

Organisation Structure Chart

May 2025

Establishment Analysis



Department	Team	FTE	FTE
-	Senior Management Team		4.0
Pensions	Benefits	42.1	
	Customer Services	14.0	
	Employer Services	13.4	
	Technical, Support and Training	6.7	76.2
Investment Strategy	-		3.0
Resources	HR	2.8	
	Finance & Performance	16.6	
	Governance & Corporate Services	8.0	
	ICT	11.3	
	Systems	8.0	46.7
Total			129.9

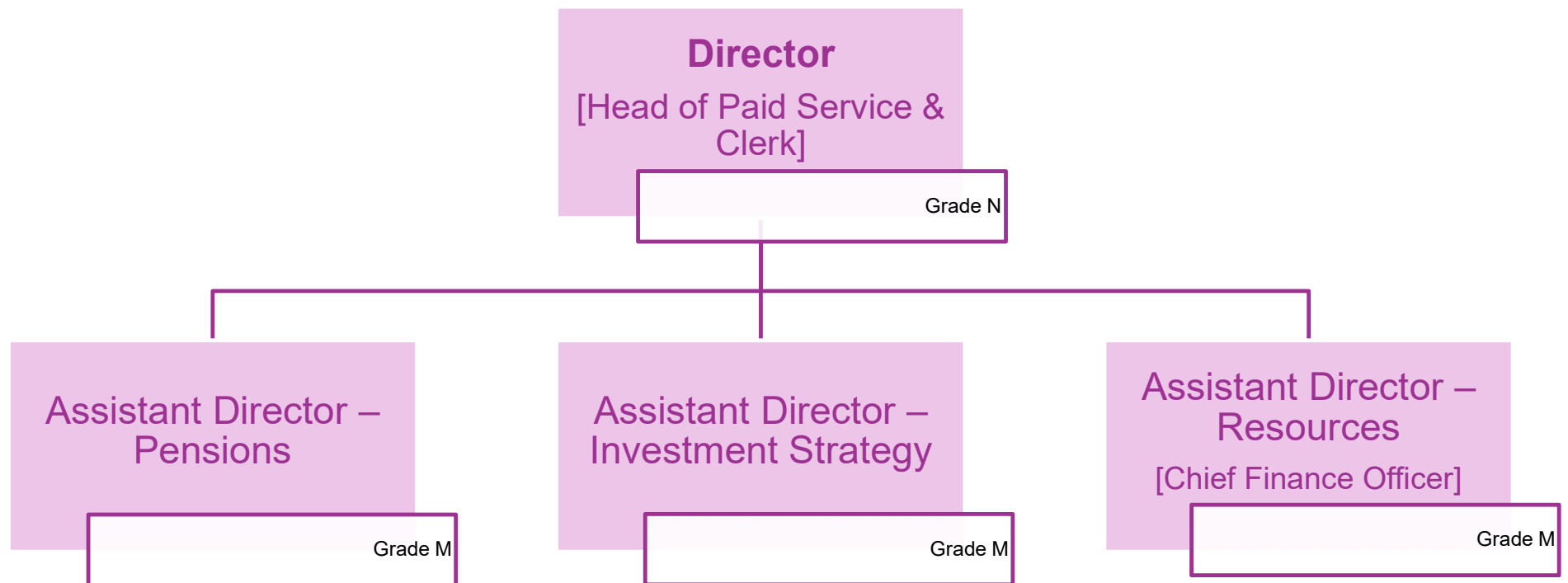
Organisational Design

Organisation Level	Grade	Hay Score	Pensions	Investment Strategy	Resources
Assistant Director	M	614 - 879	1 Role	1 Role	1 Role
Head of Function	K or L	479 - 613	-	1 Role*	5 Roles
Service Manager	I or J	371 - 478	5 Roles*	2 Roles*	3 Roles
Team Leader	H	314 - 370	5 Roles	-	7 Roles
Senior Practitioner	F or G	228 - 313	7 Roles	-	11 Roles
Practitioner	B to E	114 - 227	6 Roles	-	10 Roles
Apprentice	A	85 - 113	1 Role	-	2 Roles

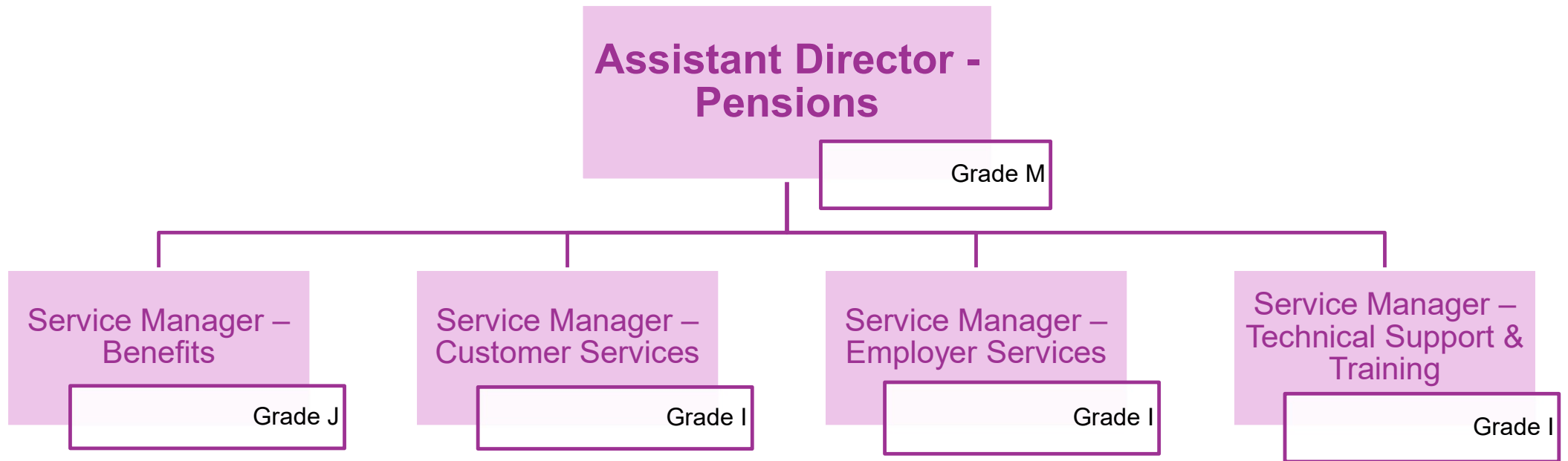
The above table shows the levels within the organisational design and the number of specific roles within each job family, set out under each Assistant Director in the organisational structure.

* indicates that one of the roles graded at this level may be graded higher than implied by the relevant organisational level following job evaluation due to the specialist skills requirements of the specific role.

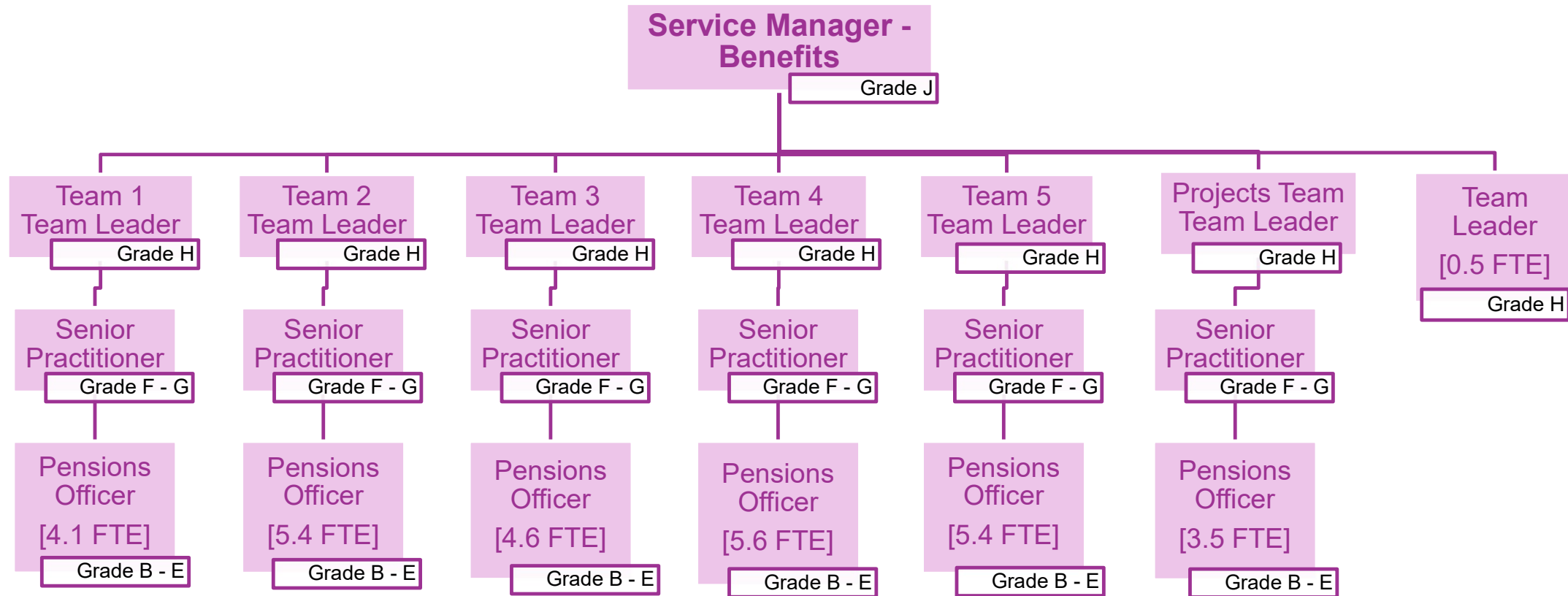
Senior Management Team



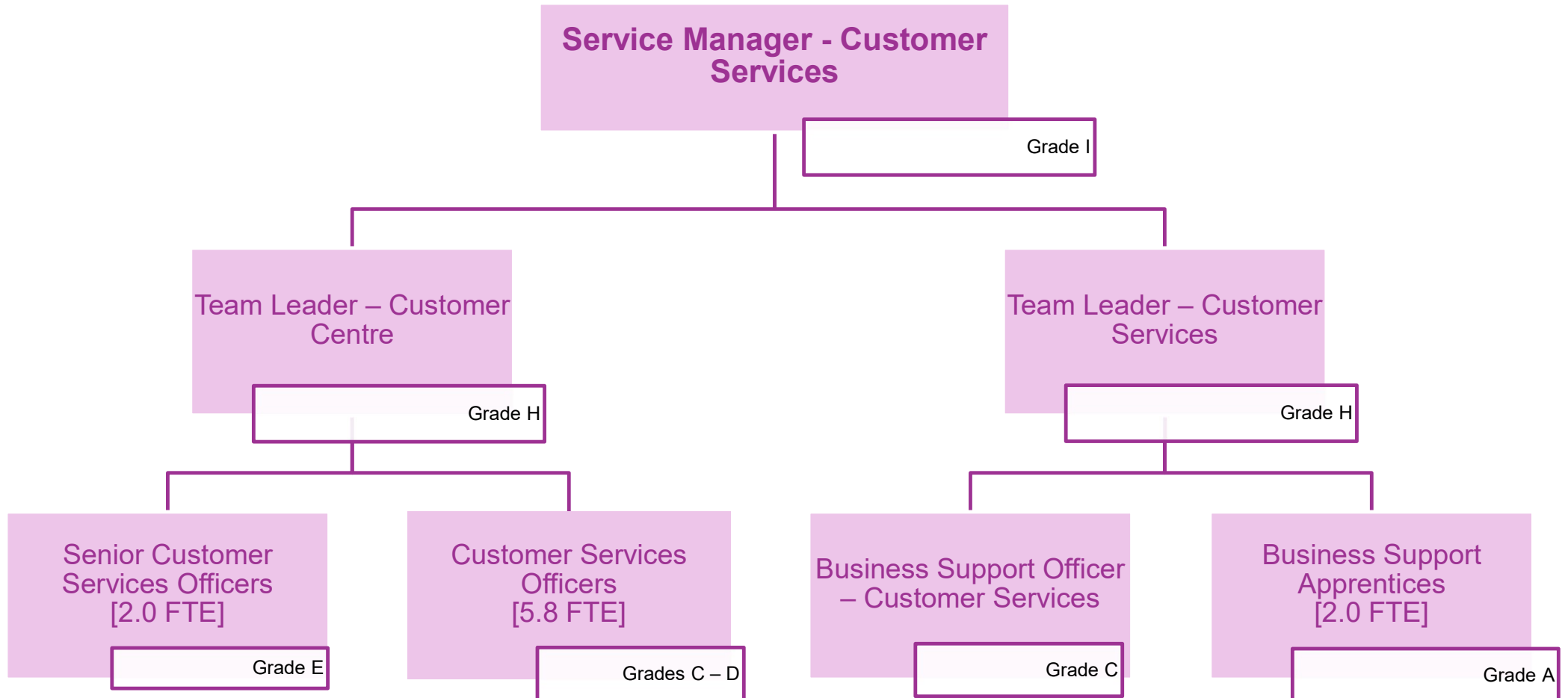
Pensions



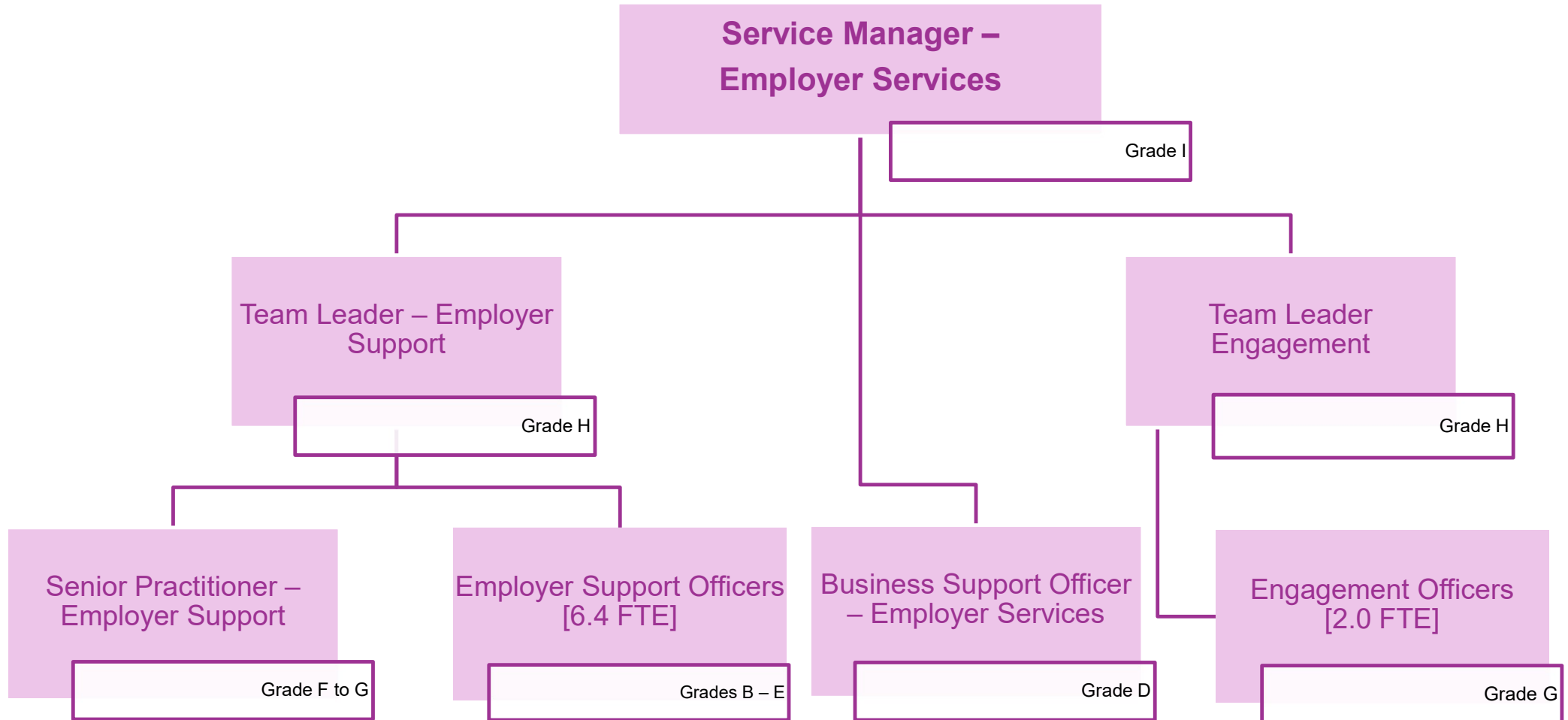
Benefits



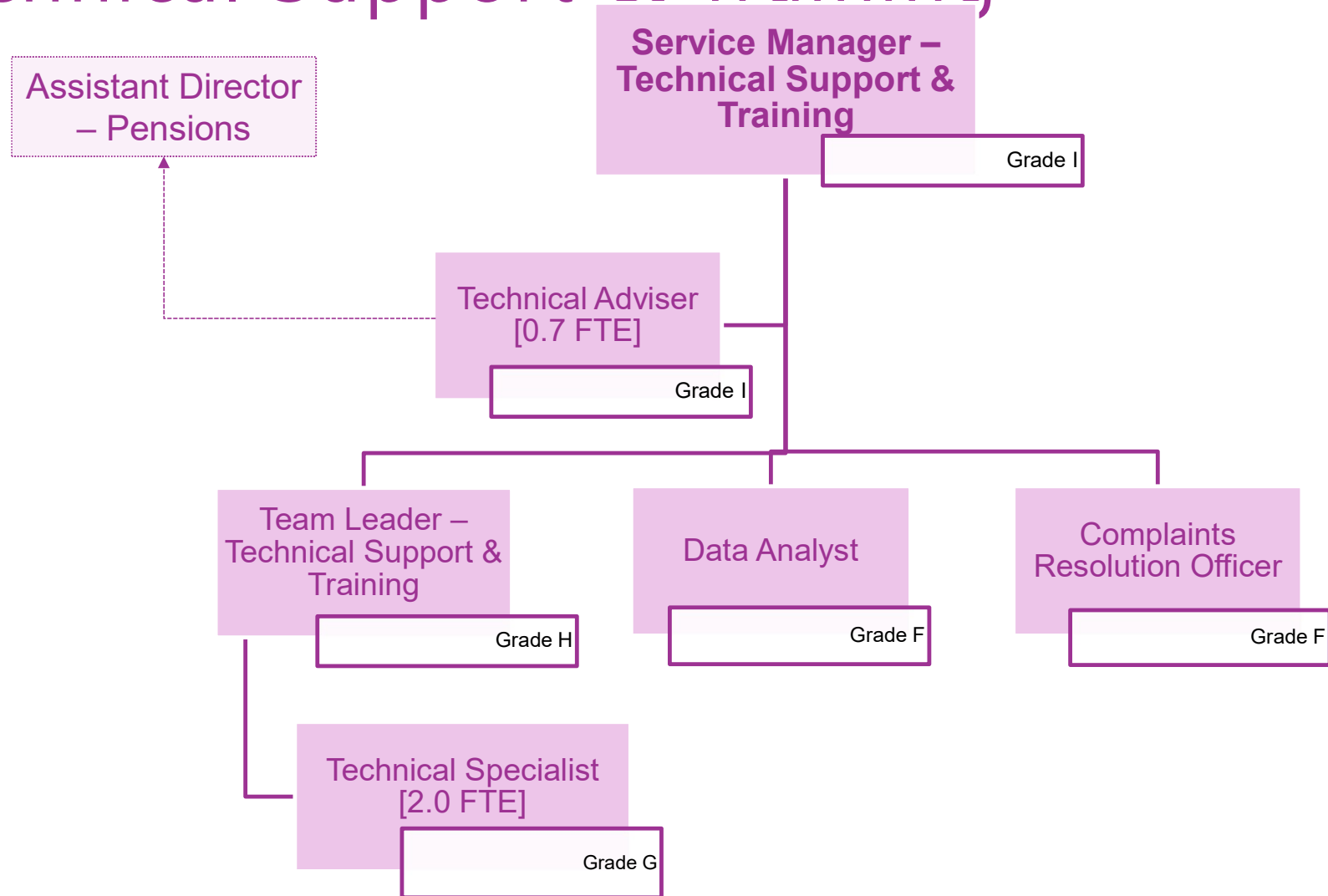
Customer Services



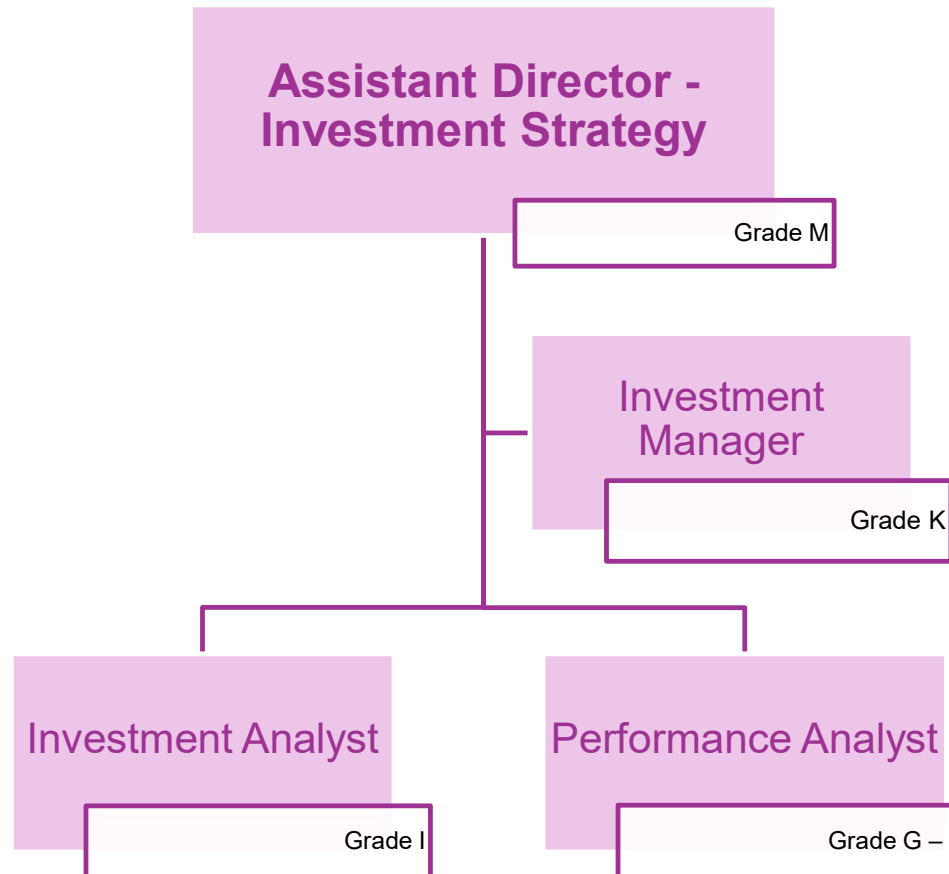
Employer Services



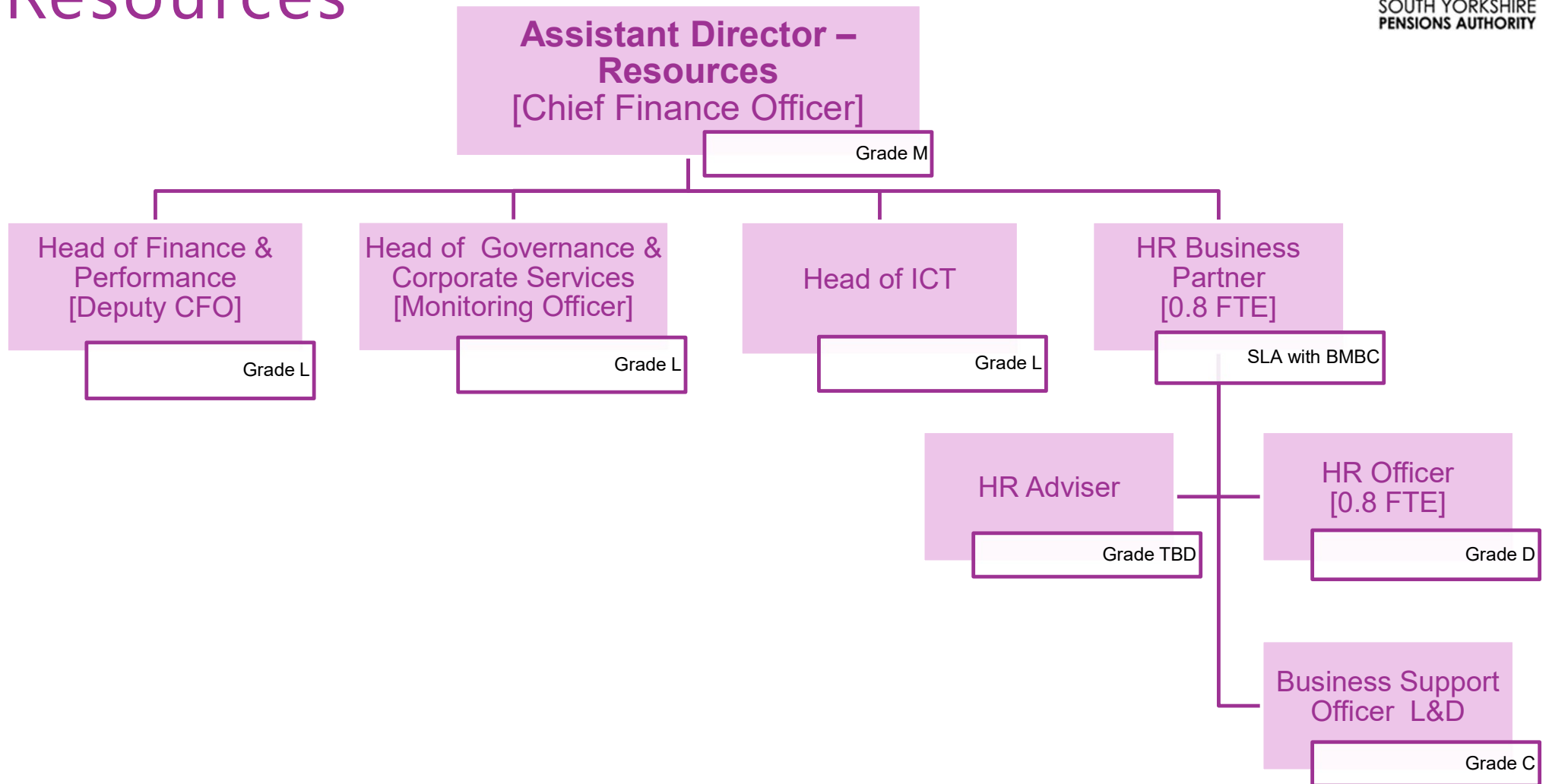
Technical Support & Training



Investment Strategy



Resources



Finance & Performance

Head of Finance & Performance

[Deputy Chief Finance Officer]

Grade L

Senior Finance Business Partner

Grade K

Senior Finance Officer

Grade F to G

Finance Officers [2 FTE]

Grade D to E

CIPFA Trainee Accountant

Grade G – H – I

Apprentice

Grade A

Finance Business Partner

Grade I

Transactions Senior Practitioner

Grade F to G

Finance Officers [2.2 FTE]

Grade D to E

Transactions Officers [2.6 FTE]

Grade D

Service Manager – Programmes & Performance

Grade I

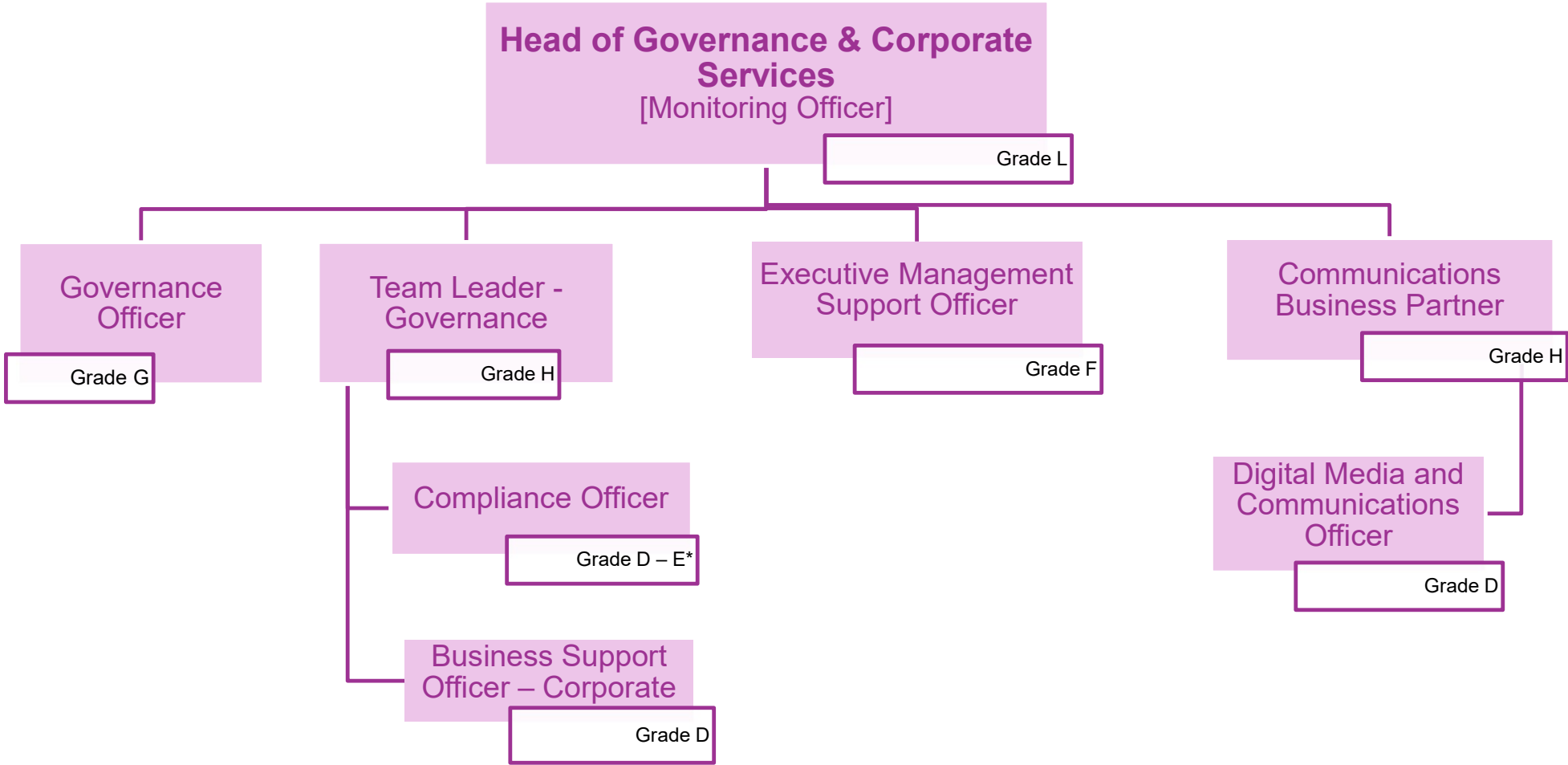
Projects & Performance Officer

Grade G

Business Intelligence Analyst

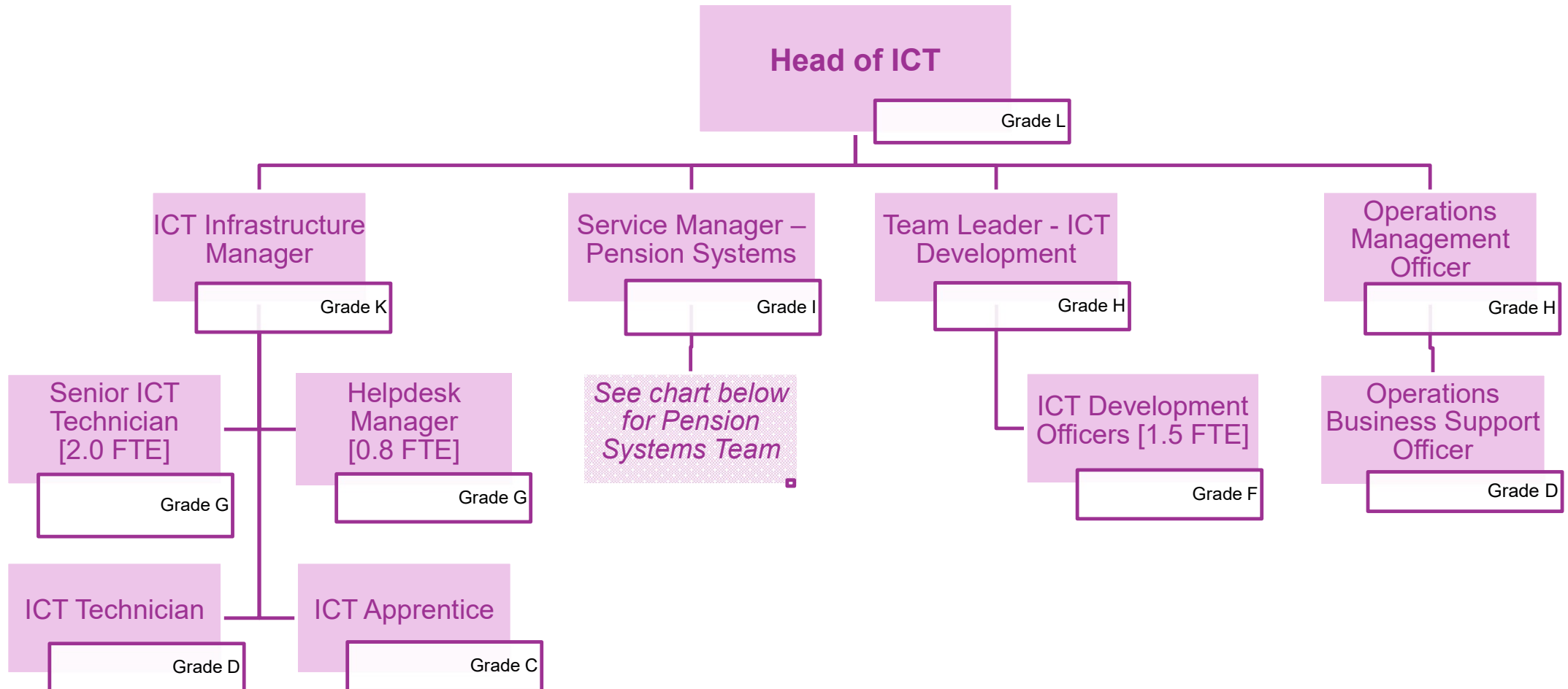
Grade F

Governance & Corporate Services



* In development

ICT



ICT – Pension Systems

