



Scottish Public
Pensions Agency
Buidheann Peinnseanan
Poblach na h-Alba

Scottish NHS Pension Board

2025-26 Annual Report

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1. Introduction

This report covers the main work of the Scottish NHS Pension Board (the “Pension Board”) from 1 April 2025 to 31 March 2026.

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 – [Scottish NHS Pension Board](#)

2. Report from the Independent Chair

During the year, the Pension Board provided effective oversight of the governance and administration of the Scheme. The Board maintained a constructive and collaborative approach, with both employer and member representatives contributing positively to discussions and challenge throughout the reporting period.

The Board’s focus remained on key areas including governance, regulatory compliance, administration performance, risk management and member service delivery. Regular updates were received, enabling the Board to monitor progress effectively and identify areas requiring further attention.

A significant area of business during the year was the continued implementation of the McCloud remedy and associated legislative changes. The Board monitored progress closely, including member communications, statement production and data quality activity, recognising the complexity and importance of this work for both members and the SPPA.

Board members continued to provide support and constructive challenge, while maintaining a professional working relationship with SPPA officers. The Board was satisfied that matters raised during meetings were addressed openly and that appropriate actions were being progressed where improvements were required.

Overall, I am satisfied that the Board operated effectively during the year and continued to support the effective governance and administration of the Scheme.

3. Board Composition

Membership

Details of the Pension Board members during 2025-26 are shown below.

Name	Role	Nominating organisation
Virginia Burke (from 01 Oct 2025)	Chair	Independent
Ailsa Paterson	Employer Representative	NHS Borders
Craig Black	Employer Representative	NHS Lothian

Graeme Ferguson	Employer Representative	Scottish Ambulance Service
Yvonne Stewart	Employer Representative	Society of Radiographers
David McColl	Member Representative	British Dental Association
Raymond Marshall	Member Representative	NHS Tayside
Tom Wilson	Member Representative	Royal College of Nursing
Graeme Eunson	Member Representative	British Medical Association

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

Board meetings and events

During the 2025-26 scheme year the Pension Board met on four occasions.

Name	Governance Seminar 15 May 2025	Board Meeting 25 Sept 2025	Training Event 20 Nov 2025	Board Meeting 19 Mar 2026
Virginia Burke <i>(from 01 Oct 2025)</i>	N/A	Observer	✓	✓
Ailsa Paterson	Apologies given	✓	✓	✓
Craig Black	✓	✓	✓	✓
Graeme Ferguson	✓	✓	X	Apologies given
Yvonne Stewart	X	X	X	Apologies given
David McColl	Apologies given	✓	Apologies given	✓
Raymond Marshall	Apologies given	✓	✓	✓
Tom Wilson	✓	Apologies given	Apologies given	✓
Graeme Eunson	✓	✓	✓	✓

4. Pension Board costs

The Board has incurred fees and expenses amounting to £6,463.95 over the course of the year.

5. Self-Effectiveness Assessment

Members of the Pension Board participated in an annual self-assessment exercise, which helps offer insight into Board members' perspectives on their roles and the overall operation and effectiveness of the Board.

The Pension Board's feedback indicates a well-functioning Board with positive working relationships, effective leadership from the Independent Chair and strong governance arrangements. Members value the support provided by SPPA and generally consider Board meetings productive and effective. Opportunities for improvement focus on increasing engagement between meetings, strengthening visibility of continuous improvement activity, addressing perceptions of Board diversity and representation, and considering how meeting formats can best support participation and discussion.