

NEU Pension Scheme (the Scheme)

Final ballot result for active MNTs

May 2025



The purpose of this note is to set out the results of the recent active MNTs ballot for the NEU Pension Scheme (**NEUPS**).

Background

The trustee board of the NEUPS is comprised of:

- **5 Employer Nominated Trustees (ENTs)**
 - All selected by the NEU
- **5 Member Nominated Trustees (MNTs):**
 - 4 Trustees nominated and elected from and by contributing members of the Scheme (Active MNTs)
 - 1 Trustee nominated and elected from and by pensioner members of the Scheme (Pensioner MNT)

All the current Member Nominated Trustees will be reaching the end of their terms of office later in 2025. A nomination and ballot process to elect the 4 active MNTs for the NEUPS has therefore been undertaken. The following the election, the successful candidates are invited to shadow the current MNTs until the end of their terms, later this year.

The Trustees' advisers, First Actuarial were appointed to oversee the nomination and ballot processes.

On 27 January 2025, eligible members were invited to nominate a member of the Scheme as MNT, using nomination forms which were required to be submitted to First Actuarial by 28 February 2025. First Actuarial received seven correctly completed nominations for the active MNT positions. As there were more nominees than the four active MNT positions available, a ballot process was run using the Single Transferrable Vote system to determine the four successful active MNTs.

Each nominee was asked to provide a short statement to assist members in deciding between nominee in the voting process. All seven provided statements before 28 February 2025. First Actuarial issued ballot papers to all active members on 31 March 2025, asking members to rank the nominees from 1st (favourite) to 7th (least favourite) choice. The deadline for forms to be returned was 25 April 2025. First Actuarial received 191 valid votes.

Overview of results

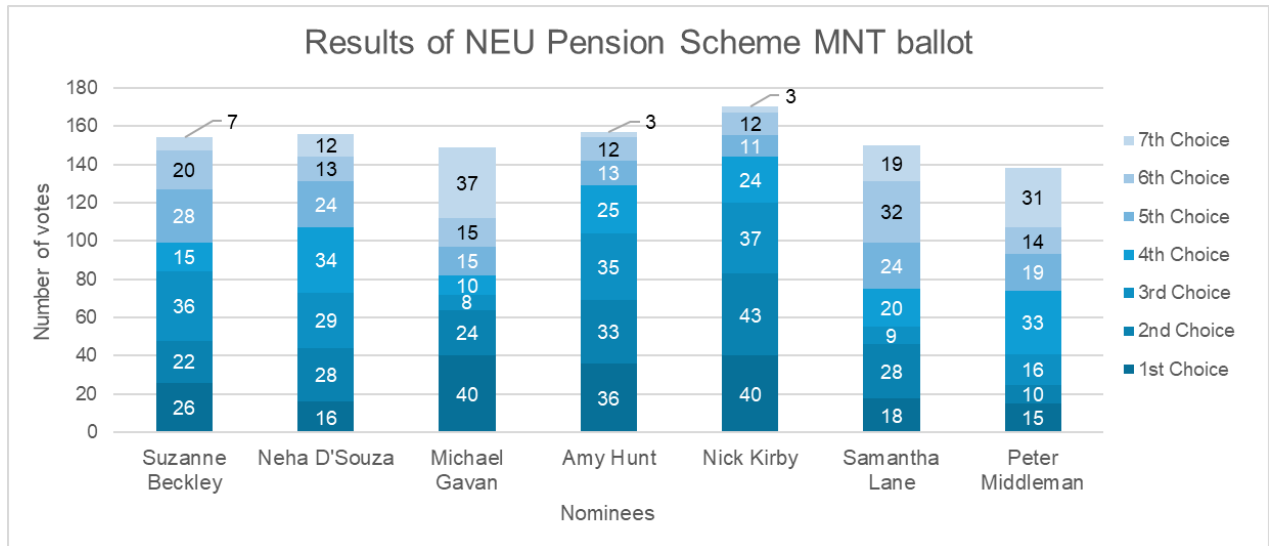
After analysing the returned ballot papers and verifying all votes cast, First Actuarial can confirm that the four successful nominees are (in alphabetical order):

- **Suzanne Beckley**
- **Micheal Gavan;**
- **Amy Hunt; and**
- **Nick Kirby.**

Detailed results

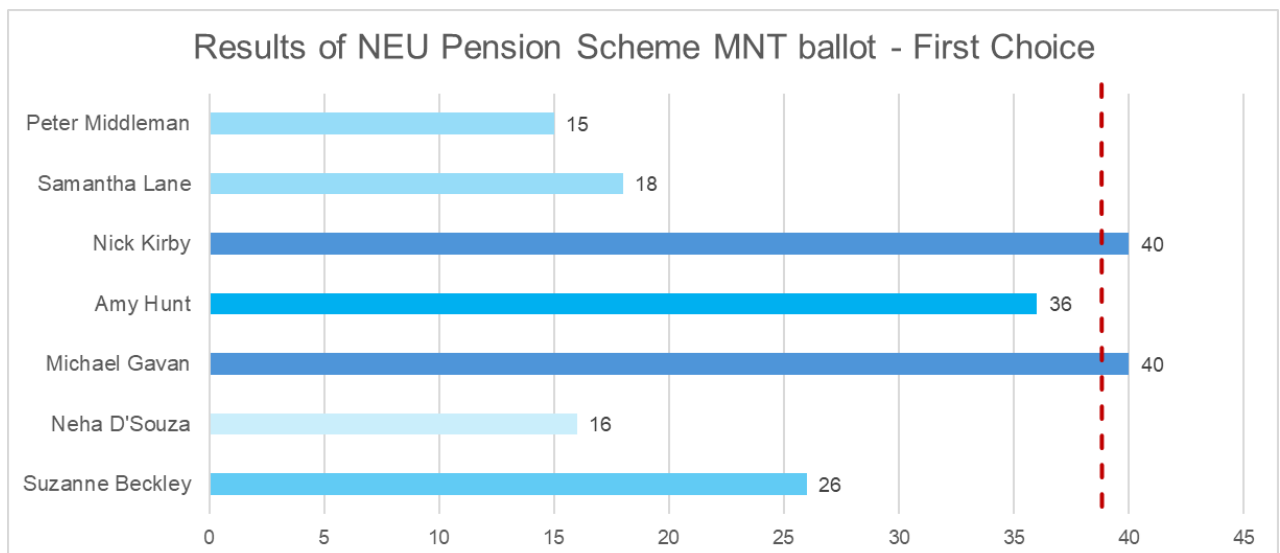
This section provides a detailed breakdown of the results, summarised round by round.

The following chart summarises the number of votes for each nominee, split by “rank”. A candidate needs to surpass the quota of 39 first-preference votes in order to be elected. If no candidate meets this quota, the candidate with the least first-preference votes is removed and their first-preference votes are reallocated. This process repeats until four candidates meet the quota.



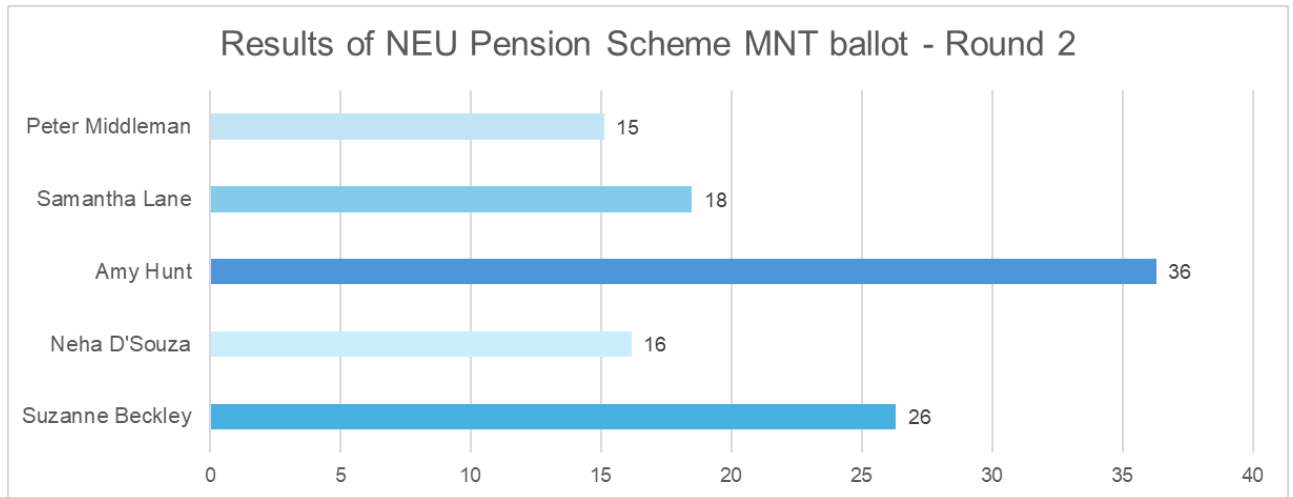
The following charts show the results of the ballot at each round:

Round 1: Taking each voter's first choice candidate, the resulting ranking was:



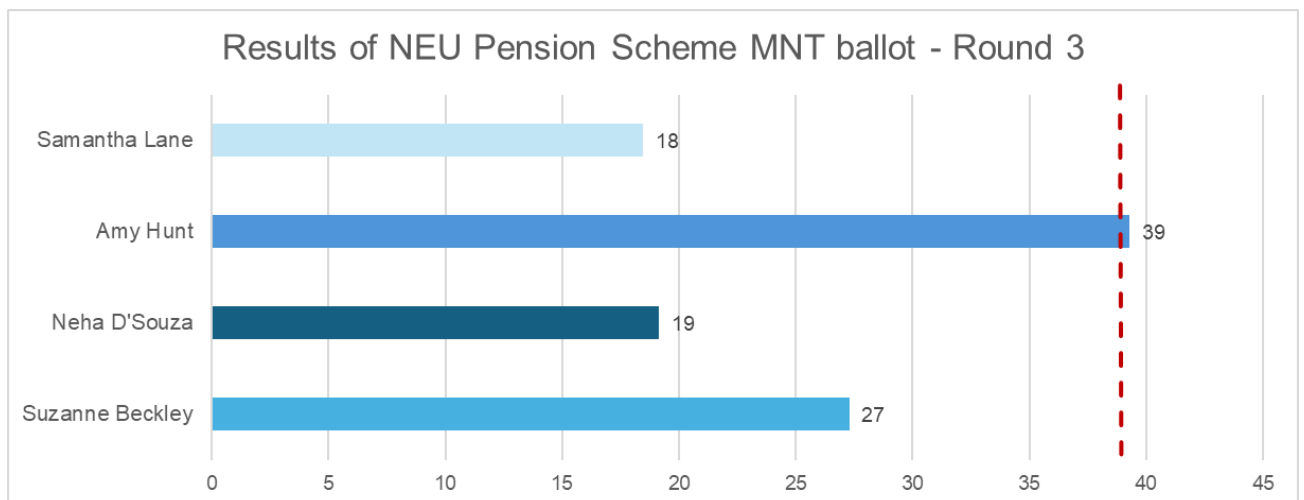
Micheal Gavan and Nick Kirby exceeded the quota and are therefore elected. Their surplus votes were then reallocated across remaining candidates.

Round 2: The ranking of candidates at the end of round 2, after the reallocation of votes was:



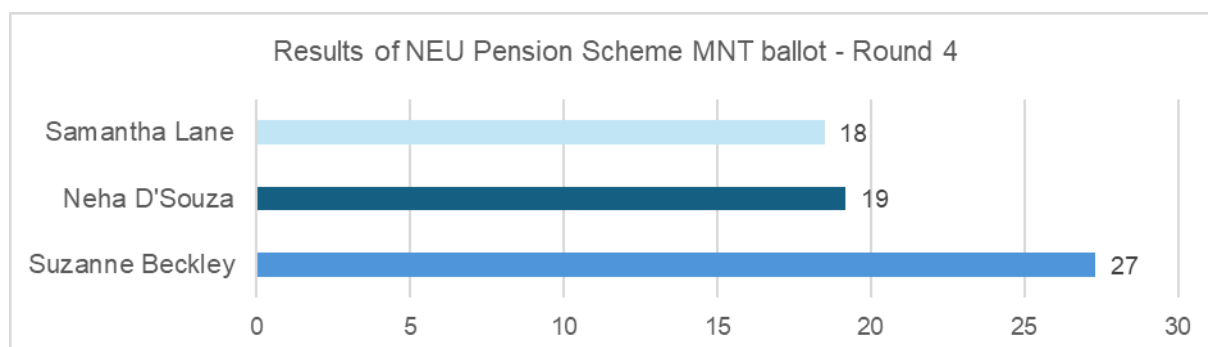
No candidate exceeded the quota and therefore the candidate with the least first-preference votes, Peter Middleman, was removed. His first-preference votes were then reallocated.

Round 3: The ranking of candidates at the end of round 3 was:



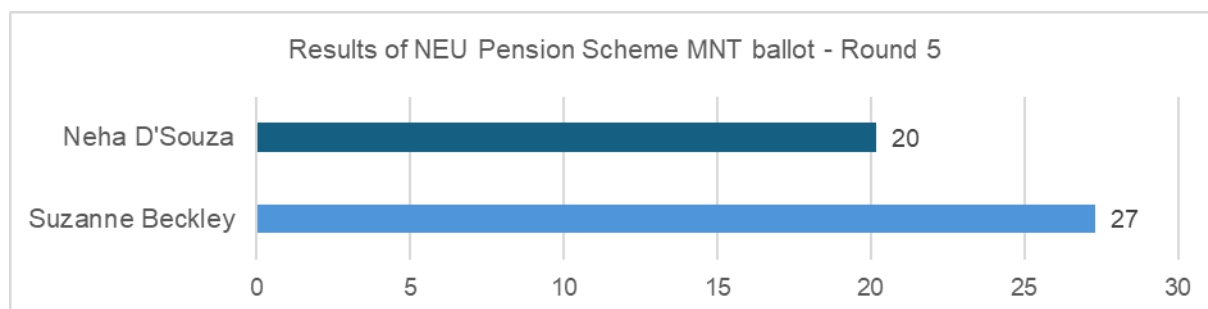
Amy Hunt exceeded the quota and is therefore elected. Her surplus votes were then reallocated across remaining candidates.

Round 4: The ranking of candidates at the end of round 4 was:



No candidate exceeded the quota and therefore the candidate with the least first-preference votes, Samantha Lane, was removed. Her first-preference votes were then reallocated.

Round 5: The ranking of candidates at the end of round 5 was:



No candidate exceeded the quota and therefore the candidate with the least first-preference votes, Neha D'Souza, was removed. Suzanne Beckley was therefore elected.

The two candidates with the highest number of votes will serve for a period of 4 years, and the other two successful candidates will serve for a period of 2 years, so that future changes in the Trustee board are staggered.

Next steps

We will now:

- inform all nominees of the results,
- issue an email to notify active members, and add a news story to the website for all members to access,
- arrange, with the NEUPS legal advisors, the necessary paperwork to finalise the appointments,
- add a copy of this paper shall be added to the NEUPS website for members to access the detailed results if they so wish.

Natalie Ogden FIA; First Actuarial
1 May 2025