



# NCHA Board and Executive Team Salary and Pension

Nottingham Community  
Housing Association Limited



for the year ended 31 March 2025

## Board and Executive Team emoluments

Group	2025	2024
The aggregate emoluments paid to or received by Board Members	109	114
The aggregate emoluments paid to or receivable by Executive team members (key management personnel) as listed on page six	873	684
The aggregate amount of Executive team members pensions	70	59
<b>Total</b>	<b>1,052</b>	<b>857</b>
The emoluments paid to the highest paid Executive team member of the Association: Chief Executive excluding pension contributions	190	180

In January 2024 the Executive Team increased in size from 4 to 5 members with the addition of the Director of Assets and Property Services (David Langhorne).

Board Members	2025	2024
	Emoluments	Emoluments
	£	£
Callum Gillespie (NCHA Chair)	15,726	15,726
Andrew Kilby (NCHA Audit Committee Chair)	10,136	10,136
David Harrison	5,068	10,136
Christopher Blackburn	-	3,277
Donna Edwards	-	3,277
Michael Finister-Smith	-	6,553
Lorelei Jarvis	6,553	6,553
Pradeep Khuti	-	3,277
Paul Parkinson	6,553	6,553
Mohammed Habib	6,553	6,553
Leanne Monger	8,345	6,553
Gillian Callingham	6,553	6,553
Janet Glass	6,553	3,811
Sarah Battershall	6,553	3,811
Natalie Robinson	6,553	5,051
Nick Sedgwick	3,811	-
Raj Kambo	3,811	-
<b>Total</b>	<b>92,768</b>	<b>97,820</b>

Board members expenses during the year were £307 (2024 - £262).

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 in note 12a.

The Chief Executive is an ordinary member of the Social Housing Pension Scheme detailed in note 10. The cost to the Association for the year was £18,019 (2021 - £17,161). No enhancements or special terms apply, nor does the Association make any other pension contributions on his behalf.

## Employee information

Aggregate number of full-time equivalent colleagues whose remuneration exceeded £60,000 in the period excluding pension.

Salary band	Group	
	2025	2024
	No.	No.
£60,001 to £70,000	11	5
£70,001 to £80,000	3	4
£80,001 to £90,000	4	6
£90,001 to £130,000	4	-
£130,001 to £140,000	-	-
£140,001 to £150,000	4	3
£150,001 to £160,000	-	-
£160,001 to £170,000	-	-
£170,001 to £180,000	-	-
£180,001 to £190,000	1	1
Total	27	19

The remuneration of the highest paid director and the aggregate amount of remuneration paid to all Directors in 2024/25, relative to the size of NCHA, were £17.68 per unit (2024 – £17.51) and £89.91 (2024 – £76.78) per unit respectively. The total management cost relative to the size of NCHA was £1,351 per unit (2024 – £1,143).



