

**NCHA Board and Executive Team Salary and Pension**

**Board and Executive Team Emoluments**

|   | Group |       |
|---|-------|-------|
|   | 2016  | 2015  |
|   | £'000 | £'000 |
| The aggregate emoluments paid to or received by Board Members   | 70    | 75    |
| The aggregate emoluments paid to or receivable by Executive Team Members  | 762   | 570   |
| The emoluments paid to the highest paid Executive Team Member of the Association: Chief Executive excluding pension contributions | 138   | 128   |
| The aggregate amount of Executive Team Members' pensions  | 39    | 30    |

  

|  | Salary<br>£'000 | 2016<br>Pension<br>£'000 | 2016<br>Emoluments<br>£'000 | 2015<br>Emoluments<br>£'000 |
|--|-----------------|--------------------------|-----------------------------|-----------------------------|
| <b>Board Members:</b>  |                 |                          |                             |                             |
| Dr Nigel Nice (NCHA Chair)                                   | 13              | -                        | 13                          | 13                          |
| Mrs Ann McCarthy (NCHA Vice-Chair & Audit Committee Chair)   | 9               | -                        | 9                           | 8                           |
| Mr Michael Bent (Resigned 30 <sup>th</sup> June 2015)        | 1               | -                        | 1                           | 5                           |
| Mrs Lucy Dadge (Resigned 31 <sup>st</sup> March 2015)        | -               | -                        | -                           | 5                           |
| Mr Graham Carvell (Resigned 30 <sup>th</sup> September 2015) | 3               | -                        | 3                           | 5                           |
| Mr Tony Kay (Resigned 30 <sup>th</sup> April 2015)           | -               | -                        | -                           | 5                           |
| Mr Chaudhari Shajait (Resigned 30 <sup>th</sup> April 2015)  | -               | -                        | -                           | 5                           |
| Ms Carolyn Isaaks (Resigned 31 <sup>st</sup> March 2016)     | 5               | -                        | 5                           | 5                           |
| Mr Pradeep Khuti   | 5               | -                        | 5                           | 5                           |
| Mr Steven Worthington  | 5               | -                        | 5                           | 5                           |
| Miss Denise Maguire  | 5               | -                        | 5                           | 5                           |
| Ms Claire Winfield   | 5               | -                        | 5                           | 5                           |
| Ms Catherine Preece (Resigned 31 <sup>st</sup> May 2015)     | -               | -                        | -                           | 2                           |
| Ms Caroline Swann (Part Year 2015)                           | 5               | -                        | 5                           | 2                           |
| Ms Audra Wynter (appointed 1 <sup>st</sup> June 2015)        | 4               | -                        | 4                           | -                           |
| Mr Paul Casey (Appointed 1 <sup>st</sup> June 2015)          | 4               | -                        | 4                           | -                           |
| Mr David Harrison (Appointed 1 <sup>st</sup> June 2015)      | 4               | -                        | 4                           | -                           |
| Mr Gerard O'Reilly (Appointed 1 <sup>st</sup> December 2015) | 2               | -                        | 2                           | -                           |
|  | <u>70</u>       | <u>-</u>                 | <u>70</u>                   | <u>75</u>                   |
| <b>Executive Team Members:</b>                               |                 |                          |                             |                             |
| Chief Executive  | 138             | 8                        | 146                         | 136                         |
| Director of Technical Services                               | 109             | 6                        | 115                         | 109                         |
| Director of Finance, Corporate Services and ICT              | 109             | 6                        | 115                         | 109                         |
| Director of Development and Housing With Care and Support    | 54              | 3                        | 57                          | 109                         |
| Director of Development                                      | 50              | 3                        | 53                          | -                           |
| Acting Director Of Development                               | 52              | 3                        | 55                          | -                           |
| Acting Director of Housing With Care and Support             | 102             | 6                        | 108                         | -                           |
| Director of Housing Services                                 | 109             | 4                        | 113                         | 107                         |
|  | <u>723</u>      | <u>39</u>                | <u>762</u>                  | <u>570</u>                  |

The Chief Executive is an ordinary member of the Social Housing Pension Scheme detailed in Note 10 of the annual accounts. The cost to the Association for the year was £7,803 (2015 - £7,574). No enhancements or special terms apply, nor does the Association make any other pension contributions on his behalf. The pension payments on behalf of the Executive Team members exclude the SHPS Closed Scheme Surcharge and the SHPS annual deficit contribution. The full cost of both the deficit contribution and surcharge are detailed below.

**Aggregate number of full time equivalent staff whose remuneration exceeded £60,000 in the period excluding pension:**

| <b>Salary Band</b>   | <b>Group</b>        |                     |
|----------------------|---------------------|---------------------|
|                      | <b>2016<br/>No.</b> | <b>2015<br/>No.</b> |
| £60,001 to £65,000   | 8                   | 2                   |
| £70,001 to £75,000   | 2                   | 2                   |
| £80,001 to £85,000   | -                   | 2                   |
| £100,001 to £105,000 | 5                   | 4                   |
| £125,001 to £130,000 | -                   | 1                   |
| £135,000 to £140,000 | 1                   | -                   |
| <b>Total</b>         | <b>16</b>           | <b>11</b>           |

**Employee Information**

|   | <b>Group</b>        |                                  |
|---|---------------------|----------------------------------|
|   | <b>2016<br/>No.</b> | <b>2015<br/>Restated<br/>No.</b> |
| The average weekly full time equivalent number of persons (including the Chief Executive) employed during the year was: | 882                 | 860                              |

Weekly full time hours are 35 hours for office staff and 37, 39 or 40 hours for non office based staff. NCHA also employs staff on a zero hours basis.

**Staff Costs (for the above persons)**

|                        | <b>Group</b>          |                                    |
|------------------------|-----------------------|------------------------------------|
|                        | <b>2016<br/>£'000</b> | <b>2015<br/>Restated<br/>£'000</b> |
| Wages and Salaries     | 22,091                | 20,753                             |
| Social Security Costs  | 1,695                 | 1,548                              |
| Other Pension Costs    | 1,026                 | 1,032                              |
| Pension Deficit Charge | 3,461                 | 642                                |
|                        | <b>28,273</b>         | <b>23,975</b>                      |

In addition to the Employers Pension Contributions, total Pension Costs include a SHPS Closed Scheme Surcharge, the total value of this payment in 2016 was £173,619 (2015 - £177,617). NCHA carries a SHPS Pension Deficit as a creditor and annual movements in this creditor are reflected in the SOCI. In 2016, due to the SHPS triannual valuation, this charge was £3,463,000 (2015 £640,000). NCHA's pension contribution rate across all schemes, including surcharge payment, represents 6.01% (2015 - 6.30%) of pensionable pay.