

Senior Salary Disclosure – 2024

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).

This data does not include any Ofcom colleagues who are within their probation period or serving notice.

All data is accurate as of 31 October 2024. An * denotes an employee who is working part-time and whose salary is showed as an FTE.

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

Name	Job Title	Base Salary
Melanie Dawes	Chief Executive	357,000.00
Cristina Nicolotti Squires	Group Director	273,921.00
Melissa Tatton	Group Corporate Director	256,800.00
Luisa Affuso	Group Director, Economics & Analytics	256,785.00
Martin Ballantyne	General Counsel	256,785.00
David Willis	Group Director	251,685.00
Yih-Choung Teh	Group Director, Strategy and Research	250,000.00

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
Almudena Lara	Online Safety Policy Development Director	180,000 - 185,000
Nuala Cosgrove	Legal Director	180,000 - 185,000
Marina Gibbs	Director, Policy	180,000 - 185,000
Jessica Zucker	Online Safety Policy Development Director	180,000 - 185,000
Gerald McQuaid	Director, Telecoms and Internet Security	180,000 - 185,000
Simon Redfern	Communications Director	180,000 - 185,000
Brian Potterill	Director, Policy	180,000 - 185,000
Katherine Jones	CEO, Digital Regulation Cooperation Forum	175,000 - 180,000
Siobhan Walsh	Director of Policy Development	170,000 - 175,000

Gwen Morgan	Legal Director	170,000 - 175,000
Paul Phillips	Legal Director	170,000 - 175,000
Simon Leathley*	Legal Director	170,000 - 175,000
Mark Bunting	Online Safety Strategy Delivery Director	170,000 - 175,000
Robin Finer*	Director, Economics	165,000 - 170,000
Alison Marsden	Director, Content Standards Licensing and Enforcement	165,000 - 170,000
Neil Davies	Legal Director	160,000 - 165,000
Yoon Sun Chang	Director, Strategy and Policy	150,000 - 155,000
Camilla Bustani	International Policy Director	150,000 - 155,000
Gary Clemo	Director, Data	150,000 - 155,000