



Information Policy & Compliance
bbc.co.uk/foi



25 June 2009

Dear 

RFI20090751 - Freedom of Information request

Thank you for your email of 20th May 2009 requesting the following information under the Freedom of Information Act 2000 ("the Act"):

Please provide the names, roles and pay bands of the top 50 highest paid senior managers at the BBC. Please include in this members of the executive board, directors, controllers, deputy directors, divisional heads, project directors, Chief Executive Officers and any other relevant roles. Please provide the most recent data available.

Please find attached details of salary bands and roles of the fifty highest earning employees, as at 7th May 2009. This excludes information on staff within commercial subsidiaries - BBC Resources Ltd, UKTV, BBC World and BBC Worldwide Ltd. The data refers to basic salary (including London weighting, excluding allowances). The salary details have been provided in bands of £30,000. This is in line with previous decisions of the Information Commissioner ('ICO') (see, for example: FS50067416).

Selection of the top 50

In identifying the top 50, the BBC has followed recent decisions of the ICO relating to BBC personnel. The top 50 staff are those who meet the two-part test applied by the ICO in the BBC decisions: namely whether the individuals have significant responsibility for the expenditure of public funds and/or the creation of public policy. This includes such persons as those on the Executive Board of the BBC, with the remainder at the level of Controller, Head of Department or Director.

Individuals engaged by the BBC as talent have not been included in this list. This is in line with recent decisions of the Information Commissioner where the Commissioner decided that, unlike senior BBC employees, such as those listed in the appendix, the roles undertaken by "talent" did



not relate to the performance of a public function involving the spending of public money and/or the taking of influential policy decisions. Consequently, individuals in those cases had a reasonable expectation that their personal data would not be disclosed and it would be unfair and a breach of section 40(2) of the Act to do so (see, for example: FS50067416). We have therefore excluded any talent information from this list.

Senior Management Pay

The BBC recognises that the salary levels of senior managers in any large scale organisation can often seem high but these very senior managers are directly responsible for both large sums of public money and the huge amount of output produced across all parts of the BBC. Those who pay the Licence Fee rightly expect the highest quality programmes and services that we can offer them and we therefore have to attract the best creative talent in a very competitive broadcasting marketplace to ensure that this occurs.

You may wish to know how the BBC sets the levels of pay for staff as senior as those represented on the attachment. At the highest level the Remuneration Strategy for Executive Directors is set out in the Remuneration Report, in the Annual Report and Accounts. In summary, the pay of the Executive Directors is set by the Executive Board Remuneration Committee within the remuneration strategy approved by the BBC Trust. The remuneration strategy is to position salaries at competitive levels i.e. the median, but not to lead the market.

With respect to other Senior Managers, their roles are assessed in terms of size and scope using the Hay Group job evaluation methodology. Salaries are determined by taking into account factors such as the pay of other internal staff and the salaries for roles of similar size and scope in other organisations.

Appeal Rights

If you are not satisfied with this response you have the right to an internal review by a BBC senior manager or legal adviser. Please contact us at the address above, explaining what you would like us to review and including your reference number. If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, telephone 01625 545 700 or see <http://www.ico.gov.uk/>

Yours sincerely,

James Leaton Gray
Head, Information Policy & Compliance

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Name	Title	Salary Band 7 May 09
Mark Thompson	Director General	£647k*
Mark Byford	Deputy Director General	£459k*
Timothy Davie	Director, Audio & Music	£314k*
Jana Bennett	Director BBC Vision	£406k*
Zarin Patel	Chief Financial Officer	£329k*
John Smith	Chief Executive, BBC Worldwide	£380k**
Caroline Thomson	Chief Operating Officer	£328k*
Peter Salmon	Director BBC North	£370k < £400k
Alan Yentob	Creative Director, BBC Finance	£310k < £340k***
Erik Huggers	Director, Future Media & Technology	£310k < £340k
Helen Boaden	Director BBC News	£310k < £340k
Sharon Baylay	Director Marketing, Communications & Audiences	£310k < £340k
Balraj Samra	Director of Vision Operations, BBC Vision	£280k < £310k
Pat Loughrey	Director, Nations & Regions	£280k < £310k
Richard Sambrook	Director, BBC Global News	£280k < £310k
Dominic Coles	Chief Operating Officer, BBC Journalism	£250k < £280k
Jay Hunt	Controller BBC One, BBC Vision	£250k < £280k
Roland Keating	Director of Archive Content, BBC Vision	£250k < £280k
Daniel Cohen	Controller, BBC Three, BBC Vision	£220k < £250k
Ed Williams	Director of Communications, Marketing, Communications & Audiences	£220k < £250k
Janice Hadlow	Controller BBC2, BBC Vision	£220k < £250k
John Linwood	Chief Technology Officer, Future Media & Technology	£220k < £250k
John Yorke	Controller Drama Production, BBC Vision	£220k < £250k
Julie Gardner	Head, Ind Drama Commissioning, Nations & Regions	£220k < £250k
Nicholas Kroll	Director BBC Trust	£220k < £250k
Richard Deverell	Controller, BBC Children's, BBC Vision	£220k < £250k
Roger Mosey	Director, London 2012	£220k < £250k
Andrew Parfitt	Controller, R1/IXtra/Asian Network, Audio & Music	£190k < £220k
Andy Griffie	Editorial Director, Project W1, Operations	£190k < £220k
Anne Morrison	Controller, Network Production, Nations & Regions	£190k < £220k
Chris Day	Group Financial Controller, BBC Finance	£190k < £220k
Chris Kane	Head of Corporate Real Estate, Operations Group	£190k < £220k
Dorothy Prior	Controller Production Resource, BBC Finance	£190k < £220k
Emma Swain	Head of In-House Commissioning, BBC Vision	£190k < £220k
Graham Ellis	Controller Production, Audio & Music	£190k < £220k
John Vickerman	HR Shared Services Director, BBC People	£190k < £220k
Liam Keelan	Controller, BBC Daytime, BBC Vision	£190k < £220k
Mark Damazer	Controller, Radio 4 & Radio 7, Audio & Music	£190k < £220k
Mike Goodie	Director Employee Relations & People Strategy, BBC People	£190k < £220k
Nicholas Eldred	Group General Counsel & Secretary, Operations Group	£190k < £220k
Peter Horrocks	Director World Service	£190k < £220k
Peter White	Chief Executive Officer, DSHS Ltd	£190k < £220k
Richard Klein	Controller, BBC Four, BBC Vision	£190k < £220k
Robert Shennan	Controller Radio 2 & 6Music, Audio & Music	£190k < £220k
Roger Wright	Controller, R3, Audio & Music	£190k < £220k
Stephen Mitchell	Head of Multimedia Programmes, BBC News	£190k < £220k
Tom Archer	Controller, Factual Production, BBC Vision	£190k < £220k
George Entwistle	Controller, Knowledge Commissioning, BBC Vision	£160k < £190k
Jonathan Beazley	Controller, Entertainment Production, BBC Vision	£160k < £190k
Nicholas Brown	Director, Drama Production, BBC Vision	£160k < £190k

Data refers to basic salary (including London Weighting, excluding allowances) ; information correct as at 7 May 2009

Excludes information on staff within commercial subsidiaries - BBC Resources Ltd, UKTV, BBC World and BBC Worldwide Ltd

* Base salary for members of the Executive Board as published in 2007/2008 Annual Report & Accounts.

** John Smith's salary has been fully funded by BBC Commercial Businesses since 1 September 2006. He is included here as he sits on the BBC's Executive Board

***Alan Yentob's salary is the full-time equivalent of his pro rata salary for reduced hours.