



Scottish Public
Pensions Agency
Buidheann Peinnseanan
Poblach na h-Alba

Scottish NHS Pension Board

2024-25 Annual Report

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This report was approved by the Scottish NHS Pension Board on 09 October 2025

1. Introduction

This report covers the main work of the Scottish NHS Pension Board (the “Pension Board”) from 1 April 2024 to 31 March 2025.

More detailed information about the Pension Board, including its Terms of Reference, membership, agendas and minutes of its meetings are available on SPPA’s website - [NHS Pension Board | SPPA](#)

2. Report from the Independent Chair

I write this update as Acting Chair having stepped up following the resignation from the Board of Brian Barbour in August 2024. I’d like to thank Brian for his contribution to the Board over the preceding six years and his guidance and support to me since I joined the Board.

During the year 2024/25 the Board has continued to assist the SPPA as scheme manager of the NHS (Scotland) scheme seeking to ensure it provides effective administration, service and communication to the c400,000 members of the scheme and 843 employers.

The Board formally met three times during the period with its fourth meeting replaced by a combined conference attended by members of the NHS, Police, Firefighters and Teachers schemes. The change in frequency and format of the Board meetings having been introduced by the SPPA with the intention of improving the efficiency of governance and recognise the commonality of responsibilities and issues being considered by the SPPA and the practising Boards.

The period commenced with the appointment of the new CEO Stephen Pathirana and Stephen was quick to recognise the challenges facing the organisation as it continued to work to

implement the requirements of the McCloud Remedy, progress the Practitioners remediation, complete the Pension Platform Project whilst maintaining the core services of paying benefits to members and their beneficiaries, helping new members join the scheme and providing clear information and good customer service to all members.

Whilst the Board are pleased that Stephen has been successful in recruiting additional senior resource and restructured his team, it remains concerned that the delays in issuing Annual Benefit Statements and Remedial Service Statements are having real impacts on helping members understand their pensions and planning for their retirement.

Remedy and Practitioners remediation will continue to require resources for the foreseeable future whilst the requirements to connect to the Governments Pension Dashboards, potentially from March 2026, will require both resource to meet the dashboard requirements and bring additional focus to the quality of the underlying member data that is the foundation for effective pensions administration.

The Board will continue to use its expertise to support the scheme manager in meeting its duties to members and exercise oversight on behalf of scheme members.

Pension payments and benefits are essential to the financial well-being of members and on behalf the Board I wish to thank all of the staff at the SPPA as they continue to provide this essential service and wish them success in their ambitious improvement plans.

3. Board Composition

3.1 Membership

Details of the Pension Board members during 2024-25 are shown below.

Name	Role	Nominating organisation
Brian Barbour <i>(resigned 07 August 2024)</i>	Chair	Independent
David Vallery	Vice-Chair	Independent
Craig Black	Employer representative	NHS Lothian
Graeme Ferguson	Employer representative	Scottish Ambulance Service
Ailsa Paterson	Employer representative	NHS Borders
Yvonne Stewart	Employer representative	Scottish Workforce and Staff Governance
Graeme Eunson	Member Representative	British Medical Association
Raymond Marshall	Member representative	NHS Tayside
David McColl	Member representative	British Dental Association
Tom Wilson	Member representative	Royal College of Nursing

All Board members are required to complete a register of interest and declare any potential conflicts of interests.

3.2 Board meetings

During the 2024-25 scheme year the Pension Board met on three occasions.

Name	30 May 2024	09 September 2024	06 March 2024
Brian Barbour	Yes	Yes	N/A
David Vallery	Yes	No	Yes
Craig Black	Yes	Yes	No
Graeme Ferguson	Yes	Yes	Yes
Ailsa Paterson	Yes	Yes	Yes
Yvonne Stewart	N/A	No	No
Graeme Eunson	Yes	Yes	Yes
Raymond Marshall	Yes	Yes	No

David McColl	Yes	Yes	Yes
Tom Wilson	Yes	Yes	No

4. Pension Board costs

The Board has incurred fees and expenses amounting to £6,340.38 over the course of the year.