

# Housing Directors' Remuneration and Management Costs

## 2024-2025

The **Transparency, Influence and Accountability Standard** require social housing providers to be open with tenants about how resources are used. This includes publishing information on directors' remuneration and management costs, such as the total amount paid to directors, benchmarked against the number of homes managed, and overall housing management expenditure.

In addition, the **Local Government Transparency Code** supports transparency and accountability across local authorities by requiring the publication of key information, including financial data, procurement activity, and decision-making records. This promotes openness, supports scrutiny, and underpins good governance.

Due to the structure of Croydon Council, the directors (including the Chief Executive Officer) included in these calculations may only spend part of their time delivering services to council tenants. Their inclusion does not necessarily mean that their full salary or remuneration is met from the Housing Revenue Account (HRA), but their full salary has been included in the figures below as directed by the Regulator of Social Housing Guidelines.

The Housing Revenue Account is a separate account to the Council's General Fund, which supports wider day-to-day services. Instead, the Housing Revenue Account is funded primarily through tenants' rents and related charges and is used specifically to support the management and maintenance of council housing.

These are some of the terms we use:

- Remuneration – the money paid to our directors (salary)
- Housing units – the number of homes owned and/or managed by the Council.
- Period of accounting – refers to the financial year, which runs from 1 April to 31 March

Each measure is reported as a per-property figure.

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### Measure 1 – the remuneration payable to the highest paid director, relative to the size of the landlord.

How is this calculated

- Remuneration payable to the highest paid director (Chief Executive Officer), excluding their pension and national Insurance contributions, in relation to the period of account: **£199,210**
- Divided by total of housing units owned and/or managed by the Council at period end: **13,388**
- Total annual figure per unit: **£14.88**

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### Measure 2 – the aggregated amount of remuneration paid to directors, relative to the size of the landlord.

How is this calculated

- Total aggregate (meaning total) directors' remuneration (including pension and National Insurance contributions, payable to directors or former directors and the Chief Executive Officer) in relation to the period of account: **£990,028.37**

- Divided by total housing units owned and/or managed by the Council at period end: **13,388**
- Total annual figure per unit: **£73.95**

### Measure 3 – Management costs relative to the size of the landlord.

How is this calculated

- Total management costs (social housing lettings) in relation to the period of account: **£36,497,000**
- Divided by total social housing units owned and/or managed by the Council at period end: **13,388**
- Total annual cost per unit: **£2,726.10**

*Leasehold units, which for example include Right to Buy and fully stair-cased shared ownership units where the Private Registered Providers retains the freehold, are excluded from the denominator of these metrics*

Pay scales pertinent to directors

Grade	Grading Structure	* 1st Apr 2024
Chief Executive Officer		£199,210
CCOG Director Grade 5	Minimum	£154,909
	Mid-point	£157,967
	Maximum	£164,151
CCOG Director Grade 4	Minimum	£147,140
	Mid-point	£150,042
	Maximum	£153,002
CCOG Director Grade 3	Minimum	£125,873
	Mid-point	£128,360
	Maximum	£130,876
CCOG Director Grade 2	Minimum	£115,000
	Mid-point	£119,564
	Maximum	£119,564
CCOG Director Grade 1	Minimum	£104,322
	Mid-point	£106,380
	Maximum	£108,466