

Organisation Structure Chart

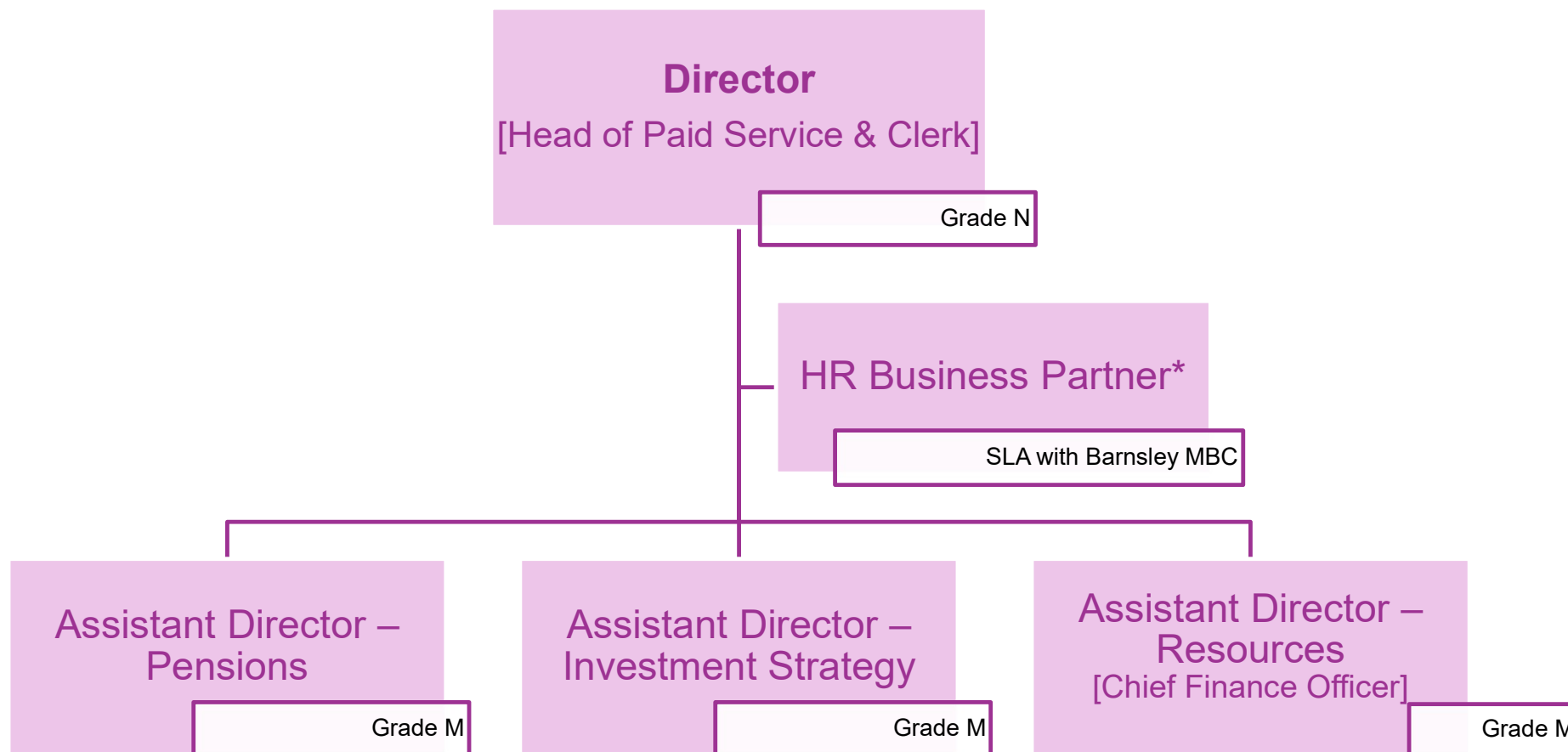
January 2026

Establishment Analysis



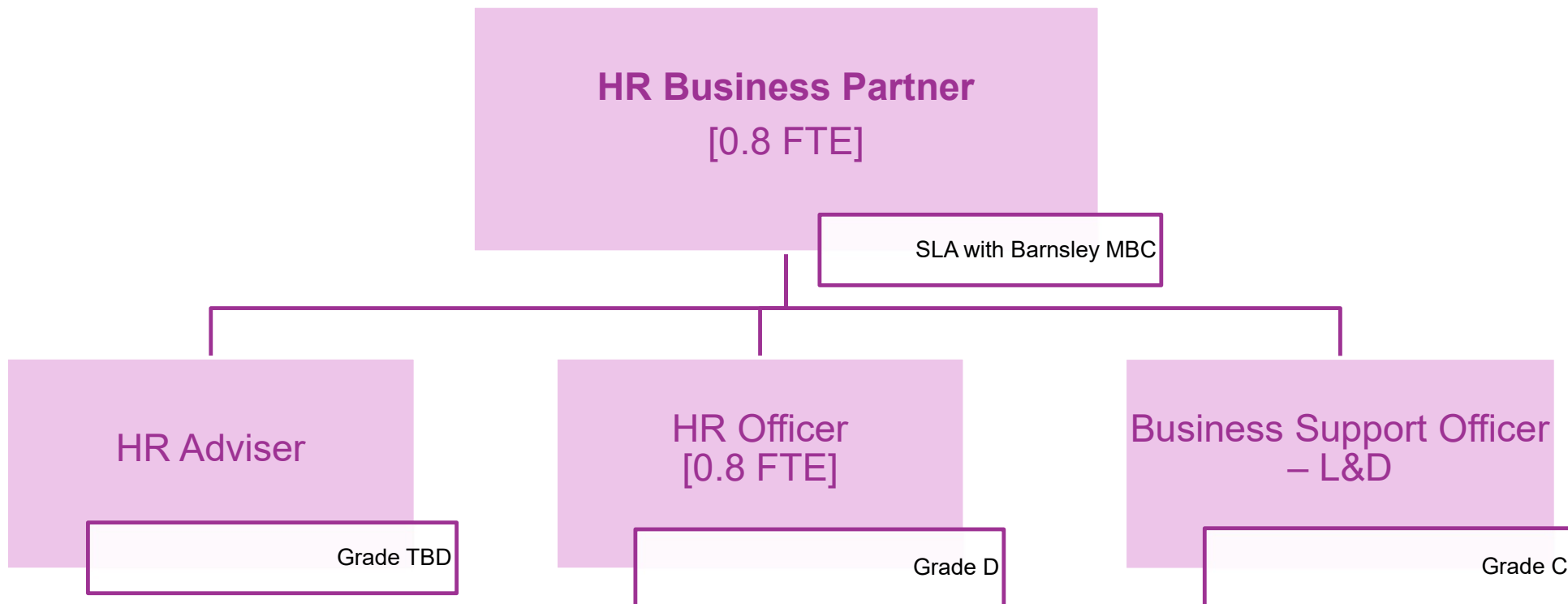
Department	Team	FTE	FTE
Director	Senior Management Team	4.0	
	HR	2.8	6.8
Pensions	Benefits	42.2	
	Customer Services	14.0	
	Employer Services	13.3	
	Technical, Support and Training	6.7	76.2
Investment Strategy	-		3.0
Resources	Finance & Performance	16.6	
	Governance & Corporate Services	8.0	
	ICT	11.3	
	Systems	8.0	43.9
Total			129.9

Senior Management Team

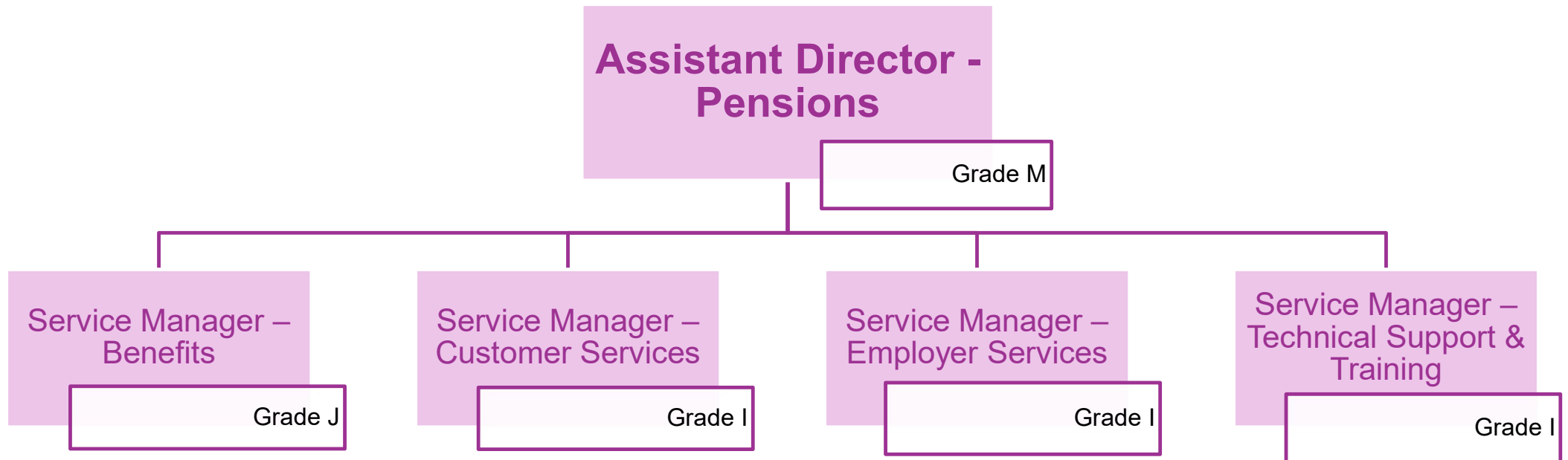


** HR reports directly to the Director.
The HR Business Partner advises but is not formally part of SMT.*

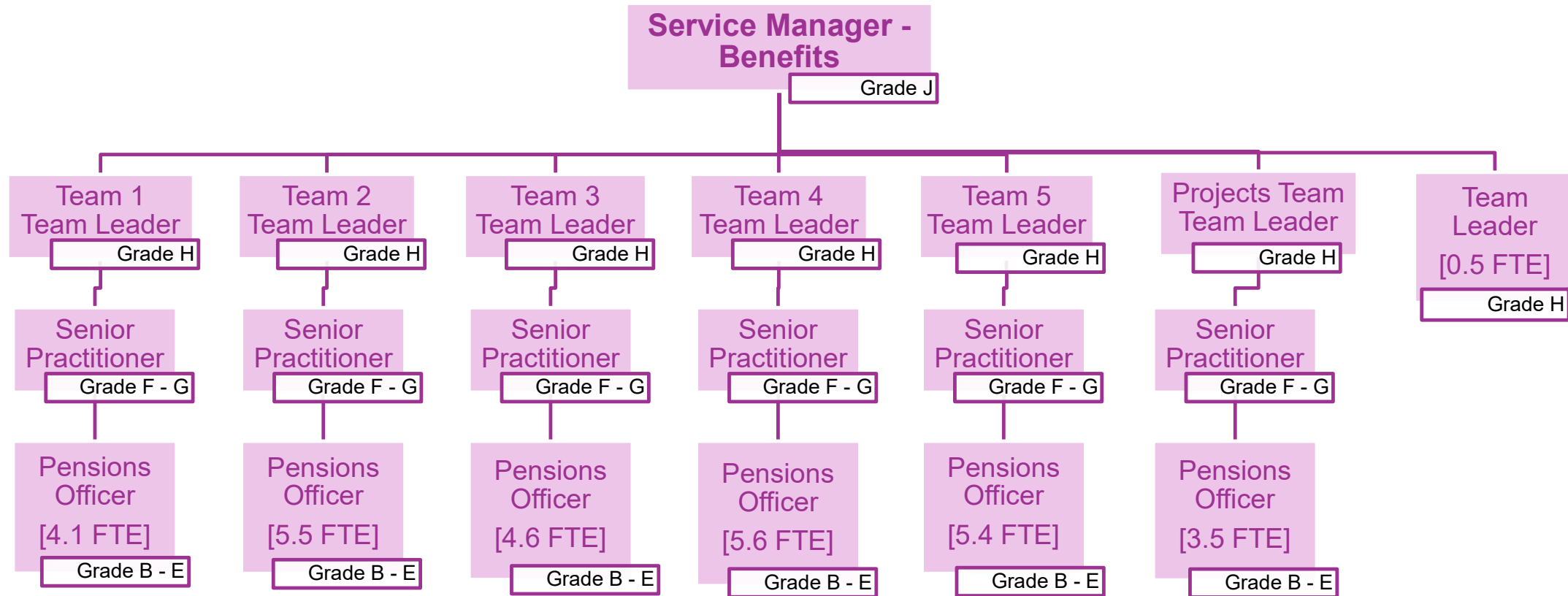
Human Resources (HR)



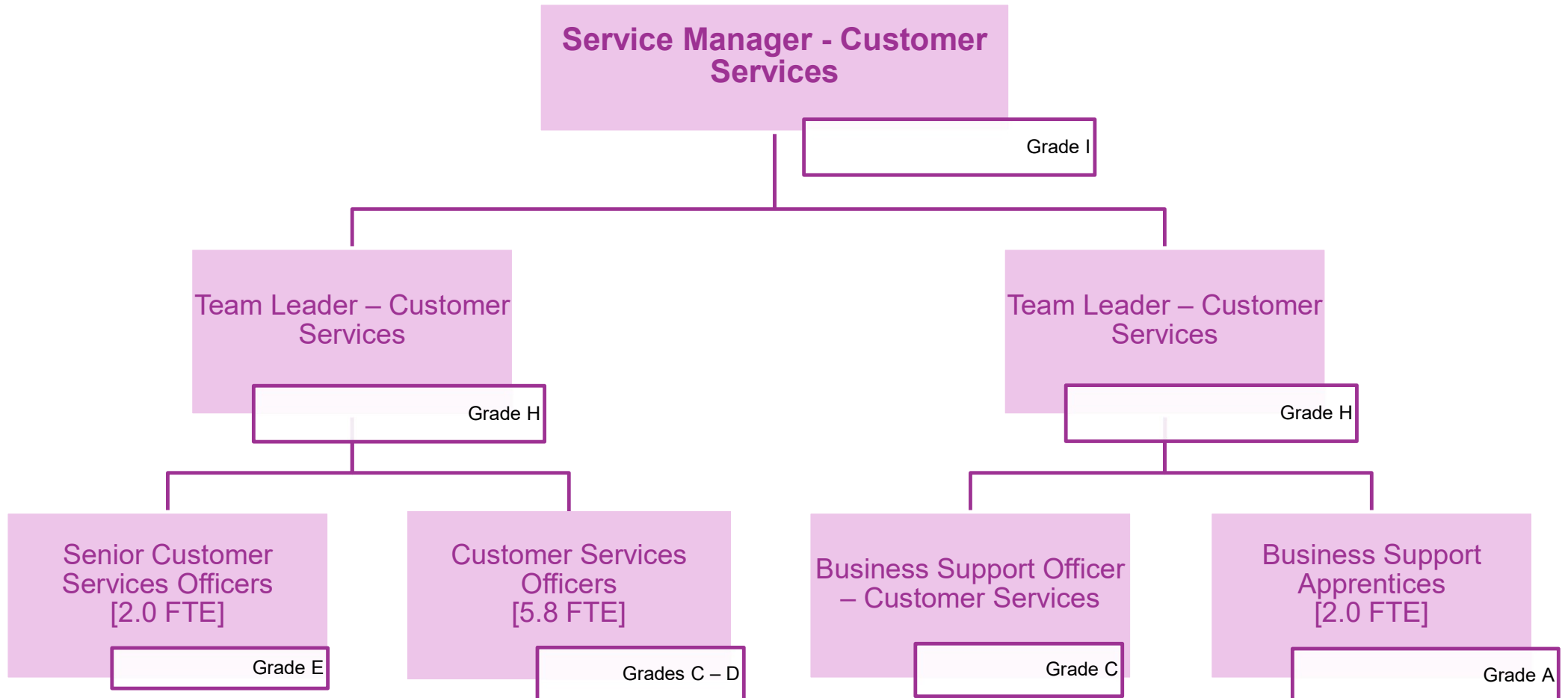
Pensions



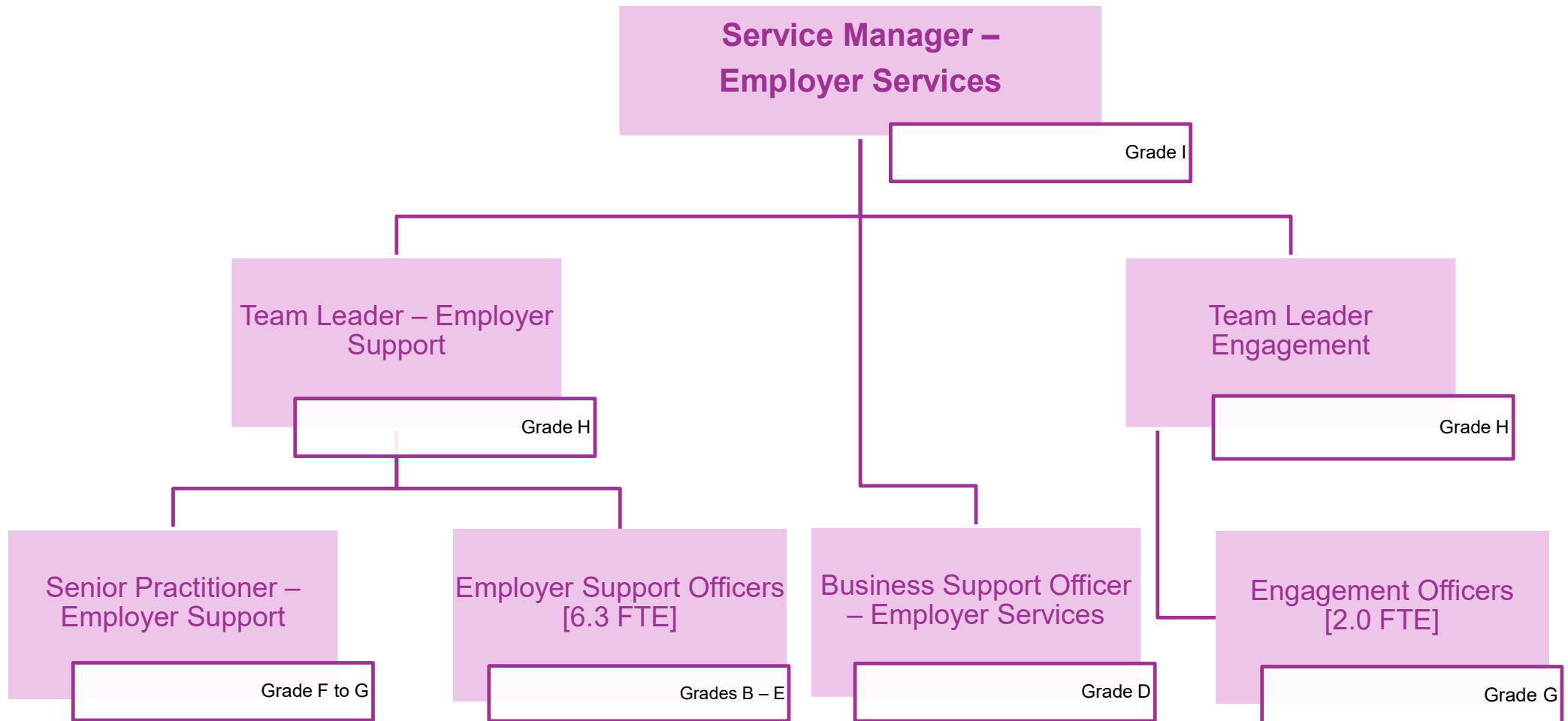
Benefits



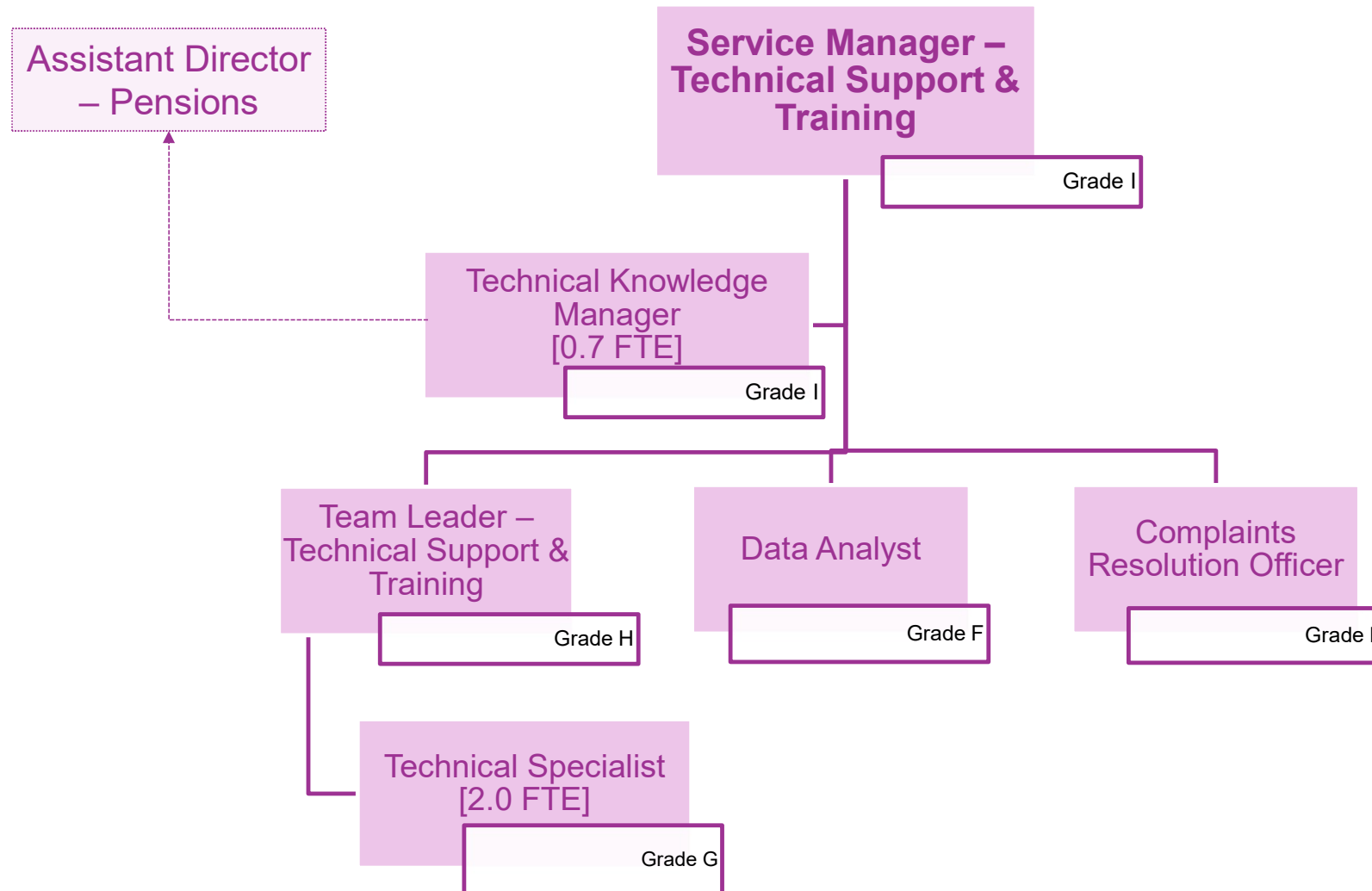
Customer Services



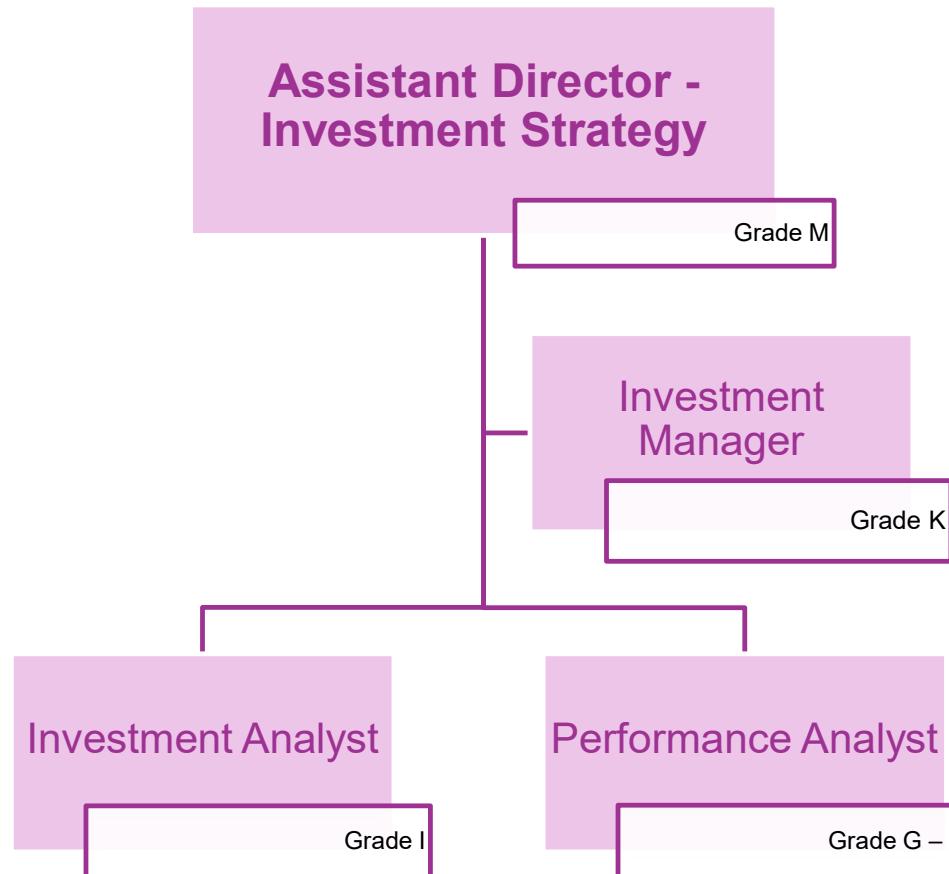
Employer Services



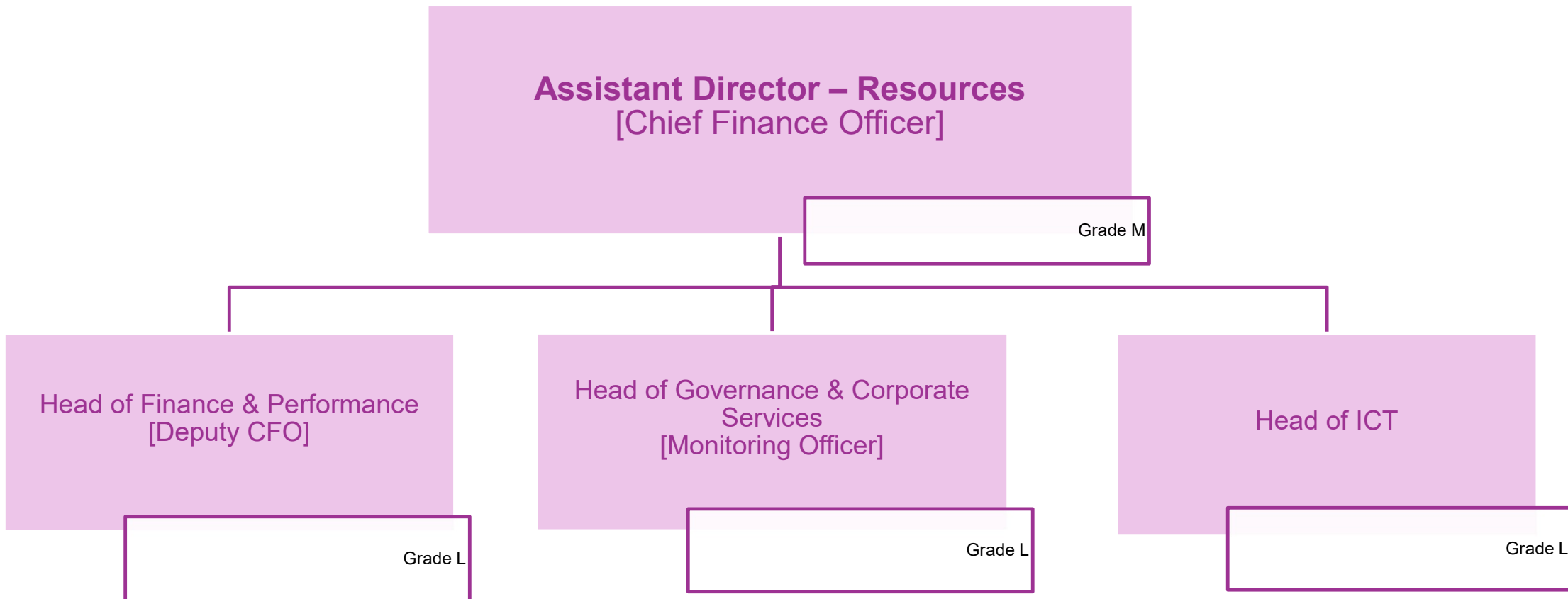
Technical Support & Training



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

Finance Officers [2 FTE]

Grade D to E

Transactions Senior Practitioner

Grade F to G

Transactions Officers [2.6 FTE]

Grade D

Service Manager – Programmes & Performance

Grade I

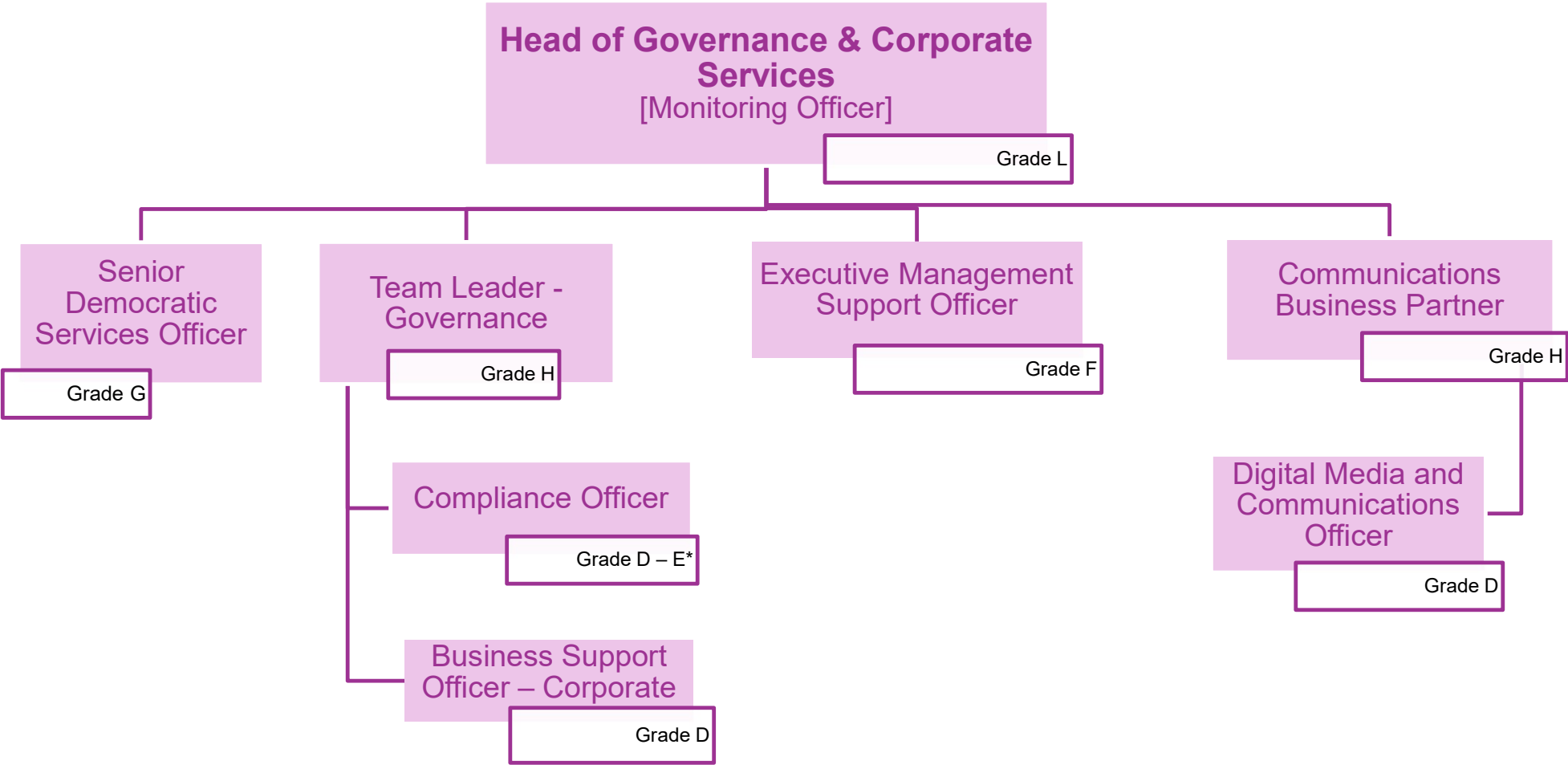
Team Leader – Programmes & Performance

Grade H

Business Intelligence Analyst

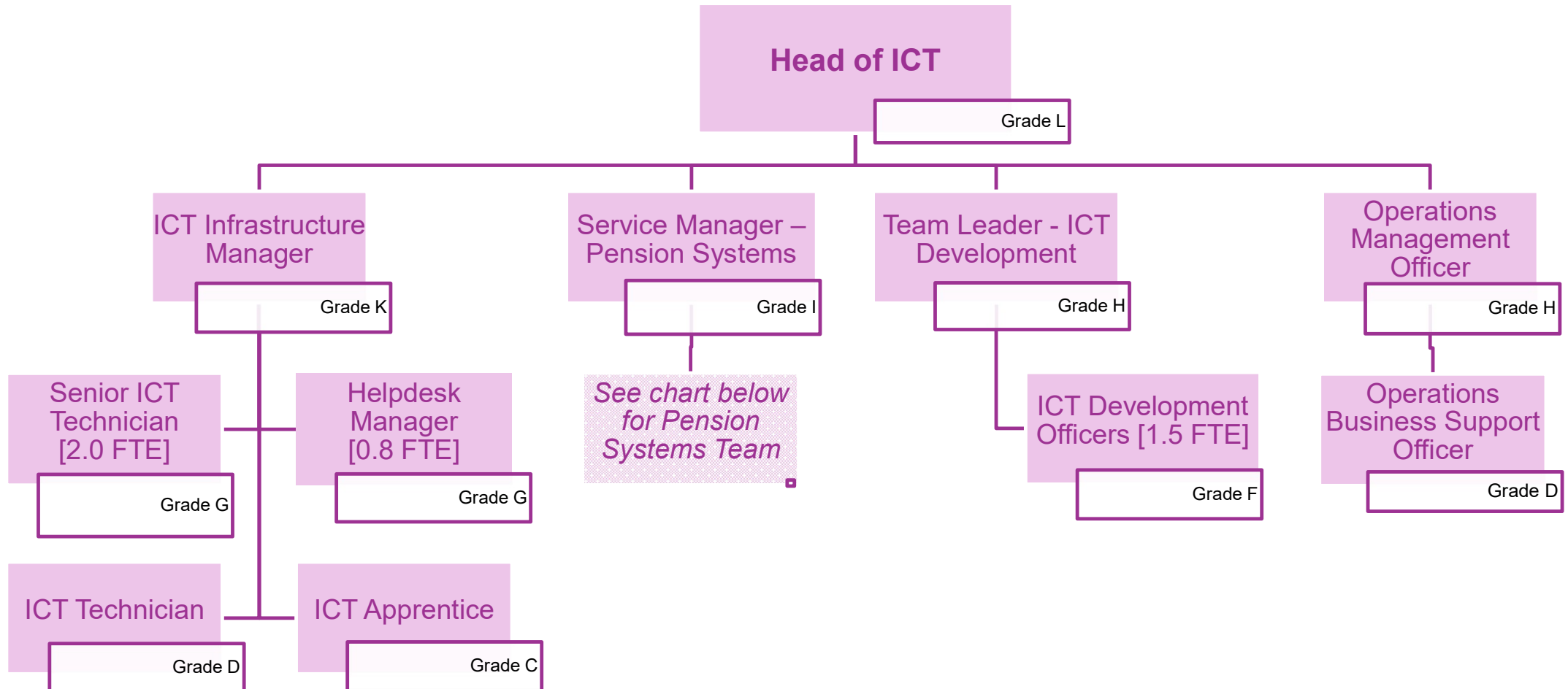
Grade F

Governance & Corporate Services



* In development

ICT



ICT – Pension Systems

