are held every year and you are able to vote.
- > BALPA has plenty of opportunities, training, and support for members who want to get involved and play a more active role in the Association.

**“BALPA HAS UNRIVALLED ACCESS TO THE EXPERTISE AND EXPERIENCE OF ITS 10,000 MEMBERS”**





## CAREERS

We can help you with that step on, or step up, the professional ladder. Our Membership and Career Services team offers members access online to independent resources in career and employment matters. We provide support for trainees and look to open up opportunities for trained pilots. The MACS team can help if you would like further information and advice on:

- > [The current job market](#)
- > [Your first job in aviation](#)
- > [Changing employer](#)
- > [Training providers](#)
- > [CV and interview technique guides](#)
- > [Bespoke aviation Jobs Board](#)



### WENDY PURSEY, HEAD OF MEMBERSHIP AND CAREER SERVICES



“Our overall aim is to ensure that we provide the best possible support and assistance to our members from those that are about to consider aviation as a career choice to those that are looking to move overseas or to an alternative UK carrier. Our dedicated team provide a personal service from mentoring trainees to providing practical support.”

# WHO CAN BE A MEMBER?

Our membership categories are inclusive and cater for every circumstance in the career of the flight crew professional:

## FULL MEMBERSHIP

### Any person who:

- > holds a current professional pilot or engineer licence issued by the UK or any of the EASA countries and is actively engaged in commercial flying,
- > is based in the UK or employed by a UK company abroad,
- > is helicopter aircrew,
- > is a airborne electronic welfare officer,
- > is a ground instructor

## ASSOCIATE MEMBERSHIP

### Any person who:

- > is a pilot/flight engineer serving in the H.M Armed Forces, X is based abroad and not employed by a UK company,
- > is currently unemployed or retired,
- > holds a professional RPAS qualification,
- > is actively training to obtain a commercial pilot licence.

# HOW MUCH DOES IT COST?

Fellow pilots oversee the Association's finances and together with full-time staff work hard to give you the best possible value for money.

## FULL MEMBERSHIP

### All pilots

1% of gross pensionable annual salary as of 1st January. First time members benefit from 50% fee reduction in year one, and 25% reduction in year two.

### Flying instructors and all other air crew

0.5% of gross pensionable annual salary

## ASSOCIATE

All Associate Memberships cost £24 annually with the exception of associate trainee membership which is free for the duration of training.

**And remember, you can claim tax relief on 66.7% of your subscription.**

**JOIN US TODAY: [WWW.BALPA.ORG](http://WWW.BALPA.ORG)**





**CONTACT DETAILS:**

[RepsandMemberServices@balpa.org](mailto:RepsandMemberServices@balpa.org)

[www.balpa.org](http://www.balpa.org)

