

THE STUDENTS' UNION SUPERANNUATION SCHEME

Minutes of the Annual Members Meeting held on Monday 28 February 2022 at 11:00AM – 13:00PM
via ZOOM

NAME	POSITION	ORGANISATION	ITEMS
SPEAKERS			
Grant Suckling (GS)	Trustee, Chair	Ross Trustees Services Limited	All
Peter Shilton Godwin (PSG)	Trustee		All
Nick Gash (NG)	Trustee		All
Ben Ward (BW)	Trustee		All
Mark Crook (MC)	Trustee		All
Paul Hamilton (PH)	Scheme Actuary	Barnett Waddingham (BW)	All
David Moreton (DMo)	Investment Consultant	Barnett Waddingham (BW)	All
Clare Kember (CK)	Secretarial Support	Ross Trustees Services Limited	All

Item No.	Description
1. Chair's Welcome & Executive Summary of the Year	
	<p>GS welcomed everyone to the meeting, thanking those present for their continued engagement and support during particularly challenging times.</p> <p>GS confirmed that this was his first Annual Meeting as Chair of Trustees, having taken over from Susan Andrews in 2021. It was noted that GS had 20 years' experience as a professional Trustee chairing boards and is an actuary by training.</p> <p>COMPOSITION OF THE TRUSTEE BOARD</p> <p>GS provided the meeting with a summary of the changes to the composition of the Trustee Board and its advisers since the 2021 Annual Members meeting. It was noted that Hugh Boyes had retired as a Trustee, and Pete Shilton-Godwin who, has for many years acted as an Employer Nominated Trustee, was duly elected by the membership as a Member Nominated Trustee.</p> <p>GS confirmed that the Trustee Board is still looking for an Employer Nominated Trustee, so if and requested that individuals contact the secretariat team or Peter Robertson at NUS if they are interested in becoming a SUSS Trustee.</p> <p>GS thanked Hugh Boyes for his many years of service as a Trustee; and the current Trustees, Ben Ward (Employer Nominated), Mark Crook (Employer Nominated), Nick Gash (Member Nominated) and Pete Shilton-Godwin (Member Nominated) for their ongoing dedication and commitment to the Scheme and its members</p> <p>GS confirmed that the SUSS Trustees have reviewed the advisers as part of good governance. As a result of this the Trustees chose to change the SUSS legal advisers and Gowling have since been appointed in December 2021.</p>

ACCOUNTABILITY

GS highlighted that the Pension Schemes Act, which came into effect in 2021, provided the Pensions Regulator new powers; as well as new criminal penalties for trustees and other stakeholders of pension schemes. With penalties ranging from up to 7 years in jail to an unlimited fine, Trustees are compelled to have even greater oversight and monitoring of employer. Pension scheme Trustees are more accountable than ever.

COLLABORATION

GS confirmed that currently, the Scheme has 67 participating employers. It was noted that NUS's Peter Robertson continues to represent those employers at quarterly Trustee meetings, and NUS has been consulted on important matters. Further to this Ben Ward is seeking to expand dialogue with industry organisations including BUFDG and AHUA.

GS informed that the meeting that the Trustee are happy to talk to individual Union Trustee Boards; highlighting that since the last AMM, the Trustee were invited by both Exeter and Bournemouth Unions to talk to their Trustees about SUSS.

FOCUS IN 2021

GS reminded the meeting of the actions previously taken, and the significant take up from the members following the compromise of the 7% issue. It was confirmed that all adjustments, with the exclusion of the annuitants, had been made to members' benefits and any arrears paid. For the deferred members, their records had been updated to reflect their acceptance or otherwise of the compromise.

There is an outstanding issue with the action instigated against Friends Provident/Aviva, and this remains the subject of a Standstill Agreement.

Following a question raised by Sheffield Hallam regarding "what progress has been made with Friends Provident/Aviva". GS advised that the Trustee continues to liaise with Friends Provident/Aviva to comprehend the nature of the data it holds for the 129 (historical) annuitants, and whether they are affected by the 7% issue. The Trustee and Friends Provident/Aviva were due to meet to discuss the data held; once the Trustees has a better understanding of this, we expect to be able to go forward with rectifying the benefits for the affected members and will inform the Unions further.

GS confirmed that the Trustees and its advisers have been looking closely to take steps to improve the funding position, to help reduce the funding burden on SUSS and the employers; Including the introduction of a Pension Increase Exchange (PIE) at the point of retirement, which allows members to exchange some of their future pension increases for a higher initial pension, with a lower or no increase going forwards.

GS confirmed that the Trustees have completed the long-planned investment hedging programme up to maximum levels that we can afford under the Scheme; this ensures the Scheme is robustly set up to deal with (nearly) all possible market conditions (volatility). As a result of this it was noted that the SUSS Trustees have replaced the Barings fund following its exit from the investment market; and expanded the use of the Mobius investment platform, appointing Schroders as successor to Barings.

Given the ongoing pandemic's pressures on Unions, the Trustees have looked into what happens if an employer were to become insolvent. The Trustees have liaised with the

Pensions Protection Fund (PPF) about what documentation they would require, to ensure that the Scheme could move quickly if necessary to secure that employer's benefits. GS stated that all employers have met the enhanced contribution criteria that went into effect on October 1st of last year.

2022 AND BEYOND

GS confirmed that the Trustees and its advisers will commence work on the 2022 Actuarial Valuation with an effective date of June 2022; highlighting that alongside the Actuarial Valuation there will be a covenant assessment which will document the underlying strength of support from the Schemes Participating Employers.

It was noted that there are continual considerations in terms of ESG Investment opportunities; the Trustees will continue to analyse the right level of risk to be taken in pursuit of additional returns.

GS stated the Trustees will continue to ensure full compliance with legislative changes, such as the new Single Code of Practice, and will begin preparing for the government's introduction of the Pensions Dashboard, which will allow individuals to access all of their Pension's provisions in one place.

UMSU BULK TRANSFER OUT OF SUSS

GS confirmed that the SUSS trustees were approached by University of Manchester's Student Union ("UMSU"), and the University of Manchester ("UOM") about the possibility of transferring the liabilities in respect of former employees of UMSU out of SUSS, and into another suitable pension scheme provided by UOM, the University of Manchester Superannuation Scheme.

It was noted that there is no precedent because this is the first such request from a SUSS Participating Employer. The SUSS Trustees have thus sought legal, actuarial, and investment advice in negotiating the bulk transfer arrangements.

GS confirmed that in principle, the SUSS Trustees are open to such a transfer, but the primary concerns will be to ensure the security of benefits for any transferring members, and the continued security for our remaining SUSS members.

GS re-confirmed that the upfront and ongoing costs associated with a transfer are borne by the exiting Union/University, not the Scheme.

HOW IS THE BULK TRANSFER PAYMENT CALCULATED?

GS confirmed that Paul Hamilton, the Scheme Actuary calculates a transfer payment which is made from SUSS to the receiving scheme. The transfer payment represents the assets held by SUSS relating to the transferring members. The assets are paid across to the receiving scheme, and the Trustees of the receiving scheme then become responsible for paying the benefits of the transferring members, SUSS's obligations to those members ceases on transfer.

GS highlighted that the transfer amount calculated is adjusted (reduction applied) to reflect the share of the SUSS orphan liabilities attributable to a Union, assessed on the very prudent buyout/insurer/Section 75 debt basis. Orphan liabilities are, in broad terms, the liabilities which are attributable to members whose employers no longer participate in SUSS.

GS assured the meeting that the Trustees pay close attention to the loss of covenant, which is the potential for Employer support if a Participating Employer leaves the Scheme. As a result, any transfer payment is subject to a covenant premium, which reduces the amount paid from SUSS to the receiving Scheme. It was noted that the two reductions to the transfer value for orphan liability and covenant premium mean the funding level and contribution requirements are broadly the same for the remaining Employers, but each Employer is responsible for a different proportion of orphan liabilities, reflecting their share of the liabilities in the Scheme.

GS confirmed that members with split service and those who have pensionable service that is attributable to more than one Union/Employer remain within SUSS, as do members with University Scheme service for technical pensions law reasons. These members are treated in the same way as the orphan liabilities.

The communication to UMSU members is being received by those members imminently, with the transfer scheduled to occur on or around 31 March 2022. As a result, UMSU will no longer be a participating employer in the Scheme in the future.

WHAT ABOUT OTHER UNIONS POTENTIALLY INTERESTED IN A BULK TRANSFER OF THEIR BENEFITS IN THE FUTURE?

GS confirmed that for other Unions considering a bulk transfer, a Union/University contemplating this option should be aware that they must have an appropriate pension scheme to transfer the SUSS liabilities into; they will bear large upfront and ongoing costs of the project for not only themselves but for SUSS as well; and, the project can take up to a year and a half to complete.

It was noted that the Trustees of the receiving scheme will also assess the implications of approving the transfer of members on their scheme's funding level. The receiving Trustees may, for example, request that the outgoing employer (the Union) make a lump sum payment as part of the bulk transfer terms. Because this is an expensive endeavour, the Student Union will almost certainly require financial assistance and support from their parent institution.

It was noted that Ben Ward, the CEO of UMSU, has been a Trustee since early 2021; the Trustee has therefore ensured that any potential conflicts of interest surrounding this project have been appropriately managed throughout; with Ben not participating in any decision-making associated with the project The Trustees are pleased to advise that Ben, who is an Employer Nominated Trustee, has indicated that he is happy to stay on the Trustee Board for the duration of his term after the Transfer is complete.

Following a question raised by Oxford Brookes regarding the "costs associated with the Bulk Transfer", GS confirmed that as the Bulk Transfer is still ongoing, and therefore the overall costs for SUSS are not known at this stage. GS highlighted that SUSS is not privy to any indication of the costs incurred by UMSU or UOM in respect of the project. It was agreed that the SUSS Trustees and its advisers would produce a case study outlining the key considerations for a Bulk Transfer to be uploaded to the Employer Website.

2. Scheme Running Costs & Member Discretions

BUDGETING

MC confirmed that the Trustees are responsible for approving and overseeing the budget and ongoing expenditure for the Scheme; adviser/provider budgets are set on an annual basis looking at business as usual work and specific projects in the year.

MC advised that whilst the overarching Scheme budget is reviewed and approved by the Trustee Board; the Trustee is supported by the secretariat team, who have the detailed sector knowledge to challenge and benchmark fees, providing assurance on value for money to the Trustees. It was noted that all advisors are required to work efficiently and that spend incurred should be proportionate to the issues being dealt with. All invoices being scrutinised by the secretariat team before being sent for approval by the Trustees.

MC confirmed that Trustees are provided with quarterly budget monitoring information at each Trustee meeting. It was noted that services are reviewed and are subject to tender where considered beneficial to the operational effectiveness and efficiency of the scheme and to value for money.

2021/22 BUDGET

MC advised that the Trustee had challenged all advisers to review their charging structures, and suggest ways in which they could help the Trustee drive efficiencies and help manage costs; in addition, the Trustee had started to benchmark the fees the advisers.

MC confirmed that for the professional Trustee and secretariat team, the Scheme had to increase the scope of the Fixed Fee, to include more of the 'known items', resulting in not only a reduced annual fee but also greater cost certainty for the Trustee.

It was noted that the Trustees have increasingly taken on delegated responsibility for specific areas of the Scheme, this has helped to drive down advisor costs.

MC stated that there is a new employer website, and encouraged all Employers to utilise this in the first instance, as every email or enquiry to the secretariat team or SUSS advisers incurs a fee to the Scheme.

MC re-confirmed that all costs associated with the Manchester bulk transfer project are being met by Manchester University.

MEMBER DISCRETIONS

MC stated that the Trustees are occasionally required to make decisions on the payment of discretionary benefits to members or their prospective beneficiaries. These require the Trustee to use their discretionary powers when assessing whether a member meets the criteria for early retirement due to ill health, or who receives a survivor's pension where there are multiple prospective beneficiaries. The law clearly states that the Trustees must evaluate all relevant matters and must disregard any irrelevant matters, ensuring that there is no unintentional prejudice in any Trustee decision.

It was noted that ahead of making any decisions, the Trustees must ensure that they have all of the facts and information that may be relevant to the decisions in question.

3. Managing Risk

MANAGING RISK AND WHY THIS IS SO IMPORTANT:

NG stated that risk management is an important aspect of the Trustee's role in protecting members' benefits, and is a critical component of a well-run scheme. It was noted that Trustees will be able to keep scheme assets safe and safeguard the scheme from unfavourable risks if they have a good risk management strategy in place.

HOW DO WE DO THIS:

NG confirmed that internal controls for identifying and managing risk are required by law for Trustees. It was noted that SUSS has a Risk Sub-Committee that collaborates with its advisers to identify, manage, and reduce risks in the following areas:

- The way the Scheme is governed and managed;
- The Scheme's investments;
- Administration processes; and
- The way the Scheme communicates with members; in particular, how we as Trustees are particularly vigilant to key risks such as pension scams and cyber security threats.

NG highlighted that the Trustees manages the risks through risk assurance framework which includes:

- Identifying/assessing the risks and impacts;
- Define successful risk reduction;
- Objective setting;
- Producing and implementing an action plan; and
- Looking closely at the risk owners and monitoring and reviewing this regularly.

NG referred to the integrated risk management framework that the SUSS Trustees use to manage the overall risk in the Scheme; which assists the Trustees in identifying and managing the elements that affect the Scheme's chances of meeting its objectives.

NG confirmed that the Trustees review the risk register at least twice a year to ensure that risks are not only current but are reviewed and the mitigations in place remain effective. It was noted that with the benefit of the professional trustee and secretariat team, are that they are able to ensure the Trustees look to constantly monitor exposure to new and emerging risks, including significant changes in or affecting not only the Scheme and its membership but also socio-economic issues, new legislative and regulatory requirements that may impact the Scheme.

4. Covenant Monitoring

BW noted that in the face of high-profile corporate failures that have damaged the security of accrued benefits in defined benefit (DB) pension schemes, the Pensions Regulator (TPR) has taken a more forceful, interventionist approach to its engagement with Sponsors and Trustees of DB pension schemes.

BW advised that new powers have been given to TPR under the Pension Schemes Act 2021 (PSA 2021) which will bolster TPR's ability to scrutinise, engage with, and ultimately penalise key stakeholders (including Employers and Trustees) whom TPR considers to be undermining the pension scheme's position.

It was noted that the PSA 2021 contains significant, widely drawn offences that are intended to sanction parties in cases of serious breaches and/or conduct risking DB scheme benefits, including:

- two new grounds on which TPR can issue a contribution notice.
- TPR’s new, wider ranging information-gathering powers.

BW highlighted that the last two years have been some of the most challenging financial years for many Unions and noted that without government support, the Trustee are aware that many employers may have faced financial disaster. It was noted that the Trustees wanted to undertake a more agile covenant monitoring as part of their requirements under the new Act and as a result of this, a proportionate approach was being taken, as it was clear that every Union was affected differently, and therefore the Trustee had separated Employers into “monitoring baskets”:

- Basket 1
 - More than 45% reliant on trading as a % of turnover
 - May have let us know about financial challenges
- Basket 2
 - Unions with highest % of s75 debt at previous valuation
- Basket 3
 - Unions with smaller institutions who may have seen drop in student numbers

BW noted that the Trustee have since engaged with a number of Unions to understand the key risks including their ongoing solvency and ability to continue to support the Scheme. However, it was incumbent on all Employers to notify the Trustee of any issues, for example restructuring / refinancing which may impact an Employers ability to continue to support the Scheme.

As the Trustees approach the Triennial Valuation, BW stated that the normal covenant monitoring will be carried out, with Interpath (previously known as KPMG) carrying out this work. It was noted that Unions could expect a request from Interpath in May 2022, allowing them to finalise their FY21 accounts and request additional information about their post-pandemic trading position.

BW highlighted that the Trustee has observed that there tends to be a misunderstanding of the role of the NUS as Principal Employer; to aid understanding the Trustee would be adding to the Employer Website a note on the role of the Principal Employer It was noted that the Trustee is continuing to build and maintain key engagement with both AHUA (Association of the Heads of University Administrators (umbrella organisation for Registrars/COOs)) and BUFDG (British University Finance Directors Group).

5. The Funding Position

PH reminded the meeting of the results of the 2019 Actuarial Valuation, and provided an annual update to those results:

£m	2019	2020	2021
Assets	119.1	129.2	137.3
Liabilities	260.0	289.2	268.4
Deficit	140.9	160.1	131.1
Funding Level	46%	45%	51%

It was noted that given the current Russia/Ukraine conflict there is lots of market volatility and uncertainty which is being actively monitored by the Trustees and their advisers.

PH noted that the Recovery Plan end date is the 31st August 2035 and highlighted the usual increase in contributions is c5% per annum. PH referred to the increase in contributions in October 2021 of at least 8% (and more for those unions affected by the 7% pension increase issue); reminding all that the annual increase (applied from the October 2022 contribution) will be 5%.

PH confirmed that the next Actuarial Valuation is due to be carried out as at 30 June 2022, with results expected in late 2022. Discussions on funding (and contributions due) are expected to be communicated to Employers at the 2023 AMM.

Following a question received by Nick Bailey from Birmingham; PH re-confirmed that the new Recovery Plan will be in place following the conclusion of the Actuarial Valuation and will be effective from October 2023.

PH confirmed that as at 31 January 2022, the Scheme had an estimated deficit of £134m (on a technical provisions basis), although noted that the cost of insuring benefits is far greater with a deficit of £215m (on a buy-out basis). It was noted that the Trustees are currently looking at the funding strategy and what can be done to reduce the deficit over the coming years.

PH re-confirmed that as a result of the Manchester Bulk Transfer there has been a very slight reduction in the deficit for remaining Employers.

PH commented on the PPF levy, the invoice for which is received annually in September. It was noted that the levy calculation is a combination of the shortfall between the Scheme's assets and its 'Section 179' liabilities (an assessment of the value of the benefits that would be payable if the Scheme were to move into the PPF, calculated on a prescribed set of assumptions); together with an assessment of the risk that each employer will become insolvent. The costs of the levy are paid annually by the Scheme, and recharged to the Unions, based on each Union's share of liabilities and its own insolvency risk. It was therefore imperative that each individual Union monitor and seek to improve their own Union's individual Experian Score, as this directly impacts the levy.

Following a question raised by the UCLAN in respect of the anticipated date the Scheme would be fully funded under Technical Provisions basis. PH confirmed that the Trustees and its advisers are working towards the Scheme being funded on a Technical Provisions basis by August 2035.

The University of Exeter Students' Guild asked if the CPI/RPI change in 2023 had yet been taken into account; PH explained that this will be picked up as part of the 2022 Valuation (this is a technical change that the RPI index is looking to move towards an index that is closer to CPI in the future).

The University of Worcester Students' Union questioned if a number of Unions leave the scheme as UMSU has, because their financial situation enables them to and their institutions support them to, will that leave a lot of smaller institutions with orphans? Given the complex requirements and cost of such an exercise, the Trustees do not expect a large number of Unions to be in a position to undertake a bulk transfer; however a covenant premium is applied and any bulk transfer payments are reduced in respect of the

	<p>transferring union’s share of the orphan liabilities, both of which are intended to help mitigate any impact.</p> <p>PH responded to a question from Oxford Brookes, advising that the Trustee has implemented a Pension Increase Exchange at retirement option as part of liability management.</p> <p>PH referred to slide 26 that highlighted the responses to the questions that were raised by the Unions in advance of the meeting.</p>
--	--

6. Investment Update

	<p>DMo provided the annual investment update, including a brief market update, impact of the Covid-19 pandemic on assets, changes to the portfolio over 2021, and ESG considerations.</p> <p>DMo was pleased to confirm that since the 2019 Actuarial Valuation, the Scheme’s deficit is projected to have decreased by £4.1m; the main contributors being the receipt of DRCs and strong returns from the return seeking portfolio.</p> <p>DMo provided an overview changes to the portfolio over 2021, it was noted that:</p> <ul style="list-style-type: none"> • The hedging level was further increased in March 2021 to 49%, following a sharp increase in yields. • A disinvestment was completed from the Barings Dynamic Asset Allocation Fund ahead of the Fund’s closure in May, with the proceeds being transferred to the Schroders Diversified Growth Fund (and the Baillie Gifford Multi-Asset Growth Fund was topped up). • The Trustees refined the strategy to hold sufficient funds in the Insight GABS to meet collateral calls associated with a 1% increase in yields. • The Trustees expanded use of the Mobius investment platform on appointment of Schroders as a successor to Barings. <p>DMo stated that the Trustees have already looked to incorporate ESG beliefs into the investment strategy via the passive Equity portfolio through the LGIM Future World range of funds, which track ESG-tilted indices provided by Solactive. Furthermore, when determining where to invest the funds from the Barings disinvestment, ESG was a key element in shortlisting Baillie Gifford and Schroders.</p> <p>DMo explained that there may be further work that could be done to incorporate ESG considerations into the portfolio to mitigate the financial risks associated with ESG and the Trustees are looking to see whether the trend of possible investment possibilities based on ESG factors in investments are expected to continue.</p> <p>DMo confirmed that there are some key questions that the Unions will need to consider, and noted that the Trustees will be engaging with the Unions on ESG matters later in 2022.</p> <p>DMo referred to slide 43 that highlighted the responses to the questions that were raised by the Unions in advance of the meeting.</p>
--	---

7. Scheme Secretariat Team

	<p>The Scheme Secretary (Clare Kember) advised that she has been the Scheme Secretary for over 7 years.</p>
--	---

WHAT WE DO

CK highlighted that the role of the Secretariat team is to work with the Trustee Board and its advisers to ensure that the Scheme is efficiently and properly run, members' benefits are secure, and to support efficient and effective governance of the Scheme.

The Secretariat team are the primary point of contact for all stakeholders and involved in every aspect of the Scheme ensuring that the Trustee Board not only fulfils its legal, compliance and governance duties, but also understands the advice they are given, and are able to challenge advisers as appropriate.

CK re-confirmed that the Secretariat team manages the budget and ensures that the work commissioned is proportionate to the issues being dealt with; fees incurred are challenged where necessary. It was noted that a significant proportion of the budget is spent on ensuring the Scheme remains compliant with ever growing regulatory and governance requirements.

As GS referred to earlier, CK stated that as part of good governance, the Trustees consider risk management not only in the present, but also in the future; when one or more of our participating employers may become strained, triggering discussions with the PPF. It was noted that the Trustees are not aware of any employers moving into a stressed position, however this does not mean the Trustee should not be alert to the possibility, and endeavour to put mechanisms in place to manage or mitigate this risk.

CK highlighted that Trustees' governance and regulatory requirements have expanded tremendously in recent years, and the Secretariat team supports and lead the Trustees through these, to ensure that the Scheme not only meets, but also maintains all necessary compliance, governance, and regulatory obligations.

INCORPORATIONS

CK confirmed that three Unions decided to incorporate in 2021; however, the Unions faced additional issues as a result of delays with the Charity Commission, so the Secretariat team worked with them to extend the Incorporation Window to mitigate the impact of those delays.

Following questions received in advance of the meeting from two Unions regarding the incorporation window dates for 2022, and how many Unions have expressed an interest in incorporation. CK stated to date, two Unions had indicated that they were interested in incorporating in 2022. It was noted that the Scheme will reopen temporarily between 4 July and 30 September 2022, and the Secretariat team has uploaded the 2022 incorporation briefing paper to the new Employer website to help the Unions understand the process.

It was noted that there are 16 Unions that have not yet incorporated; any Unions interested in incorporating should contact the Secretariat team as soon as possible, preferably by the end of May.

CK re-confirmed that the secretariat team is there to assist with the process, but emphasised the importance of an incorporating Union understanding the process, and having the resources to support it, because if the guidance and timings are not followed,

	<p>there is a risk of a significant pension’s debt being inadvertently triggered, with the exiting Employer owing to SUSS immediately.</p> <p>EMPLOYER WEBSITE</p> <p>Following questions that had been received from London South Bank regarding the availability of more guidance on SUSS; CK confirmed that the Trustees was pleased to share a link to the new SUSS Employer Website: https://www.rosstrustees.com/suss/; it was noted that here Unions will find lots of useful information regarding the Scheme; its history and helpful documentation, including prior year’s Annual Meeting presentations and Minutes; Scheme Annual Report and Accounts etc.</p> <p>CONTACT DETAILS</p> <p>CK requested that if there are any changes in personnel in the Unions to inform the secretariat team as soon as possible via email on suss@rosstrustees.com.</p>
8. Questions	
	<p>GS thanked Barnett Waddingham for hosting the Annual Meeting, and thanked everyone for their time and contribution. The Trustees appreciate the level of engagement from employers and stressed that the Trustees will keep all apprised of developments.</p> <p>GS requested that the attendees share any additional questions with the Trustees via the email suss@rosstrustees.com.</p>

The meeting concluded at 13:00 and the minutes were approved by:

Name	Signature	Date
Grant Suckling	[No signature for Employer Website]	17/06/2022

First Name	Surname	Job Title	Union
Tamara	Pilkington	Head of Finance	Students Union at Bournemouth University Ltd
Steve	Ralph	Chief Executive	UWTSD Students' Union
Craig	Lithgow	Chief executive	Union of Brunel students
Jan	Boyce	Director of Finance	Cardiff
Khurram	Dar	Union Manager	Liverpool Hope Students' Union
Paula	Heneghan	Head of Finance, People & Central Services	De Montfort University Students
Lynne	Gordon	Finance Manager	Sunderland
Paddy	Reilly	Chief executive	University of East London Students' Union
Dave	Brown	Deputy CEO - Operations	Keele University Students' Union
Tricia	O'Neill	Chief Executive	Liverpool Guild of Students
Lynda	Stott	Director of Finance & Performance	UCLan SU
Cherelyn	Cuthbert	Finance & Central Admin Manager	University of Portsmouth Students Union
Emma	Birkinshaw	Head of Finance	University of Nottingham Students' Union
Luci	Ablett	Finance Manager	University of Hertfordshire Students Union
Toby	Cunningham	CEO	UEA
Martin	Caldwell	Head of Finance Operations	Swansea University Students' Union
Helen	Bristow	Head of Finance & Resources	Oxford Brookes Students Union
Mark	Hewerdine	Director of Resources	Sheffield Hallam SU
Gareth	Oughton	CEO	University of Leicester Students' Union
Angela	Thomas	Finance Manager	Liverpool Guild of Students
Aksana	Trifonos	Finance Director	Brighton Student Union
Michael	Wigg	CEO	University of Westminster
Joanne	Thomas	CEO	University of Birmingham Guild of Students
Matt	Robinson	CEO	MMU
John	Valerkou	CEO	ARU Students' Union
Catherine	Redding	Chief Executive Officer	Union of Kingston Students
Claire	Platts	Finance Manager	University of Huddersfield Students' Union
Jo	Thomas	Chief Executive	University of Birmingham Guild of Students
Nick	Bailey	Head of Finance	University of Birmingham Guild of Students
Michael	Blades	Finance Manager	UWE Students Union
Paul	Chapman	CEO	Liverpool John Moores University Students' Union
Steve	Taylor	Finance Manager	University of Derby Students Union
Lorna	Reavley	Chief Executive	Solent SU
Steve	Carter	Trustee	Solent SU

Judith	Strike	Finance Manager	Solent Students' Union
Jon	Berg	Chief Executive	Teesside University Students' Union
Alexis	Hartley	Finance Manager	Anglia Ruskin Students' Union
Jayne	Hufford	Director of Finance	University of Plymouth Students' Union
Daryl	Ormerod	CEO	University of Nottingham Students' Union
Tim	Cave	Assistant Director - Finance	UEA SU
Emilie	Tapping	CEO	Brookes Union
Kirsten	Baird	General Manager	The Students' Union, Queen Margaret University
Emma	Boobyer	Finance Manager	University of Gloucestershire Students' Union
Sarah	O'Brien	Management Accountant	University of York Students' Union
Melinda	Nagy	Finance	Leeds Beckett Students Union
Kate	Williams	Central Resources Director	University of York Students' Union
Dee	Bird	Chief Executive	Edinburgh Napier Students' Association
Richard	Parkin	Director of Finance	Brunel
Nathan	Townsend	Trustee	Brunel
Phil	Benton	Finance Director	National Union of Students
Angie	Lefevre	Head of Central Services	Birmingham City Students' Union
Robert	Cox	Finance & Commercial Manager	Worcester Students Union
Donna	Smith	CEO	York St John
Lorette	Keys	Finance & Commercial Services Manager	Winchester Student Union
Janet	Galligan	General Manager	Bolton
Amy	Eden	Chief Executive	South Bank Students Union Ltd
Mohamed	Chowdhury	Head of Finance	South Bank Students Union
Louise	White	Head of Finance & Performance	The Union MMU
Delaweh	Hameloh-Mensah	Head of Finance & Resources	University of Westminster Students' Union
Mohamed	Chowdhury	Finance Manager	South Bank Students' Union
Rebecca	Hobbs	CEO	University of Hertfordshire Students' Union
Alys	Kaye	Accounting Manager	Swansea University Students' Union
John	Valerkou	Chief Executive	Anglia Ruskin Students' Union
Teresa	Jordan	Chair of Finance & Risk	Anglia Ruskin Students' Union
Nichola	Rotherham	Deputy Finance Manager	The Union MMU
Ryan	Bird	Chief Executive	Reading University Students' Union
David	Green	Finance & Resources manager	York St John Students' Union
Clodagh	Kennedy	Finance Director	Ulster University Students Union
Elizabeth	Collins	Director of Finance and Risk	Coventry
John	Abell	CEO	Coventry
Sophie	Williams	Chief Executive	Worcester

Samantha	Creese	Finance & HR Manager	University of Leicester Students Union
Mohamed	Chowdhury	Head of Finance	South Bank Students' Union
Sian	Taylor	Chief Executive Officer	University of South Wales Students' Union
Tracy	Murphy	Director of People	n/a
Jane	Williams	Head Of Finance	Reading University Student's Union
Michelle	Viccars	Business and Finance Manager	Trinity Saint David Students Union
Trish	Tomczynska	Deputy Head of commercial services	Greenwich student union
Emma	Fair	Deputy CEO	University of Strathclyde Students Union
Debbie	Booth	Operations Co-ordinator Business Support	RGU
Margaret	Laithwaite	Trustee/Director	Exeter Students Guild
Hannah	Brown	Head of Finance	University of Exeter Students' Guild
Trevor	Page	CEO	Loughborough Students Union
Josh	Clare	CEO	University of Gloucestershire SU
Stef	Hartley	Chief Executive Officer	University of Central Lancashire Students' Union
Helen	Thomas	Central Resources Manager	University of South Wales Students Union
Ann	Binks	Head of Finance	Beds SU
Peter	Robertson	NUS Charity Director	NUS
Joe	Ireland	Trustee Support	Ross Trustees Services Limited
Tim	Williams	Actuary	Barnett Waddingham
Paul	Feathers	Lawyer	Gowling
Liz	Wood	Lawyer	Gowling