Candidates’ Election Statements

BBC Pensions Trust Ltd
Election of Member Nominated Director (Trustee)

Please read carefully before casting your vote.
Election statement

Joanne Corrigan

Previous BBC service and length of service
Staff 1989-2006
Freelance 1988, 2006-present day Total: 24 years

Previous committee and/or pension scheme experience if relevant
I have served on several committees and held a range of officer positions.

Election statement

I have worked for the BBC since 1988 – in Local Radio, World Service Radio, Ceefax, Network Television, Network Radio. Most of my staff service was as a Producer/Editor in Sport. I was a member of Bectu and at one stage, the Sport Representative. I still work in a freelance capacity as a Compliance Editor for 5live, a live event producer for R&M and for the BBC News School Report project.

The criteria for a Trustee includes honesty, integrity, competence, ability to think and communicate clearly, to listen and absorb information and to liaise with and challenge advisers.

For over 24 years I have been a serving Magistrate, I’ve chaired several committees and sat on disciplinary boards, for which it is essential to have the qualities listed above. I’m not afraid of expressing an opinion or challenging others, but understand the need to listen to sound advice.

I believe it is vital to stand up for the interests of both pensioners and the current contributing members. The Trust has many financial advisers and experts. As a pensioner still involved with current staff, I can bring fresh ideas plus common sense and above all, will act fairly when making decisions.

Judith Currie

Previous BBC service and length of service
1981 – 2006; worked in Radio, Worldwide, Production, World Service, the Corporate Centre and Birmingham, full-time and part-time.

Previous committee and/or pension scheme experience if relevant
Chair, minute-taker and participant at BBC Directorate and Board level management, management/union and Health and Safety meetings and currently stand-in minute-taker for Board of Directors meetings at the West Midlands Bridge Club.

Election statement

My priority is to represent you, the pension beneficiaries, and ensure that you are confident that all is being done that can be done to manage your pension scheme so that it keeps pace with the costs of living and ever-increasing labour costs. I have twenty-five years’ BBC experience including ten years of working as a Head of Personnel. I understand how finance systems operate and have managed budgets and worked within BBC guidelines and legal requirements. I have negotiation experience at Directorate and National levels and am used to asking the questions, agreeing a plan of action, putting this into practice, monitoring and making changes where necessary. Personally, I have worked full and part-time and have a pension from part-time work and a widow’s pension. I have a law degree (LLB) and, now that I am retired, I am teaching part-time and have completed the teacher-training qualification (PGCE). The longer we live, the more our costs increase and I believe that we need to feel sure we will be able to rely on our pension to support us.
Christopher Gill

Previous BBC service and length of service
Joined BBC in January 1971 as a Technical Assistant in Engineering Division. Continuous Service in many roles until leaving BBC as a Director and Chief Technology Officer for BBC Technology Limited in September 2002. 31 years 8 months continuous service

Previous committee and/or pension scheme experience if relevant
Not submitted.

Election statement
The BBC, which I joined in 1971 as a Technical Assistant and left some 32 years later as a Director of BBC Technology Limited, has been a huge part of my life. I have always been a member of the Pension Scheme, strongly believing in the benefits it offers its members. However, we are living in changing times, and the scheme that I joined in the 1970s has had to continually adapt to meet on-going challenges presented by low investment yields, changes in pensions legislation and increased life expectancies.

I believe I am in a strong position to contribute effectively to the administration of the scheme, addressing and managing these challenges. My background as a senior manager and board member inside the BBC, and latterly as a consultant and Company Director, has given me a thorough understanding of and direct experience in financial investment planning, evaluating information and helping the decision-making process. I would draw on my practical experience in these areas when working together with the independent experts available to the Trustees.

On your behalf I seek to, energetically, use my expertise to the overall benefit of the BBC Pension Trust.

Anthony Gleave

Previous BBC service and length of service
1962-1982 Engineering Division

Previous committee and/or pension scheme experience if relevant
In 2 SME’s I was responsible for setting up Director and employee Pension Schemes and became a Trustee for each of them, the responsibility to ensure that any decisions made were in the best interests of the beneficiaries helped me to understand how important the role is of Trustee to a Scheme.

Election statement
I consider myself privileged to have worked for the BBC for 20 years at a time when the BBC had very much a family feel about it and most programmes were live. My experience within the Engineering Division brought me into close contact with News, Radio and Television at an operational level, and presented to me an insight into the caliber and professionalism that everybody had for their job.

I left the BBC and joined a Division of General Electric of the US which broadened my outlook very quickly. I joined Rolls Royce and became a Marketing Director before coming involved in two small enterprises as the Managing Director.

As a Trustee to the BBC Pension Scheme I would hope to bring my experience to act prudently, responsibly and honestly and to consider circumstances impartially, having considered all the relevant facts, and I believe that my engineering training would give me a logical and objective approach to decision making.

Your vote would be appreciated obviously, and were I to be elected I would commit to perform to the beneficiaries best interests at all times.
Gareth Gwenlan

Previous BBC service and length of service

Previous committee and/or pension scheme experience if relevant
As head of a large production Department I was daily, either chairing or a member of many senior and high profile committees. In order to aid my large number of staff I needed to understand and then, with the aid of the Personnel Department, advice and guide them in matters of their pensions.

Election statement
The health and wellbeing of the BBC Pension Fund is uppermost in the minds of most recipients during these challenging times. I believe that should I be elected I would be able to contribute to The Board as I have a proven record of management skills and capabilities honed over a long and high profile career as a Television Producer and Head of Department.

I believe that I can claim with conviction that my past career has demonstrated probity, honesty and the ability to acquire new skills and to undertake training to further these skills.

I have the time to devote to the duties of a Trustee and the desire to contribute as much effort as will be required to gain the relevant new knowledge that will ensure that I will make an effective Trustee.

I would bring to the role an uncluttered and open mind combined with a good understanding of the issues facing members and pensioners in these difficult economic times.

John Harman

Previous BBC service and length of service

Previous committee and/or pension scheme experience if relevant
Secretary, Radio Kings, Kings College Hospital, London.

Election statement
During my thirty-four years of service with the BBC, I worked in various departments, including: Music Division, School Broadcasting and Technical Services (Radio) All this gave me a wide experience in the broad spectrum of the BBC and brought me into contact with people from varied backgrounds and cultures; thus I gained the knowledge, experience and understanding in dealing with their differing outlook and needs.

Additionally, I was involved in Parliamentary Broadcasting (sound and vision) so had to expect a great deal of temperament and resolve a crisis in a calm, reasoned manner.

I also held the post as secretary for a local hospital radio-station. This involved taking minutes and listening sympathetically to any complaints, plus acquiring the correct procedure in dealing with matters requiring tactful arbitration.

At present, I am working as welcomer/guide in Southwark Cathedral, bringing me into contact with people from all nationalities and ethnic backgrounds. I am also employed in the journalist and media press office of CSV, involved in spread-sheet work, proofing-reading and general clerical duties.

I feel that if elected, I could make a significant contribution to the BBC Pension Trust, putting the experiences I have acquired to good use.
Election of Member Nominated Director (Trustee)

Leslie Huss-Smickler

Previous BBC service and length of service
1979 – 1994 (16 years)

Previous committee and/or pension scheme experience if relevant
- Pensions Consult Ltd: Director. 2011 – present
- Wealth at work: Head of Retirement Services. 2012 – present
- Former member of CBI Pensions Panel, former executive committee member of Nationalised Industries Pensions Group, former trustee of medium sized pension scheme, committee member of BBC Pensioners’ Association.

Relevant professional qualifications include Fellow of Pensions Management Institute (FPMI), Fellow of Chartered Insurance Institute (FCII), and Diploma in Personal Financial Services (DipPFS).

Election statement

I am honoured to have been nominated to stand as BBC pensioner trustee.

I have worked in the Pensions industry for over 40 years, providing advice and guidance to companies, trustees, members and pensioners. With 16 years in the BBC, leaving as Pensions Manager, followed by a further 17 years in BT as Pensions Policy Manager, I have built up a wealth of pension knowledge and expertise. I also understand how large employers and pension trustees operate and the dynamics between the two.

My professional qualifications in pensions and financial matters (FPMI, FCII, and DipPFS) reinforce my ability to deal with pension scheme advisers, such as lawyers, actuaries and investment managers. We speak the same (pension) language.

I believe my extensive knowledge of pensions practice, law and taxation would make me an asset to the trustee board and a strong advocate for members and pensioners.

I believe it is vital that trustees understand their role and their relationships with the employer, members and pensioners. I am committed to using my knowledge and experience to ensure that the pension scheme is administered in accordance with its rules and that members’ and pensioners’ interest are protected and dealt with fairly.

Geoffrey Jones

Previous BBC service and length of service
1968 – 1988 Various personnel and administration posts within Central Services, News & Current Affairs, Engineering and Employment Policy
1988 – 1994 Head of Employment Policy
1994 – 2001 Head of Pension & Benefits Centre
Length of BBC service – 33 years

Previous committee and/or pension scheme experience if relevant
As Head of Employment Policy I was chair of the Joint Pension Liaison Committee, a member of the Pension Review Committee and responsible for developing and applying the BBC’s pension policy. As Head of Pension & Benefits Centre I was responsible for benefit records and payments, statutory compliance, accounts and audits, safe custody of cash and investments, communications, approval of discretionary benefits, consolidating the Trust Deed & Rules, initiating and developing a governance policy, scheme design and budgetary control.

From 1998 to 2001 I was Trustee of the Grace Wyndham Goldie Trust Fund and the BBC Benevolent Fund.

Since 2005 I have been the pensioner elected Trustee. I am currently deputy chair of the Finance, Risk & Audit Committee and part of the working groups developing the Scheme’s risk register and progressing the triennial valuation for 2013.

Election statement

Since I was last elected as a trustee, we have sought to counter the investment risks to which the Scheme is exposed. We now use hedging to reduce the impact of fluctuations in interest rates and inflation. We have increased our passive portfolios, diversified into alternative assets and are actively looking for more long-term stable investments.

Notwithstanding the current deficit, we are on target for achieving full funding by 2026. In this we have agreed a process for setting the Scheme’s strategic asset allocation according to the current funding level with the intention of taking no more risk than is necessary to return to full funding.

Going forward we must continue to monitor closely the strength of the employer’s covenant. We need to be assured that if things do not go to plan the BBC has the wherewithal to step in and sustain the Scheme. At the same time we need a contributions schedule that is reasonably affordable both for the BBC and active members.

I believe I have the knowledge and experience to contribute positively towards all the above and to ensuring that the Scheme continues to be run effectively for the benefit of you the members.
John McLellan

Previous BBC service and length of service
Worked with BBC from 1992 – 2001, inclusive, at Television Film Services, Resources Regions and BBC Resources nationally

Previous committee and/or pension scheme experience if relevant
I am currently a Trustee of a local community organisation and have been a trustee, director and non-executive director of other organisations in the media sector and elsewhere.

Election statement
I know from discussions with friends and former colleagues that the robustness of the pension fund is a key concern for people in troubled economic times. People would like to see more communication and to have more understanding about performance and long term security. If elected, I hope to influence the way the Trust attends to these matters.

In my time at the BBC, I had a broad level of exposure to the Corporation in its many facets across the UK. I had the privilege of getting to know many people in the Beeb and I believe this gives me some insight to the diversity of those served by the Pension Trust.

I have had considerable experience of effective contribution to committees and boards, especially in my work as an adviser to the NHS. I am also an elected trustee of a community organisation and have been a Trustee of Watershed Media Centre in Bristol, a parish councillor and a director of media and other businesses.

Currently I work part-time as a freelance management consultant, mostly helping hospital and other NHS trusts work more effectively with patients and the public. I live in Devon with my civil partner.

Tom Ross

Previous BBC service and length of service
1971 News Trainee London
1973 Television Current Affairs Scotland
1984 Pebble Mill at One Birmingham
1986 Top Gear Birmingham
1991 Daytime Birmingham
1996 Independent Producer

Previous committee and/or pension scheme experience if relevant
1991 – present Tanworth-in-Arden Parish Council
2002-2009 Standards and Ethics Committee, Stratford on Avon District Council

Election statement
I worked as a journalist for over 25 years in London, Glasgow and Birmingham. If you were in Studios, OBs or Film Unit you may have encountered me through television current affairs, on Pebble Mill at One or on Top Gear.

Making sure that our pensions continue to be paid must be the overriding consideration but:

• Retirees only elect one of the nine Trustees. Should that change?
• The long term future of the BBC can never be taken as a certainty. Could the Corporation copy Kodak which has allowed its pensioners a guaranteed part of the future income of their equivalent of BBC Worldwide?
• I am acutely aware that many older pensioners retired on salaries infinitesimal compared to today. Should the Scheme explore again a different distribution of the overall RPI increase in a way which favours the less well off?

I have no paid company directorships or sinecures. My main outside interests are with local voluntary community bodies in Warwickshire where my family lives.

I can only offer the same level of time and commitment I gave to making programmes and handling the budgets associated with them.

Can I make a difference? I think I can.
Election of Member Nominated Director (Trustee)

Bryan Savage

Previous BBC service and length of service

Considerable BBC Service, spanning forty five years, across a wide range of areas including: Human Resources, Finance, Management Training, Transmission Engineering, Studio Operations, Production and BBC Worldwide.

Previous committee and/or pension scheme experience if relevant

Significant Committee experience gained during my BBC service and also over twenty years’ public service as a Magistrate in Adult, Family and Youth courts.

Election statement

The BBC Pension Scheme faces unprecedented challenges against a backdrop of a virtual doubling of the scheme’s deficit, the current economic situation and the negative effects of Quantitative Easing. It is vital that the Recovery Plan aimed at eliminating the funding shortfall stays on track and that future investments strike a proper balance between risk and reward.

During 40 years BBC service I’ve worked across various areas including the BBC’s commercial wing. Prior to leaving the BBC in 2009 I was Group Programme Services Manager in Vision Productions with responsibility for multi million pound budgets and operational units based in London, Birmingham, Manchester and Bristol. I possess strong interpersonal skills and an enquiring mind underpinned by sound business acumen.

I have a comprehensive knowledge of the BBC’s various pension schemes gained over many years as a HR Manager advising staff on pension matters.

A Chartered Fellow of the CIPD and a Justice of the Peace I’m currently employed by Warwickshire Police Authority as a Risk Manager.

I’m married with three grown up children and outside of work I enjoy collecting antique silver, spending time in our second home in Mauritius and spoiling my four year old grandson!

Dewi Vaughan Owen

Previous BBC service and length of service

32 years overall BBC service, with 23 years as Head of Department and Senior Legal & Business Affair Manager for BBC Wales leading a team of lawyers and executives responsible for servicing the production business needs of the BBC in Wales. Early career included a period as a TV & OB Director for BBC News and Current Affairs.

Previous committee and/or pension scheme experience if relevant

Currently a member of the Pensions Management Institute Trustee Group and previously founder member of the BBC Wales Programme Finance Committee and a past holder of a number of external roles for the BBC including : Director of the National Assembly for Wales Broadcasting Company Ltd and Director & Company Secretary of Screen Wales Ltd and Ffilm Cymru Ltd.

Election statement

I now work as a Senior Consultant with AIM Group UK Ltd and also serve as Chair of BAFTA in Wales and as a director of the Milkwood Trust. My continued engagement with our industry in both a business and creative capacity ensures that I have an informed knowledge of the challenges facing the BBC and Charter renewal.

This is relevant background for a Trustee given that the future of the BBC and the security of our Pension Scheme are both interlinked.

Our Scheme faces two significant challenges:

- Deficit Recovery Plan.
- Transition to a maturing scheme.

The first challenge requires a strong and healthy BBC with a robust plan to face the challenge of eliminating the funding shortfall. However, the 2012 interim funding check showed a disturbing deficit increase of £1.2 billion. The outcome of the triennial valuation this year will give a fuller picture and helping resolve the deficit would be one of my priorities if elected.

The second challenge is longer term as we move towards a legacy scheme. This will require the Scheme to have strategies in place to lessen our future dependence on the BBC.

Vote for an informed and independent voice as your Trustee.
Christopher Weller

**Previous BBC service and length of service**
BBC Worldwide 1990-2008

**Previous committee and/or pension scheme experience if relevant**
Not submitted.

**Election statement**
I have substantial experience of being on committees and working with others to arrive at clear decisions which benefit organisations. My skills were developed during my 30 years as a successful company director and Chairman. I also know how vital it is to fully consider the future impact of decisions made today. My work at a senior level in the BBC gave me a thorough understanding of how the BBC operates. Since my retirement, I have worked on a pro bono basis with the leading charity Disability Rights UK and have gained an insight into the social and financial pressures experienced by those with any kind of disability. The importance of a pension for all of us is very clear to me. The BBC Pension Fund, like many others, is underfunded and will continue to need additional contributions from the BBC. If you elect me I will work hard to ensure that the Fund is run prudently and transparently, and that the BBC continues to fulfil its obligations to both present and future pensioners.

Neil Winstanley

**Previous BBC service and length of service**
Broadcast Communications Engineer, Information Technology Manager and Project Manager over a 28 year period based in London, Wales and the Regions

**Previous committee and/or pension scheme experience if relevant**
Long standing Chapter Committee member for the Association of Project Management.

**Election statement**
My BBC career started as a communications technical assistant working on outside broadcasts in studio’s and communications centres for both radio and television. Moving into the developing world of Information Technology Management in 1992, my new team supported the BBC Pensions and Salaries systems progressing many of the technical innovations for these key departments after their move from London.

Joining Fujitsu in 2007, I lead significant value projects for our customers within the United Kingdom, India and Russia from developing the initial business case through to delivery.

Starting a pension is one of those key decisions we need to take early in our careers. Ensuring that the pension scheme we will come to rely on in later years is managed well requires diligence and skill. In recent years this essential provision for our future has seen significant change, through legislative revision, demographic challenges, economic downturns, and the closure of many final salary schemes. I believe I have the capabilities required to undertake the role of pension trustee, and if appointed I will use all my skills to help to address these challenges for the continued benefit of the scheme and all its members.
**Election of Member Nominated Director (Trustee)**

**Suzanne Yates**

**Previous BBC service and length of service**
- 1983-4: freelance reporter, Radio Solent;
- 1984 – 2004: RBJ, Plymouth;
- BBC News (radio & TV): Producer, senior producer, broadcast skills trainer, training manager
- 2004-5 Manager, journalism & production, BBC World Service Training
- 2006: Freelance trainer BBC Media Trust, Indonesia

Length of pensionable service: 21 years

**Previous committee and/or pension scheme experience if relevant**
- Westminster Council-appointed governor, Our Lady of Dolours Primary School, London; (current)
- Director: Glowhurst Ltd; Macready House Management Ltd (current)

**Election statement**
This is a critical time for pension schemes and the current hole in the BBC's fund needs to be managed in the best way possible. As a “lay” trustee who cares passionately about our money Suzanne would bring an independent, constructive approach.

She is confident reviewing balance sheets and managing assets: she serves on the boards of two companies and a school governing body and has managed her own international training and media business for seven years. She has continued to uphold the Corporation’s values of honesty and integrity in her post-BBC career as an aid and development worker. She was employed by the Australian government to manage post-tsunami projects in the Indonesian disaster zone. On behalf of UNICEF, she collaborated with the Indonesian Minister of Health and the World Health Organisation to deliver an emergency campaign to immunise 25 million children against polio. Now living in London, she trains development workers and foreign executives in English and communication skills. She also works part-time as a talent development coach at National Geographic TV Channels.

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**Fay Yeomans**

**Previous BBC service and length of service**
- Broadcast journalist and producer at BBC Radio York. 25 years service from 1986 to 2011

**Previous committee and/or pension scheme experience if relevant**
- Former Community Governor at Raincliffe School, Scarborough. Former Parent Governor at Newby School in Scarborough.

**Election statement**
My 25 years in the BBC, from 1986 to 2011, was spent in local radio in Yorkshire as a broadcast journalist and producer. For the last several years I was also a BECTU representative, which gave me broad experience of supporting members and working with management.

Over my quarter of a century of service I saw big changes in the way the BBC operates and shared with colleagues the hardships caused by cuts in both staff and budgets.

The Pension Scheme has also had to change dramatically over recent years and needs diligent care in the years to come. This is why I would like to join the Trust, as your Pensioner Trustee, and help ensure our scheme operates in the best interests of all its members in the future.

In preparation I have completed the Pensions Regulator online Trustee Toolkit, which was a great insight into the way pension schemes work and the role and responsibilities of Trustees. I achieved a Certificate of Completion with Distinction in all modules.

If you elect me I promise to work to the best of my ability to make a positive contribution to the running of our scheme.
Rosalind Zalicks

Previous BBC service and length of service
From 7.7.1975 to 30.9.2002 (including a brief period outsourced to MEDAS), 27 years in total in various Finance areas.
From 1975 to 1982 Central Directorate Accounts
From 1982 to 1986 Corporate Finance
From 1986 to 2002 Radio Finance, progressing to my final post as an Asst. Management Accountant. (including a couple of years outsourced to Medas)

Previous committee and/or pension scheme experience if relevant
Currently serving as a Trustee for two local charities Carefree Kids and Apex Arts (aka Waltham Forest Arts Council). I hold the position of Treasurer for both. I was previously also the Treasurer Trustee for CADOS, my local Amateur Dramatic Company.

The role of Charity Treasurer entails, not only preparing the Financial and Management Accounts for submission to the Charity Commission, but also presenting reports to the management Committees, usually on a monthly basis, and preparing budgets and forecasts. In addition presentations have to be given annually to both members and volunteers in a way that makes the results understandable and accessible. Accounts are audited to meet the Charity Commission requirements and liaison with external Auditors ensures the returns are correct.

Election statement
With the ongoing economic gloom and the closure of the BBC Pension Scheme to new members, it is vital that assets are managed responsibly to produce the correct financial levels to cover its future obligations. Constant updates to Pensions Law and accelerated increases to the State pension age, make it even more important to safeguard the assets.

All Trustees must:
• ensure they plan for the future and maintain and increase values for the Schemes Assets
• work hard to ensure future benefits are sustainable
• develop and maintain good links with the BBC, regarding ongoing funding and statutory support
• undergo training courses enabling them to continue to carry out their duties effectively
• take advice from the Scheme's advisors and administration team, to enable them to be more effective.

As a BBC employee, I always tried to ensure that colleague's rights were protected, particularly when my department was outsourced to Medas. I currently work part time for the local authority dealing with tenders with values that range between £1,000 and £36 million.

I believe my career in Finance and my Trustee experience gives me the skills to successfully fill the Trustee role and to best serve the interests of the membership.
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