











Inside Housing's survey of chief executives' salaries 2015/16

Housing association	Turnover	Total salary 2015/16**/***	Total salary 2014/2015**/***	% change in total salary	Chief executive
 A2 Dominion Group ¹	£378.4m	£261,873	£254,500	2.9%	Darrell Mercer
Accent Group ²	£101.4m	£166,874	£161,108	3.6%	Gordon Perry
Accord Group	£120.1m	£181,472	£181,472	0.0%	Dr Christopher Handy
Acis Group ³	£31.4m	£115,500	£109,061	5.9%	Valerie Waby
Adactus Housing Group ⁴	£68.6m	£195,264	£173,583	12.5%	Paul Lees
 Affinity Sutton	£386.4m	£320,933	£300,706	6.7%	Keith Exford
Aldwyck	£70.0m	£185,606	£162,705	14.1%	Harj Singh
Alliance Homes ⁵	£40.0m	£129,546	£127,006	2.0%	Clive Bodley
Amicus Horizon	£170.5m	£217,606	£198,026	9.9%	Paul Hackett
Anchor	£367.2m	£400,010	£356,982	12.1%	Jane Ashcroft
Apex Housing Association***	-	-	£124,072	-	Gerry Kelly
Aspire Group	£46.7m	£157,277	£161,340	-2.5%	Sinéad Butters
Asra Housing Group****	-	£154,202	£151,044	2.1%	Matt Cooney
Aster Group	£179.0m	£220,908	£218,460	1.1%	Bjorn Howard
B3 Living	£28.4m	£135,487	£135,487	0.0%	John Giesen
Bernicia Group	£46.0m	£123,256	£121,014	1.9%	William Heads
Bield ⁶	£50.1m	£104,035	£98,987	5.1%	Brian Logan
Bolton at Home	£82.3m	£160,804	£153,981	4.4%	Jon Lord
Bournville Village Trust ⁷	£26.8m	£118,396	£117,242	1.0%	Peter Roach
BPHA	£123.1m	£178,000	£185,000	-3.8%	Kevin Bolt
Bracknell Forest Homes	£41.7m	£146,035	£143,172	2.0%	Caroline Tittley
Broadacres	£34.0m	£131,845	£126,292	4.4%	Steve Towers
Broadland	£28.3m	£119,669	£118,195	1.3%	Michael Newey
Bromford Group ⁸	£170.2m	£179,104	£206,800	-13.4%	Philippa Jones
Bromsgrove District Housing Trust	£19.4m	£129,889	£127,969	1.5%	Mike Brown
Bron Afon Community Housing	£41.7m	£121,388	£116,674	4.0%	Duncan Forbes
Calico Group ⁹	£23.6m	£123,672	£123,447	0.2%	Anthony Duerden
Catalyst Housing ¹⁰	£227.4m	£204,720	£201,920	1.4%	Rod Cahill
Choice Housing ¹¹	£43.0m	£105,832	£104,220	1.6%	Ian Elliott
CHP	£51.3m	£133,481	£130,994	1.9%	Stuart Stackhouse
Circle	£439.2m	£239,109	£239,109	0.0%	Mark Rogers
City West Housing Trust (now part of ForViva) ¹²	£64.8m	£161,980	£161,980	0.0%	Tim Doyle
Clanmil Housing Association	£24.4m	£103,000	£101,000	2.0%	Clare McCarty
Coast & Country Housing	£64.6m	£153,200	£142,705	7.4%	Iain Sim
Community Gateway Association	£29.8m	£122,152	£119,757	2.0%	Diane Bellinger
Cross Keys Homes	£60.5m	£150,858	£149,827	0.7%	Claire Higgins
Curo Group ¹³	£74.6m	£163,900	£149,000	10.0%	Victor da Cunha
DCH	£131.0m	£193,815	£180,900	7.1%	Paul Crawford
Derwent Living	£68.9m	£137,752	£135,261	1.8%	Peter McCormack
Derwentside Homes ¹⁴	-	£139,036	£130,000	7.0%	Geraldine Kay
Dumfries and Galloway Housing Partnership	£38.7m	£113,386	£111,755	1.5%	Zoe Forster
EMH Group	£98.7m	£165,348	£158,272	4.5%	Chan Kataria
East Thames Group	£128.7m	£170,650	£155,000	10.1%	Yvonne Arrowsmith
Family Mosaic	£266.0m	£220,300	£220,000	0.1%	Brendan Sarsfield
First Ark (KHT)	-	-	£151,753	-	Bob Taylor
First Choice Homes Oldham ¹⁵	£49.5m	£143,706	£142,343	1.0%	Cath Green
First Wessex	£126.1m	£169,559	£167,466	1.3%	Peter Walters
Flagship Housing Group	£127.1m	£192,210	£189,610	1.4%	David McQuade
Fold Housing Association	-	-	-	-	John McLean
Fortis Living	£94.8m	£152,048	£144,650	5.1%	Guy Weston
Futures Housing Group	£45.0m	£154,156	£148,259	4.0%	Lindsey Williams
Genesis	£405.8m	£219,709	£218,721	0.5%	Neil Hadden
Gentoo Group ¹⁶	£215.3m	£245,996	£241,356	1.9%	Peter Walls
Golding Homes***	£40.2m	£131,883	£129,445	1.9%	Peter Stringer
Grand Union Housing Group ¹⁷	£63.9m	£144,375	£142,795	1.1%	Alan Humphreys
Great Places Housing Group	£103.9m	£151,775	£137,459	10.4%	Matthew Harrison
Greenfields Community Housing	£42.9m	£136,726	£132,357	3.3%	Phil Adams
GreenSquare Group	£83.8m	£143,100	£140,250	2.0%	Howard Toplis
Guinness Partnership ¹⁸	£426.0m	£273,242	£269,000	1.6%	Simon Dow
Gwalia (now part of Pobl) ¹⁹	£61.1m	£151,712	£151,000	0.5%	Professor Michael Williams

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Housing association	Turnover	Total salary 2015/16 ^{*/**}	Total salary 2014/2015 ^{*/**}	% change in total salary	Chief executive
Hanover	£116.7m	£189,865	£189,865	0.0%	Dame Clare Tickell
Hastoe	£33.6m	£140,390	£137,617	2.0%	Sue Chalkley
Havebury Housing Partnership	-	£147,969	£154,574	-4.3%	Karen Mayhew
Helm Housing Association ²⁰	£33.3m	£101,500	£96,428	5.3%	Michael McDonnell
Herefordshire Housing ²¹	£30.9m	£127,075	£125,903	0.9%	Peter Brown
Hightown Housing Association	£50.5m	£147,713	£136,868	7.9%	David Bogle
Hillcrest	£31.0m	£105,976	£95,430	11.1%	Angela Linton
Home Group ²²	£350.8m	£226,066	£216,649	4.4%	Mark Henderson
Housing & Care 21	£219.7m	£228,000	£227,000	1.8%	Bruce Moore
Housing Plus	£31.3m	£143,073	£141,487	1.1%	Debbie Griffiths
Housing Solutions	-	-	£117,665	-	John Pettitt
Hyde Group ²³	£351.0m	£251,478	£229,058	9.8%	Elaine Bailey
Incommunities ²⁴	£101.2m	£150,487	£150,665	-0.1%	Geraldine Howley
Irwell Valley	-	£197,914	£198,000	-0.04%	Tom Manion
Isos Housing Group	£80.3m	£179,697	£170,854	5.2%	Keith Loraine
Johnnie Johnson Housing Trust	£26.4m	£115,000	£105,000	9.5%	Paul Dolan
Knightstone Housing	£73.6m	£142,086	£139,300	2.0%	Nick Horne
 L&Q ²⁵	£720.0m	£355,105	£268,800	32.1%	David Montague
Link Group	£58.4m	£109,980	£107,119	2.7%	Craig Sanderson
Liverpool Mutual Homes	£72.7m	£184,305	£176,000	4.7%	Steve Coffey
Livin	£35.1m	£127,998	£127,998	0.0%	Colin Steel
Longhurst Group ²⁶	£113.0m	£154,568	£162,152	-4.7%	Bob Walder
Luminus Group	£44.7m	£176,714	£174,200	1.4%	Dr Chan Abraham
Magenta Living ^{***}	£62.2m	£148,493	£145,582	2.0%	Brian Simpson
Magna Housing Group ^{***}	£46.5m	£180,000	£169,000	6.5%	Graham Colls
Melin	£51.9m	£116,000	£112,610	3.0%	Mark Gardner
Merlin	£41.9m	£138,700	£122,000	13.7%	Robert Nettleton
Metropolitan ²⁷	£235.0m	£251,281	£228,313	10.1%	Brian Johnson
Midland Heart	£207.9m	£223,641	£204,571	9.3%	Ruth Cooke
Moat Homes	£121.0m	£206,231	£182,655	12.9%	Elizabeth Austerberry
Muir	-	£110,858	£114,211	-2.9%	Catherine Dixson
Network Homes	£311.0m	£186,864	£173,287	7.8%	Helen Evans
New Charter Group	£127.1m	£196,827	£187,017	5.2%	Ian Munro
Newlon	£84.7m	£154,376	£138,830	11.2%	Mike Hinch
Newport City Homes	£44.0m	£134,640	£132,000	2.0%	Ceri Doyle
NG Homes	£23.8m	£118,223	£116,476	1.5%	Robert Tamburrini
North Hertfordshire Homes ²⁸	£83.9m	£134,000	£134,073	-0.05%	Kevin Thompson
 Notting Hill Housing	£415.4m	£226,138	£220,138	2.7%	Kate Davies
Nottingham Community Housing	£69.2m	£134,870	£128,375	5.1%	Mike Andrews
NPT Homes	£44.6m	£123,624	£120,000	3.0%	Linda Adair Whittaker
Ocean Housing ²⁹	£49.0m	£153,750	£141,308	8.8%	David Renwick
Octavia Housing	£50.0m	£137,385	£135,165	1.6%	Grahame Hindes
One Housing Group	£244.9m	£231,475	£228,520	1.3%	Mick Sweeney
One Manchester (formerly Eastlands Homes and City South Manchester)	£57.0m	£130,000	-	-	David Power
One Vision (part of Sovini Group)	£60.6m	£178,065	£173,213	2.8%	Roy Williams
Ongo (formerly North Lincolnshire Homes)	£46.0m	£142,718	£139,040	2.7%	Andrew Orrey
 Orbit Group	£301.0m	£195,854	£205,682	-4.8%	Paul Tennant
Origin Housing	£74.5m	£139,423	£145,504	-4.2%	Karen Wilson
Paradigm Housing Group ³⁰	£105.1m	£163,000	£160,793	1.4%	Alison Hadden
Paragon Community Housing Group	-	-	£150,000	-	Dilip Kavi
 Peabody ³¹	£352.0m	£220,790	£223,060	-1.0%	Stephen Howlett
Peaks & Plains Housing ³²	£27.0m	£120,222	£117,865	2.0%	Tim Pinder
Phoenix Community Housing	£35.2m	£128,447	£124,000	3.6%	Jim Ripley
 Places for People	£616.6m	£528,870	£481,507	9.8%	David Cowans
Plus Dane Group	£101.3m	£147,391	£134,307	9.7%	Barbara Spicer
Plymouth Community Homes ³³	£66.8m	£175,483	£173,689	1.0%	Clive Turner
Poplar Harca	£57.1m	£159,197	£160,307	-0.7%	Steve Stride
Progress Housing Group	£72.4m	£164,000	£167,000	-1.8%	Jacqueline De-Rose
Queens Cross Housing Association	£23.4m	£98,773	£95,036	3.9%	Shona Stephen

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Radian	£143.2m	£180,375	£175,205	3.0%	Lindsay Todd
Raven Housing Trust	£42.0m	£130,423	£128,000	1.9%	Jonathan Higgs
RBH ³⁴	£58.3m	£121,251	£121,251	0.0%	Gareth Swarbrick
Red Kite	£36.3m	£131,330	£127,354	3.1%	Trevor Morrow
Regenda Group	£61.7m	£161,000	£161,000	0.0%	Dr Michael Birkett
RHP	£53.5m	£157,068	£159,706	-1.7%	David Done
River Clyde Homes	£27.8m	£105,000	£98,960	6.1%	Kevin Scarlett
Riverside ³⁵	£365.6m	£187,731	£183,781	2.2%	Carol Matthews
Rooftop Housing	£39.1m	£142,902	£140,063	2.0%	Ian Hughes
Saffron Housing Trust ^{***}	-	-	-	-	Adam Ronaldson
 Sanctuary Group ³⁶	£669.0m	£340,000	£319,021	6.6%	David Bennett
Saxon Weald	£43.5m	£164,000	£160,000	2.5%	David Standfast
Scottish Borders Housing Association	£20.6m	£88,657	£85,839	3.3%	Julia Mulloy
Selwood Housing Society	£35.1m	£125,330	£120,000	4.4%	Barry Hughes
Sentinel	£71.7m	£157,000	£144,411	8.7%	Mark Perry
Seren Group (now part of Pobl) ³⁷	£55.5m	£136,514	£136,000	0.4%	Amanda Davies
Sevenside	£31.0m	£136,760	£134,851	1.4%	Sarah Boden
Shepherds Bush Housing Group	£40.7m	£141,251	£139,718	1.1%	Paul Doe
Shoreline Housing Partnership	£31.4m	£117,157	£115,425	1.5%	Anthony Bramley
Southern Housing Group ^{***}	£177.5m	£208,341	£198,420	5.0%	Tom Dacey
 Sovereign ³⁸	£234.7m	£221,000	£208,205	6.2%	Ann Santry
Spectrum Housing Group	£118.6m	£173,390	£170,862	1.5%	Richard Hill
Stafford and Rural Homes	£28.1m	£128,739	£121,390	6.1%	Karen Armitage
Stonewater (formerly Jephson and Raglan) ³⁹	£172.0m	£176,277	£181,013	-2.6%	Bob Strachan
Swan Housing Association ⁴⁰	£109.9m	£210,000	£203,500	3.2%	John Synnuck
Symphony Housing Group ⁴¹	£189.5m	£185,538	£185,538	0.0%	Phil Gandy
Thames Valley Housing ⁴²	£104.0m	£192,500	£174,600	10.3%	Geeta Nanda
Thirteen Group ⁴³	£163.9m	£173,921	£176,000	-1.2%	Alison Thain
Thrive Homes	£24.4m	£132,784	£123,000	8.0%	Elsbeth Mackenzie
Together Housing Group ⁴⁴	£217.8m	£163,882	£160,929	1.8%	Steve Close
Torus (formerly Golden Gates HT and Helena Partnership) ⁴⁵	£109.5m	£181,125	-	-	Rob Young
Town & Country Housing Group	£70.7m	£143,922	£151,118	-4.8%	Bob Heapy
Trafford Housing Trust	£54.4m	£142,599	£140,859	1.2%	Matthew Gardiner
Trent & Dove ⁴⁶	£27.5m	£125,944	£116,845	7.8%	Ron Dougan
Trivallis (formerly RCT Homes)	£49.2m	£148,500	£148,500	0.0%	Andrew Lycett
United Welsh	£29.1m	£124,430	£110,901	12.2%	Anthony Whittaker
Vale of Aylesbury Housing Trust	£43.6m	£157,596	£146,630	7.5%	Matthew Applegate
Victory Housing Trust	£23.9m	£130,108	£127,969	1.7%	John Archibald
Viridian Housing ⁴⁷	£131.0m	£162,844	£150,033	8.5%	Nick Apetroaie
WDH ⁴⁸	£156.3m	£167,000	£163,000	2.5%	Kevin Dodd
Wales & West Housing ^{49 ***}	£47.9m	£133,000	£130,000	2.3%	Anne Hinchey
Walsall Housing Group	£97.3m	£179,449	£160,536	11.8%	Gary Fulford
Wandle Housing	£56.7m	£138,000	£131,629	4.8%	Tracey Lees
Waterloo Housing Group ⁵⁰	£104.6m	£189,847	£185,760	2.2%	David Pickering
Watford Community Housing Trust	£31.1m	£127,185	£127,100	0.07%	Tina Barnard
Weaver Vale Housing Trust	£32.3m	£137,244	£132,362	3.7%	Steve Jennings
Wellingborough Homes	£21.9m	£139,818	£121,000	15.6%	Jo Savage
West Kent Housing Association	£46.0m	£121,277	£118,960	2.0%	Frank Czarnowski
Westward Housing	£34.2m	£127,000	£124,000	2.4%	Barbara Shaw
 Wheatley Housing Group	£281.2m	£236,035	£220,730	6.9%	Martin Armstrong
WM Housing ⁵¹	£151.9m	£183,279	£174,049	5.3%	Pat Brandum
Wrekin Housing Trust	-	-	-	-	John Broadhead
Wulvern Housing	£29.3m	£131,038	£128,469	2.0%	Sue Lock
Wythenshawe	£65.7m	£150,556	£142,600	5.6%	Nigel Wilson
Yarlington Housing Group	£61.6m	£154,339	£152,057	1.5%	Gary Orr
Yorkshire Coast Homes	£20.9m	£103,716	£102,540	1.2%	Shaun Tymon
Yorkshire Housing	£94.7m	£152,900	£151,188	1.1%	Mervyn Jones
Your Housing Group	£195.0m	£185,504	£176,000	5.4%	Brian Cronin

*Total salary figures include the bonus and car allowance a chief executive received unless otherwise stated

**Total salary figures have been rounded to the nearest whole number

***Drawn from financial accounts

****Turnover is subject to approval

 Signifies one of the top 10 biggest builders and rank

1. Mr Mercer received a payment of £18,256 in lieu of a pension contribution

2. Career average for service after 31 October 2009

3. Ms Waby left the organisation on 31 January 2016. Greg Bacon started in May 2016

4. Adactus Housing Group does not contribute on Mr Lees' behalf into any pension scheme. The group does not operate a bonus scheme

5. Mr Bodley retired in March 2016. Mike Nicholls (group director of resources) acted as interim until the new chief executive (Louise Swain) was appointed (May 2016)

6. Pension from 1 April 2016 will be career average

7. Mr Roach is no longer a member of the pension scheme. He receives 20% basic salary in lieu of pension

8. The 2014/15 salary was for previous CEO Mick Kent

9. Financial turnover for Calico Homes only, not Calico Group

10. Mr Cahill's pension has exceeded the lifetime allowance pot

11. Michael McDonnell joined the organisation to take over from Mr Elliott in January 2016. His annualised salary was £125,000

12. Mr Doyle's salary is an annualised figure based on earnings in April and May 2015. David Cummins became managing director of City West Housing Trust in June 2015 after the housing association became part of the ForViva group

13. Employer pension contributions changes for all colleagues in August

14. Independent whole company salary review undertaken in 2015. All salaries adjusted to industry median, including CEO. Figure also includes 2.2% annual salary increase for 2015/16

15. Ms Green left the pension scheme and receives a payment in lieu – £11,800

16. Mr Walls left Gentoo Group as chief executive on September 2015. John Craggs was appointed as the new chief executive. Mr Walls was not part of a pension scheme

17. Turnover not audited yet

18. Mr Dow resigned in July 2015. Catriona Simons took over from July

2015 and her total salary was £225,000

19. Grwp Gwalia Cyf also provides care and support services. Grwp Gwalia Cyf merged with Seren Group on 1 April 2016 to form Pobl Group

20. John McPeake took over as chief executive in January 2016

21. Homes include 393 leasehold. Pension as a percentage of salary is calculated as pension contribution (£14,000) divided by emoluments before pension (£127,075)

22. Homes are 36,910 general needs, 299 intermediate rent, 6,538 supported housing, 119 care homes, 1,671 older people, 4,619 leasehold and 1,843 shared ownership

23. Hyde's total number of homes has reduced slightly as part of ongoing work to rationalise assets and engage with other associations on mutually beneficial stock swaps

24. Number of properties and turnover has increased since 2014/15 due to merger with Sadeh Lok Housing Association

25. There was also a medical benefit of £777

26. Mr Walder resigned on 30 June 2015 and was succeeded by Julie Doyle on 1 July 2015. Ms Doyle was paid a basic salary of £119,999.99

27. Part of the matched 12% pension contribution was paid as a cash allowance because of the annual allowance limit on pensions

28. Gavin Cansfield took over as chief executive from June 2015, total salary £118,000

29. The remuneration package is 50% funded from the housing association rent income and 50% funded from its commercial company, Gilbert & Goode

30. Matthew Bailes took over from Ms Hadden as permanent chief executive and took on the role in September 2015

31. Total salary also includes £2,325 benefits

32. Car allowance is 10% of base salary. Pension rate is employee rate not company rate

33. Mr Turner retired on 29 February 2016. He was replaced by John Clark

34. Switched from final salary pension to career average on 1 April 2014. RBH is a mutual housing society

35. During the year the group chief executive exited the pension arrangements offered by the group and was paid a settlement by way of an increased salary of £13,521

36. There was no employer contribution to David Bennett's pension during 2015/16

37. Seren Group merged with Grwp Gwalia Cyf to form Pobl Group in April

2016, Ms Davies now appointed as chief executive of Pobl Group

38. Ms Santry's 6.2% overall increase in salary was due to a bonus earned through meeting stretching performance targets. Basic salary changes are the result of an inclusion of a car allowance from October.

Ms Santry is not part of a pension scheme, and received a payment of 12% of her salary in lieu of a pension contribution.

39. The pension rate has risen due to the change in the assumptions used in the 2014 valuation. The increase has been partially offset by the actual earnings growth experience and the improvement in the SHPS funding level since 30 September 2011 valuation. Also, there is less time now to correct past service funding. Bob Strachan is retiring as CEO of Stonewater from 31 December 2016

40. Mr Synnuck is no longer a member of the company pension scheme, and received an equivalent contribution as a payment

41. Mr Gandy was in post as CEO up to February 2016. Bronwen Rapley took up the post of CEO from March 2016

42. In previous financial years the basic salary has been shown net of employee pension contributions

43. Ms Thain retired in June 2016 and Ian Wardle started as chief executive in July 2016

44. Financial turnover 2015/2016 – this figure is draft and is subject to change

45. The pension is now career average but was final salary up to 2014

46. Mr Dougan left in June 2015. New chief executive joined July 2015. Total salary £128,550

47. Additional responsibility allowance was paid while Mr Apetroaie was acting chief executive. Allowance ceased when he became permanent in the role of chief executive as of October 2015 and basic salary was increased accordingly

48. Full salary entitlement is not taken and directors are on the same terms and conditions as all other employees. WDH does not pay a bonus to its directors

49. Covers calendar year 2015, not financial year

50. The chief executive is provided with a group-owned vehicle for his private and business use. Nobody at Waterloo Housing Group receives any form of bonus. The chief executive's pension arrangements changed from final salary to CARE on 1 April 2016

51. Ms Brandum retired in May 2015, and was replaced by Kevin Rodgers. His total salary is £190,000