

## The remuneration of key management personnel for the year ended 31 March 2017

Senior Leadership Team (i)	Annualised Salary (ii) (£'000)	Gross Salary (£'000)	Performance Award (£'000)	Employer's Pension Contributions (£'000)	Benefits (£'000)	Total (£'000)
<b>Michael Lynas *</b> Chief Executive Officer	115-120	115-120	0-5	5-10	-	125-130
<b>Natasha Kizzie</b> Marketing & Communications Director	115-120	115-120	0-5	5-10	0-1	125-130
<b>Kate Wood (iii)</b> Chief People Officer	140-145	80-85	0-5	0-5	0-5	90-95
<b>Laura Gibbon</b> Director of Partnerships	75-80	70-75 (iv)	0-5	0-5	-	75-80
<b>Jeroen Sabbe (iii)</b> Director of Strategy & Implementation	70-75	30-35	0-1	0-1	-	30-35
<b>Simon Woods (iii)</b> Director of IT	95-100	15-20	- (v)	-	-	15-20

(i) Includes all current employees of the NCS Trust Senior Leadership Team who were in post for the year ended 31 March 2017

(ii) Full time equivalent salary bands

(iii) Joined in year

(iv) Based on 0.93 FTE

(v) Not eligible for performance award due to length of service

### Fair Pay Disclosure

	2017	2016
Highest paid director's remuneration *	£121,804	£124,302
Median remuneration	£40,000	£37,500
Ratio	3.05	3.31