



NHS Pension Board member biographies

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Introduction

The NHS Pension Board has an equal number of employer and member representatives and is overseen by an independent chair.

Members are appointed after being nominated by NHS trades unions and employer organisations. The independent chair is a ministerial appointment, following the public appointments process.

Non-employer or member representatives such as Department of Health and Social Care officials and Welsh Government representatives attend NHS Pension Board meetings in an observer capacity.

Chair	Lisa Tennent
Member representatives	Chelsea Bleasdale
	Jim Fahie
	Dean Rogers
	Vishal Sharma
	Richard Munn
Employer representatives	Stuart Murdoch
	Paul Thomas
	Emma Skitt
	Michael Smith
	Karen Beckett
	Eve Lightfoot

Lisa Tennent

Lisa Tennant is an experienced chair and non-executive director with over 25 years of leadership across public, private and regulated sectors. In addition to chairing the NHS Pension Board, she is chair of the Scottish Environment Protection Agency, a non-executive director of DSL Business Finance and Smart Energy GB and is currently leading an independent ministerial review into the delivery of the McCloud Remedy within the NHS Pension Scheme. Lisa holds a professional qualification in board dynamics and specialises in governance, board effectiveness and strategic transformation in complex organisations. She is committed to improving member outcomes, supporting digital innovation and strengthening transparent, accountable governance.

Chelsea Bleasdale

Chelsea has 10 years of experience working for the Royal College of Nursing (RCN), where she has dedicated herself to representing and advocating for the rights and interests of healthcare professionals. Currently working as a national officer, Chelsea is responsible for leading the RCN's work on policy development and member representation across several important health and social care employers. She brings substantial knowledge of workforce and employment issues alongside a strongly held commitment to safeguarding the long-term financial security of scheme members.

Jim Fahie

Jim is an assistant director at the Chartered Society of Physiotherapy with an interest in pensions. Jim was appointed to the NHS Pension Board in late 2024. Jim's background is one of having been a physiotherapist working predominantly in the NHS, where he was a member of the NHS pension scheme before joining the Chartered Society of Physiotherapy in 2013. Jim has a BSc (Hons) Physio from Sheffield Polytechnic.

Dean Rogers

Dean is the Executive Director at the Society of Radiographers. He's spent over 25 years in leadership roles across a number of different trade unions across local government, the civil service, education, justice and the culture sectors, before joining the SoR in December 2019. He joined the NHS Pension Scheme Advisory Board (SAB) in 2022. Dean is also a member of the TUC General Council and a Board member of Unions21. He's previously been a trustee and board member of a sustainability charity and was a school governor for 12 years. He is a Chartered member of the Chartered Institute of Personnel and Development. Outside of work his interests include sport, theatre, history and playing ukulele.

Vishal Sharma

Dr Sharma is a consultant cardiologist in Liverpool. He has an extensive background with pensions and in particular the NHS Pension Scheme. He has chaired the BMA Pensions Committee since 2019. During that time, he led the various campaigns highlighting the detrimental impact of pension taxation on the NHS that was resulting in tens of thousands of scheme members having to reduce their working hours or retire early.

Dr Sharma, directly engaged with the Department of Health and Social Care, HM Treasury and the Chancellor to secure significant improvements including the raising of the tapered annual allowance thresholds announced in the March 2020 Budget and the abolition of the Lifetime Allowance and the raising of the annual allowance announced in the March 2023 Budget.

Dr Sharma continues to highlight issues faced by scheme members and is focused on ensuring that the NHS Pension Scheme continues to deliver significant benefits whilst reducing the complexity for all stakeholders.

Richard Munn

Richard is a national officer for Unite covering the Health Sector membership. Richard has been a trade union activist and official for over 25 years and has experience of organising, negotiating and representing members in a wide range of sectors; NHS, civil air transport, aerospace, higher education, local government, utilities and transport. In many of these sectors Richard has been involved in negotiations over pensions. Richard was Unite's lead negotiator in Wales for NHS members for over a decade and led on a number of policy, pay and terms and conditions negotiations in Wales. Richard currently represents Unite on the NHS UK staff council executive.

Richard is a Welsh learner and a passionate advocate for the Welsh language following his relocation to Wales in his 30s.

In his spare time Richard is a volunteer athletics coach.

Stuart Murdoch

Stuart is the Assistant Pension Manager for Capita plc, working as a corporate pension subject matter expert for the past 12 years. An employer representative member of the NHS Pension Board since January 2019. Stuart's role has him regularly discuss New Fair Deal matters with all public sector pension scheme administrators and managers, exploring the practical application of the guidance in differing scenarios to ensure members continue their valuable access to those schemes. He holds a BA (Hons) from the University of Sheffield.

Paul Thomas

Paul has worked within NHS Wales for over 40 years originally graduating in biomedical sciences where he worked as a senior biomedical scientist for over 25 years before changing career direction to work as a senior manager within the Aneurin Bevan Workforce and OD team.

Paul was then appointed as Director of Employment Services for the newly formed NHS Wales Shared Services Partnership in 2011 where he managed a team of 320 people providing services such as payroll, pensions, expenses payment, lease cars and recruitment for all NHS Wales health boards. This role requires giving support, advice and guidance on employment services and NHS pensions issues to health boards and directly to the Welsh Government.

Emma Skitt

Emma is a project and programme management professional with a keen interest in and detailed knowledge of the NHS Pension Scheme, including employer administration, national policy and implementation of scheme changes. Emma has worked for NHS Employers for over 10 years and has extensive knowledge of the NHS employment offer including total reward and its impact on attraction, motivation and retention of the NHS workforce. Emma has an interest in how psychology plays a role in financial decisions and how to tailor pension communications to support members to make informed financial decisions for their current and future selves.

Michael Smith

Michael is vice-chair of NHS Confederation's Primary Care Network and has over 20 years' experience in the NHS. Starting in mental health, Michael has been a primary care commissioner, managed medicine in an acute hospital and worked independently for a number of years managing large scale change, developing sustainable services grown from clinical networks.

As Bolton GP Federation's first Chief Officer, Michael has worked with the board to develop and establish primary care delivery at scale, rooted in local practices, delivered through PCNs and founded on partnership - with NHS trusts, council teams and, crucially, Bolton's vibrant voluntary sector, for whom he is a trustee of the local infrastructure organisation. Michael sits on the Greater Manchester Primary Care Provider Collaborative Board as Managing Director of the GM Federations Provider Collaborative, in which role

he is responsible for integrated care board (ICB) wide primary care education through the GM Training Hub as well as a number of ICB wide clinical and digital services, all developed and delivered through a provider collaborative model.

Karen Beckett

Karen is qualified in payroll and benefits and is Head of Payroll and Benefits for Dorset HealthCare University NHS Foundation Trust. She was appointed to the NHS Pensions Board as an employer representative in 2024. Karen has experience of nearly 40 years in payroll, pensions and reward in both the private and public sector. Having worked predominantly in the NHS, her expertise is in NHS payroll, pensions and benefits. Karen has overseen many changes to the NHS pension scheme at trust level including choice exercises, introduction of the 1995, 2008 and 2015 schemes, changes to part time rules, McCloud, partial retirement rules and much more. She completed the Chartered Institute of Payroll Professionals (CIPP) Certificate in Pensions Administration and has a 2:1 BA (Hons) in Applied Business and Management (CIPP). Karen has been included in the Reward Strategy Reward 300 listing for the last 5 years. She is a fellow member of the CIPPP and also holds individual chartered status.

Eve Lightfoot

Eve is an accomplished and forward-thinking workforce leader, currently serving as the Director of Workforce at The Christie NHS Foundation Trust. With a career dedicated to advancing people strategies within the NHS, Eve brings a wealth of experience in developing people, talent management and strategic workforce planning.

At The Christie, one of Europe's leading cancer centres, Eve plays a pivotal role in shaping a compassionate, inclusive and high-performing workforce. Her leadership is marked by a commitment to staff wellbeing, equity, and innovation in workforce transformation - ensuring that the trust remains a top employer and continues to deliver world-class care.

Eve is known for her collaborative approach, working across clinical and corporate teams to embed values-driven leadership and foster a culture of continuous improvement. She is passionate about empowering people, developing future leaders and aligning workforce strategies with the evolving needs of healthcare.