USS LTD - ORGANISATION CHART - December 2009

USS
UNIVERSITIES SUPERANNUATION SCHEME LIMITED

ADVISORY COMMITTEE

BOARD OF DIRECTORS

JOINT NEGOTIATING COMMITTEE

INVESTMENT COMMITTEE

FINANCE AND POLICY COMMITTEE

RULES COMMITTEE

REMUNERATION COMMITTEE

NOMINATIONS COMMITTEE

CHIEF EXECUTIVE
Tom Merchant

AUDIT COMMITTEE

INVESTMENT OFFICE
CHIEF INVESTMENT OFFICER
Roger Gray

PENSIONS OPERATIONS
PENSIONS OPS MANAGER
Bernie Steventon

PENSIONS POLICY
PENSIONS POLICY MANAGER
Brendan Mulkern

COMMUNICATIONS
COMMUNICATIONS MANAGER
Colin Busby

INFORMATION TECHNOLOGY
To be appointed
HEAD OF IT

ADMINISTRATION
COMPANY SECRETARY
Ian Sherlock

ACCOUNTS
CHIEF FINANCIAL OFFICER
Colin Hunter

AUDIT
HEAD OF INTERNAL AUDIT
Kerry Byrne

PENSIONS TEAM MANAGER
Carol Bradshaw

PENSIONS TEAM MANAGER
Stuart McLean

PENSIONS POLICY OFFICER
Steve Golden

SENIOR COMMUNICATIONS OFFICER
Eifion Morris

TECHNICAL ARCHITECT
Mark Shawyer

BUSINESS SYSTEMS MANAGER
Mark Hughes

BUSINESS SYSTEMS MANAGER
Grahame Weaver

IT OPERATIONS MANAGER
Ian Byers

HR MANAGER
Joanne Cunliffe

PENSIONS PAYROLL MANAGER
Mike McGreal

FUND ACCOUNTANT (PAYROLL & CONTRIBUTIONS)
Shelagh O'Grady

INVESTMENT ACCOUNTANT
Philip Brayne

FUND ACCOUNTANT (FINANCE & INVESTMENTS)
Jim Armitage

SYSTEMS DEVELOPMENT & SUPPORT ANALYST
Rob Lee

BUSINESS CHANGE COORDINATOR
Collette Curry

SENIOR SYSTEMS TECHNICIAN
Phil Moss

FACILITIES MANAGER
Tony Dowling

SYSTEMS ACCOUNTANT
Kieran Cliffe

FINANCIAL ACCOUNTANT
Simon Lightbound

Investment Team
UK Equities
Japanese Equities
Pacific Equities
Americas Equities
European Equities
Fixed Interest
Property
Responsible Investment

PENSIONS SUPERVISORS
Dave Caldwell
Julie Upton
Jeanette Stevens

PENSIONS SUPERVISORS
Sharon Harvey
Martin Gains
Pat Ross
Andy Hale

PENSIONS POLICY OFFICER
Sean Greene

COMMUNICATIONS OFFICER
Elanor Smith

TRAINING INSTRUCTORS
Linda Saunders
Dave Stevens

QUALITY FACILITATOR
Louise Jump

SYSTEMS DEVELOPMENT & SUPPORT ANALYSTS
Suzanne Haycock
Karl Roberts

OFFICE SERVICES SUPERVISOR
Graeme Maddison

PENSIONS PAYROLL SECTION HEAD
Grant Hughes

CONTRIBUTION ACCOUNTING SECTION HEAD
Elaine Matthews

INVESTMENT ACCOUNTING SECTION HEAD
Clare Raymond

FINANCIAL ACCOUNTING SECTION HEAD
Dermot Moran

INTERNAL AUDITORS
Gill Howard
Chris Pendleton

Investment and management of scheme funds.

Is responsible for monitoring the performance of the general correspondence, transfer in, data quality and leavers teams. Provides technical guidance and advice to the department, institutions and members on rules and legislation.

Is responsible for monitoring the performance of the retirement, deferred retirement, death and AVC / transfer out teams. Provides technical guidance and advice to the department, institutions and members on rules and legislation.

Rule changes, development of USS strategy on legislation changes, reporting to committees on factors affecting the pension scheme.

Publications, seminars, presentations, advisory panels and website.

Internal pension training and personal development.

Maintenance and monitoring of quality system throughout USS Ltd.

Development, implementation and management of in-house computer systems and technical support.

Installation, management and support of application systems and network infastructure.

All Employment Matters

Scanning. Processing of application forms on joining USS. Data Entry. Text processing. Reception. Switchboard. Photocopying. Premises.

Pension payments. Correspondence with pensioners.

Maintenance of members' contributions and salary records and processing of year-end data.

Securities and property investment accounting records.

Maintenance of financial and management accounting records. Cash receipts and payments.

Independent assurance to management committee on management of risk throughout the company challenge and additional assurance to managers on management of risk in their areas of responsibility

USS Ltd Organisation chart

F:\IT\PENSIONS SUPPORT\Visio\USSLtd Organisation chart 01122009.vsd