

06 November 2025

Dear Applicant

Our Ref: FOI 955

Your request for information has been handled under the Freedom of Information Act 2000 (FOIA).

Request

Details on the NIHE recent pay & grading review in respect of the gross increase to the top line figures across all the grades to include Directors & Assistant Directors, can you also confirm if this was back dated and please confirm the date this was paid from?

Our response

The Housing Executive's Pay and Grading Structures were reviewed in 2021.

This was the first organisational wide review of our pay and grading structures in over 30 years. As a significant project and key organisational objective, the Pay and Grading Review was published in our Corporate Strategy and annual business plans.

Approval to commence the review was provided by both the Housing Executive Board and the Department for Communities in 2020.

A procurement exercise was then undertaken to appoint an external independent specialist to conduct the review.

On completion of the independent pay and grading review, a Business Case for a new pay and grading structure was submitted in January 2022 to seek departmental approvals, with an effective date of April 2022. Final approval to implement the new pay structure was received in February 2024 and pay was backdated to the effective date.

Our pay scales are published on our website and senior pay is also published in our annual reports. You can find our pay scales here:

The Housing Executive - Careers Benefits

And the document link:

NIHE Salary Scales - from 1st April 2025

Regarding Senior Pay

Salaries for senior management within the Housing Executive were last determined around 1990 following a 'Hay' Pay and Grading Review and had not been subject to further review since.

During this significant time period, senior pay fell well below that of comparator organisations in the public sector.

The most appropriate benchmark was deemed to be a Band 1 Council. i.e. Belfast City Council, as defined by the Local Government Association in 2015.

Belfast City Council is an employer of somewhat comparable size and scale to the Housing Executive with the same terms and conditions of employment. Note however, that the Housing Executive is a larger organisation with a greater variety of statutory and other functions with a Northern Ireland wide remit.

By aligning senior pay with the Band 1 Council senior pay, this has helped bring the Housing Executive more in line with other public sector comparators for senior roles.

This concludes our response.