

## Senior Salary Disclosure – 2023

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 permanently appointed 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). This data does not feature colleagues who are serving notice or within a probation period.

All data is accurate as of 31 October 2023 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 & Analytics	251,750.00
Martin Ballantyne	General Counsel	251,750.00
Melanie Dawes	Chief Executive	350,000.00
Lindsey Fussell	Group Director, Networks and Communications	268,550.00
Melissa Tatton	Group Corporate Director	243,350.00
Yih-Choung Teh	Group Director, Strategy and Research	243,350.00
Gillian Whitehead	Group Director, Online Safety	299,250.00
David Willis	Group Director	246,750.00

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

Name	Business Title	Base Salary Band
Julian Ashworth	Strategy and Policy Director	175,000 - 180,000
David Brown	Regulatory Finance Director	155,000 - 160,000
Mark Bunting	Online Safety Strategy Delivery Director	165,000 - 170,000
Camilla Bustani	International Policy Director	150,000 - 155,000
Selina Chadha	Director of Connectivity	150,000 - 155,000
Yoon Sun Chang	Director, Strategy and Policy	150,000 - 155,000
David Clarkson	Director, Telecoms Competition	175,000 - 180,000
Nuala Cosgrove	Legal Director	175,000 - 180,000
Neil Davies	Legal Director	160,000 - 165,000

<b>Richard Davis</b>	Chief Data Officer	175,000 - 180,000
<b>Marina Gibbs</b>	Director of Post	175,000 - 180,000
<b>Helen Hearn</b>	Spectrum Transformation and Authorisation Policy Director	160,000 - 165,000
<b>Simon Leathley</b>	Legal Director	165,000 - 170,000
<b>Alison Marsden</b>	Director, Content Standards Licensing and Enforcement	160,000 - 165,000
<b>Gerald McQuaid</b>	Director Telecoms and Internet Security	175,000 - 180,000
<b>Gwen Morgan</b>	Legal Director	165,000 - 170,000
<b>Paul Phillips</b>	Legal Director	165,000 - 170,000
<b>Brian Potterill</b>	Director of Mobile Network Strategy	175,000 - 180,000
<b>Simon Redfern</b>	Communications Director	175,000 - 180,000
<b>Tania Van Den Brande</b>	Economics Director	150,000 - 155,000
<b>Siobhan Walsh</b>	Interim Group Director, Broadcasting and Media Group	170,000 - 175,000
<b>Jessica Zucker</b>	Online Safety Policy Development Director	175,000 - 180,000