



Annex to the BBC
Annual Report and
Accounts 2016/17

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Presented to Parliament by the Secretary of State
for Culture, Media and Sport by command of Her Majesty

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BBC Pay Disclosures

July 2017

Report from the BBC Remuneration Committee of people paid more than £150,000 of licence fee revenue in the financial year 2016/17

Senior Executives

Since 2009, we have disclosed salaries, expenses, gifts and hospitality for all senior managers in the BBC, who have a full time equivalent salary of £150,000 or more or who sit on a major divisional board.

Under the terms of our new Charter, we are now required to publish an annual report for each financial year from the Remuneration Committee with the names of all senior executives of the BBC paid more than £150,000 from licence fee revenue in a financial year. These are set out in this document in bands of £50,000.

	Band	Name	Role
	Director-General		
	£450,000 - £499,999	Tony Hall	Director-General
	Executive Committee		
	£200,000 - £249,999	Ken MacQuarrie	Director, Nations and Regions
	£250,000 - £299,999	James Purnell	Director, Radio and Education
	£300,000 - £349,999	James Harding	Director, News and Current Affairs
		Valerie Hughes-D'Aeth	Group HR Director
		Mark Linsey	Director, BBC Studios
		Charlotte Moore	Director, BBC Content
		Matthew Postgate	Chief Technology and Product Officer
	£400,000 - £449,999	Anne Bulford	Deputy Director-General
	Corporate Functions		
Off-air	£150,000 - £199,999	Shirley Cameron	Group Financial Controller
		Rachel Currie	HR Director, Content, Radio and Education
		Pipa Doubtfire	Head of Revenue Management
		Peter Farrell	Head of Legal
		James Heath	Director, Policy and Charter
		David Jordan	Director, Editorial Policy and Standards
		Gautam Rangarajan	Director, Strategy
		Peter Ranyard	Assistant General Counsel
		John Shield	Director, Communications
		Charlie Villar	Director, Corporate Finance

	Band	Name	Role	
Off-air	£200,000 - £249,999	Joe Godwin	Director, BBC Academy	
		Ian Haythornthwaite	Director, Finance	
		Sarah Jones	Group General Counsel	
	£300,000 - £349,999	Bal Samra	Commercial Director	
	Design and Engineering			
	£150,000 - £199,999	Jatin Aythora	Chief Architect	
		Andy Baker	Director, Engineering Operations	
		Colin Burns	Chief Design Officer	
		Kieran Clifton	Director, Distribution and Business Development	
		Chris Condron	Director, Product and Systems	
		Andy Conroy	Controller, Research and Development	
		Richard Cooper	Controller, Digital Distribution	
		Mike Ford	Programme Director	
		Sarah Hayes	Director, BBC Archives	
		Stuart Page	Director, Product and Systems	
		Neelay Patel	Director, Product and Systems TV	
		Gary Payne	Chief Information Security Officer	
		Robin Pembroke	Director, Product and Services	
	Andrew Scott	Launch Director, MyBBC		
	Marketing and Audiences			
	£150,000 - £199,999	Justin Bairamian	Director, Marketing and Audiences Creative	
		Charlotte Lock	Director, Marketing and Audiences, Content, Radio and Education	
		Nick North	Director, Audiences	
Cary Wakefield		Director, Marketing and Audiences, Television		
£200,000 - £249,999	Philip Almond	Director, Marketing and Audiences		
Nations and Regions				
£150,000 - £199,999	Peter Johnston	Director, BBC Northern Ireland		
	Donalda MacKinnon	Director, BBC Scotland		
	Bruce Malcolm	Head of Service Development, BBC Scotland		
	Rhodri Talfan Davies	Director, BBC Wales		

	Band	Name	Role
Off-air	Content		
	£150,000 - £199,999	Christopher Aird	Commissioning Editor, Drama
		Philip Bernie	Head of TV Sport
		Helen Blenkinsop	Head of Network Supply
		Richard Dawkins	Chief Operating Officer
		Cassian Harrison	Channel Editor, BBC Four
		Patrick Holland	Channel Editor, BBC Two
		Elizabeth Kilgarriff	Commissioning Editor, Drama
		Alison Kirkham	Controller, Factual Commissioning
		Sonia Magris	Finance Director, Content
		Tom McDonald	Head of Commissioning, Factual
		Dan McGolpin	Controller, BBC Daytime and Portfolio Planning
		Lucy Richer	Commissioning Editor, Drama
	£200,000 - £249,999	Shane Allen	Controller, Comedy Commissioning
		Damian Kavanagh	Controller, BBC Three
		Barbara Slater	Director, BBC Sport
	Studios		
	£150,000 - £199,999	Samantha Anstiss	Creative Director
		Sam Bickley	Creative Director
		Andrew Cohen	Head of Science Factual Production
		Mark Cooper	Head of TV Music
		Tessa Finch	Head of Development Television, Content
		Mark Hedgecoe	Head of Factual, Scotland
Roger Leatham		Director, Entertainment, Music	
Brian Minchin		Executive Producer, Drama	
Sean O'Connor		Executive Producer, Drama	
Damon Pattison		Head of Development	
Clare Pizey		Executive Producer, Top Gear and Charity Events	

	Band	Name	Role
	£150,000 - £199,999	Hilary Salmon	Head of Drama, England
		Jabbar Sardar	HR Director, BBC Studios
		Chris Sussman	Head of Comedy
	£200,000 - £249,999	Nicholas Betts	Director, Scripted Production
		Anna Mallett	Chief Operating Officer
		Stephen McCrum	Executive Producer, Comedy
		Michael Mosley	Executive Producer
		Lisa Opie	Director, Factual Production
News and Current Affairs			
Off-air	£150,000 - £199,999	Keith Blackmore	Managing Editor
		Fiona Campbell	Controller, BBC News, Mobile and Online
		James Gray	Deputy Head of Current Affairs
		Dale Haddon	HR Director, News
		Mary Hockaday	Controller, World Service English
		David Holdsworth	Controller, English Regions
		Ian Katz	Editor
		Jonathan Munro	Head of Newsgathering
		Adrian Van Klaveren	Head of Strategic Change, World Service
	£200,000 - £249,999	Francesca Unsworth	Director, World Service Group
Radio and Education			
	£150,000 - £199,999	Helen Bullough	Head of CBBC Production
		Jonty Claypole	Director, Arts
		Ben Cooper	Controller, Radio 1 and IExtra
		Alan Davey	Controller, Radio 3
		Mark Friend	Controller, Radio and Music Multiplatform
		Cheryl Taylor	Controller, CBBC
		Alice Webb	Director, Children's
		Gwyneth Williams	Controller, Radio 4 and Radio 4 Extra
£200,000 - £249,999	Graham Ellis	Controller, Production	
£250,000 - £299,999	Bob Shennan	Director, Radio and Music	

	Band	Name	Role
Off-air	Former Staff		
	£150,000 - £199,999	Aaqil Ahmed	Head of Religion and Ethics
		Mark Harrison	Director, Digital Transformation and Delivery
		Natalie Humphreys	Controller, Factual and Daytime Production
		Emma Swain	Director, Future Commissioning
		Alex Towers	Director, BBC Trust
£350,000 - £399,999	Helen Boaden	Director, Radio	

Specialist Contractors and on-air talent

We are also required to list the names of other people working for the BBC, paid more than £150,000 from licence fee revenue in a financial year; set out in pay bands. We show these below grouped by category. We are required to publish payments made from licence fee revenue to people working under a contract for services. Consequently, these figures exclude amounts from: commercial investments into programmes; any payments made by our commercial entities, such as BBC Worldwide; payments made by independent producers; royalties; and repeat fees. Expenses are also excluded.

	Band	Name	Role
Off-air	Specialist Contractors and Writers		
	£150,000 - £199,999	Daryl Bramley	Programme Manager
		Colin Brown	Identity Architect
		Roy Clarke	Writer
		Patrick Foody	Analytics Architect
		Claire Hetherington	IT Programme Manager
		James Hewines	Technical Project Manager
		Daran Little	Writer
		Ruth Moreland	Project Manager
		Andy Pryor	Casting Director
		Terence Reeves	Service Architect
		Noel Scotford	Programme Manager
Richard Smith	Integration Lead		

	Band	Name	Role
On-air talent and contributors	TV Scripted (Drama and Comedy)		
	£150,000 - £199,999	Laurie Brett	Actor
		Letitia Dean	Actor
		Tameka Empson	Actor and contributor
		Guy Henry	Actor
		Linda Henry	Actor
		Scott Maslen	Actor
		Diane Parish	Actor
		Hugh Quarshie	Actor
		Jemma Redgrave	Actor
		Tim Roth	Actor
		Catherine Shipton	Actor
		Gillian Taylforth	Actor
		Lacey Turner	Actor
	£200,000 - £249,999	Peter Capaldi	Actor
		Danny Dyer	Actor
		Emilia Fox	Actor
		David Jason	Actor
		Rosie Marcel	Actor
		Adam Woodyatt	Actor
£250,000 - £299,999	Amanda Mealing	Actor	
£350,000 - £399,999	Derek Thompson	Actor	

	Band	Name	Role
On-air talent and contributors	TV Non-Scripted (Factual and Entertainment)		
	£150,000 - £199,999	Darcey Bussell	Contributor
		Mel Giedroyc	Presenter
		Craig Horwood	Contributor
		Paul Martin	Presenter
		Simon Schama	Presenter
	£200,000 - £249,999	Gary Barlow	Contributor
		Len Goodman	Contributor
		Dannii Minogue	Contributor
		Bruno Tonioli	Contributor
		Alan Yentob	Presenter
	£300,000 - £349,999	Nick Knowles	Presenter
	£350,000 - £399,999	Tess Daly	Presenter
	£400,000 - £449,999	Alex Jones	Presenter
	News and Current Affairs		
	£150,000 - £199,999	Kamal Ahmed	Correspondent
		Jeremy Bowen	Correspondent
		Ben Brown	Presenter
		Mark Easton	Correspondent
		Gavin Esler	Presenter
James Naughtie		Correspondent and presenter	
John Pienaar		Correspondent	
Sophie Raworth		Presenter	
John Simpson		Correspondent	
Kirsty Wark		Presenter	
Justin Webb		Presenter	

	Band	Name	Role	
On-air talent and contributors	£200,000 - £249,999	Victoria Derbyshire	Presenter	
		Mishal Husain	Presenter	
		Martha Kearney	Presenter	
		Laura Kuenssberg	Correspondent	
		Andrew Neil	Presenter	
		Jonathan Sopel	Correspondent	
	£250,000 - £299,999	George Alagiah	Presenter	
		Nicholas Robinson	Presenter	
	£300,000 - £349,999	Eddie Mair	Presenter	
	Radio			
	£150,000 - £199,999	Adrian Chiles	Presenter	
		Greg James	Presenter	
		Shaun Keaveny	Presenter	
		Moira Stuart	Presenter	
		Jo Whiley	Presenter	
	£200,000 - £249,999	Mark Radcliffe	Presenter	
	£250,000 - £299,999	Ken Bruce	Presenter	
		Scott Mills	Presenter	
		Trevor Nelson	Presenter	
	£300,000 - £349,999	Lauren Laverne	Presenter	
	£350,000 - £399,999	Vanessa Feltz	Presenter	
Nicholas Grimshaw		Presenter		
Simon Mayo		Presenter		
£400,000 - £449,999	Nicky Campbell	Presenter		
£500,000 - £549,999	Steve Wright	Presenter		
Sport				
£150,000 - £199,999	Jonathan Agnew	Presenter and commentator		
	Clare Balding	Presenter		
	Jonathan Davies	Contributor		
	John McEnroe	Presenter and commentator		

	Band	Name	Role
On-air talent and contributors	£200,000 - £249,999	John Inverdale	Presenter
		Gabby Logan	Presenter
	£250,000 - £299,999	Jason Mohammad	Presenter
	£300,000 - £349,999	Sue Barker	Presenter
	£400,000 - £449,999	Alan Shearer	Presenter
	£1,750,000 - £1,799,999	Gary Lineker	Presenter
	Multi-genre		
	£150,000 - £199,999	Naga Munchetty	Presenter and Contributor
	£200,000 - £249,999	Mark Chapman	Presenter
		Jools Holland	Presenter
		Dan Walker	Presenter
	£250,000 - £299,999	Zoe Ball	Presenter
		Brian Cox	Presenter
		Evan Davis	Presenter
	£350,000 - £399,999	Fiona Bruce	Presenter
	£400,000 - £449,999	Andrew Marr	Presenter
		Stephen Nolan	Presenter
	£450,000 - £499,999	Matt Baker	Commentator and Presenter
		Claudia Winkleman	Presenter
	£550,000 - £599,999	Huw Edwards	Presenter
£600,000 - £649,999	John Humphrys	Presenter	
£700,000 - £749,999	Jeremy Vine	Presenter	
£850,000 - £899,999	Graham Norton	Presenter	
£2,200,000 - £2,249,999	Chris Evans	Presenter	

This table is based on monies paid in the financial year 2016/17. For four individuals, the timing of cash payments made in the financial year materially distorts their banding. We have therefore fairly reflected the substance of these payments in the table. In the case of two of these individuals, material payments that took place between the end of the financial year and the date of this report which relate to work done in 2016/17 have been included. In the case of the other two individuals, payments in relation to long-term agreements have been apportioned evenly over the contract term.



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