

Senior salary disclosure – December 2020

We make publicly available the details of all Ofcom colleagues whose full-time equivalent (FTE) base salary is £150,000 per annum or more, including those colleagues whose base salary and earnings are published in our Annual Report.

We report actual base salary levels for all members of Ofcom’s Senior Management Team and those who are members of Ofcom Boards (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 at 1 November 2020 and displayed in alphabetical order by surname.

Table 1: Base salaries for Ofcom’s Senior Management Team

Name	Job title	Base salary
Luisa Affuso	Group Director, Economics	232,750
Kevin Bakhurst	Group Dir, Broadcasting & Online Content	248,300
Melanie Dawes	Chief Executive	315,000
Lindsey Fussell	Group Dir, Networks & Communications	248,300
Philip Marnick	Group Director, Spectrum Group	232,200
Melissa Tatton	Group Corporate Director	220,000
Yih-Choung Teh	Group Director, Strategy	210,000

Table 2: Base salary bands for colleagues whose pay is £150,000 per annum or more

Name	Job title	Base salary band
Simon Leathley	Legal Director	150,000 - 154,999
Alison Marsden	Dir, Content Standards Licensing & Enforcement	150,000 - 154,999
Paul Phillips	Legal Director	150,000 - 154,999
Gaucht Rasmussen	Director of Investigations & Enforcement	150,000 - 154,999
Huw Saunders	Director Network Infrastructure	150,000 - 154,999
Gwen Morgan	Legal Director	155,000 - 159,999
Siobhan Walsh	Director, Content Policy Team	155,000 - 159,999
Brian Potterill	Director, Mobile Network Strategy	160,000 - 164,999
David Clarkson	Director, Telecoms Competition	165,000 - 169,999
Nuala Cosgrove	Legal Director	165,000 - 169,999
Marina Gibbs	Director, Post Competition	165,000 - 169,999
David Matthew	Economic Director	165,000 - 169,999
Geoffrey Myers	Director, Competition Economics	165,000 - 169,999
Simon Saunders	Director, Emerging Technology	165,000 - 169,999
Martin Ballantyne	General Counsel (Interim)	190,000 - 194,999