

## Senior salary disclosure – 2022

We make publicly available the details of all Ofcom colleagues whose full-time equivalent (FTE) base salary is £150,000 per annum or more.

We report actual base salary levels for the Chief Executive and Group Directors (Table 1). We also publish base salary levels in incremental bands, at £5,000 intervals, for all other colleagues whose FTE base pay is £150,000 per annum or more (Table 2).

All data is accurate as of 1 November 2022 and is displayed in alphabetical order by surname.

**Table 1: Actual base salary levels for the Chief Executive and Group Directors**

Name	Job title	Base salary
Luisa Affuso	Group Director, Economics and Analytics and Chief Economist	239,732.50
Kevin Bakhurst	Group Director, Broadcasting and Online Content	255,750.00
Martin Ballantyne	Group Director, Legal and Enforcement and General Counsel	231,750.00
Melanie Dawes	Ofcom Chief Executive	324,450.00
Lindsey Fussell	Group Director, Networks and Communications	255,750.00
Sachin Jogia	Chief Technology Officer	272,950.00
Melissa Tatton	Group Director, Corporate and Chief Operating Officer	231,750.00
Yih-Choung Teh	Group Director, Strategy and Research	231,750.00
David Willis	Group Director, Spectrum	235,000.00

**Table 2: Base salary levels (at £5,000 intervals) for colleagues whose FTE base pay is £150,000 per annum or more**

Name	Job title	Base salary band
Gillian Whitehead*	DRCF Chief Executive Officer	230,000 – 235,000
David Clarkson	Director, Telecoms Competition	165,000 - 170,000
Nuala Cosgrove	Legal Director	165,000 - 170,000
Richard Davis	Chief Data Officer	165,000 - 170,000
Marina Gibbs	Director of Post	165,000 - 170,000
Gerald McQuaid	Director of Network Internet Security	165,000 - 170,000
Brian Potterill	Director of Mobile Network Strategy	165,000 - 170,000
Simon Redfern	Communications Director	165,000 - 170,000
Jessica Zucker	Director of Online Safety Policy	165,000 - 170,000
Gwen Morgan*	Legal Director	160,000 - 165,000
Siobhan Walsh	Director, Content Policy Team	160,000 - 165,000
Simon Leathley	Legal Director	155,000 - 160,000
Paul Phillips	Legal Director	155,000 - 160,000
Huw Saunders	Director of NI and Resilience	155,000 - 160,000
Helen Hearn	Director, Spectrum	150,000 - 154,999
Alison Marsden	Director, Content Standards Licensing and Enforcement	150,000 - 154,999

\* Employee is part-time, so here we show the FTE salary.