

The Nanny State Rich List 2018

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Introduction

When we last published the Nanny State Rich List, it was clear that the influence of public health organisations was increasing. In 2016, the sugar tax had just been signed into law, yet its implementation remained years away and the debate over the merits of the tax remained very much ongoing. Recent proposals however go further. The sugar tax has already seen soft drink sugar levels reduced by 11 per cent¹, now milk-based drinks are next on the list². But beyond government, stricter proposals abound. Pressure group Action on Sugar has called for high-sugar milkshakes to be banned outright³, whilst an Oxford study has suggested processed meat be taxed by up to 79 per cent⁴.

The proposed and enacted forms of taxation overwhelmingly harm those on lower incomes by increasing the costs of everyday products. These additional taxes on food and drink products merely create a prohibition by income.

This research note outlines the remuneration received by senior staff working within public health in England, Scotland, Wales and Northern Ireland. This takes into account our 2016 research under the same title to illustrate that since then public health groups have become ever more empowered within government at increasingly greater expense to the taxpayer.

Key findings:

Overall findings⁵

- Britain's **10** best paid public health employees all receive above **£200,000**, with **2** individuals receiving over **£300,000**. This is in contrast to **2014-15** when just **3** public health employees received above **£200,000**.
- When excluding the directors of public health in local authorities, the total number of public health employees in the UK receiving over **£100,000** has increased from **223** in **2014-15** to **266**.
- Featured in the Nanny State Rich List for the first time, the Director of Public Health for Northern Ireland is amongst those earning over **£200,000**.

Public Health England (PHE)

- PHE has **241** employees in receipt of total remuneration in excess of **£100,000**, an increase of **17** per cent, or **42** employees.
- The number of PHE employees earning over **£150,000** has almost doubled from **7** in **2014-15** to **13**.

¹ Public Health England, *Sugar reduction and wider reformulation programme: Report on progress towards the first 5% reduction and next steps*, May 2018, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/709008/Sugar_reduction_progress_report.pdf, (accessed 10th December 2018)

² Public Health England, *Sugar reduction: juice and milk based drinks*, May 2018, https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/708930/Sugar_reduction_juice_and_milk_based_drinks.pdf, (accessed 10th December 2018).

³ Action on Sugar, *Call for ban on excessively high sugar and calorie milkshakes sold in high street restaurants & fast food chains*, 13 November 2018, <http://www.actiononsugar.org/news-centre/press-releases/2018/call-for-ban-on-excessively-high-sugar-and-calorie-milkshakes-sold-in-high-street-restaurants--fast-food-chains.html>, (accessed 10th December 2018).

⁴ BBC, *Should there be a tax on red meat?* 07 November 2018, <https://www.bbc.co.uk/news/uk-46122227>, (accessed 16 November 2018).

Note the meat tax proposals are based on [a study](#) from the Oxford Martin School at the University of Oxford, which propose a 20 per cent tax on un-processed meat and a 79 per cent tax on processed meat.

⁵ All information unless explicitly stated otherwise (as in the use of 2014-15 figures) is from the fiscal year 2017-18.

- Whilst just **1** individual working for PHE received total remuneration in excess of **£200,000** in **2014-15**, that number has now **quadrupled**, with **4** individuals now receiving this high figure.

Public Health Wales and Welsh University Health Boards

- Public Health Wales has **7** employees on the payroll in receipt of total remuneration in excess of **£100,000**, **4** of whom receive in excess of **£150,000**. This is in contrast to just **2** employees receiving over **£150,000** in **2014-15** and **5** then receiving over **£100,000**.
- The average salary being paid to public health directors at the various Welsh University Health Boards (UHBs) has risen to **£187,583** from **£124,500** in **2014-15**, an average pay increase of **51%** in **3** years.

Public Health Agency Northern Ireland

- The Northern Irish director of public health has received a pay rise of approximately **£65,000** since **2014-15** with total present remuneration of **£207,500**. This is in addition to **2** other members of staff receiving total remuneration in excess of **£100,000**.

Scottish NHS trusts

- The public health director for NHS Western Isles has seen total remuneration rise by over **£50,000** since **2014-15** for the same position.
- Though not meeting the **£100,000** threshold in **2014-15**, NHS Dumfries and Galloway's public health director in **2017-18** received total remuneration of **£152,500**.
- Though the comparative image of the Scottish NHS trusts at first appears positive, NHS Greater Glasgow and Clyde, NHS Highland and NHS Tayside have not yet published their **2017-18** annual accounts and thus are excluded from this report.

Local Authorities

- Lesley Mountford, director of public health for Stoke-on-Trent City Council received total remuneration of **£369,579**. This included compensation for loss of office.
- On average, local authorities have reduced the amount paid to public health directors since **2014-15**. There are however still **17** local authorities whose public health directors earn over **£150,000**.
- The top paid local authority public health directors include:
 - Lesley Mountford, who worked for Stoke-on-Trent City Council as director of public health, received **£369,579**.
 - As director of wellbeing, public health and communities for Essex County Council, Mike Gogarty received total remuneration of **£194,020**.
 - Tracy Daszkiewicz received **£189,507** working for Wiltshire Council.
 - John Linanne of Warwickshire County Council was in receipt of a total of **£184,270**.
 - Bromley Council paid director of public health Nada Lemic a total of **£183,873**.
 - As chief officer for communities, public health, environment and prosperity, Virginia Pearson was paid a total of **£181,462** from Devon County Council.
 - Steve Whiteman was paid **£178,492** by the Royal Borough of Greenwich.

2014-15 and 2017-18 comparisons

Table 1: public health staff earning over £300,000 in 2014-15 and 2017-18 by organisation type.

Organisation	2014-15	2017-18
Public Health England	0	1
Public Health Wales & Welsh UHBs	0	0
Scottish NHS trusts	0	0
Public Health Agency NI*	0	0
Local Authorities	0	1
Total	0	2

*Public Health Agency NI was not present in the 2014-15 report. As such wages for that year have been reported retrospectively based on the Public Health Agency NI 2014-15 annual accounts.

Table 2: public health staff earning over £200,000 in 2014-15 and 2017-18 by organisation type.

Organisation	2014-15	2017-18
Public Health England	1	4
Public Health Wales & Welsh UHBs	0	3
Scottish NHS trusts	0	1
Public Health Agency NI	0	1
Local Authorities	2	1
Total	3	10

Table 3: public health staff earning over £150,000 in 2014-15 and 2017-18 by organisation type.

Organisation	2014-15	2017-18
Public Health England	7	13
Public Health Wales & Welsh UHBs	3	8
Scottish NHS trusts	6	4
Public Health Agency NI	1	1
Local Authorities	27	17
Total	44	43

Table 4: public health staff earning over £100,000 in 2014-15 and 2017-18 by organisation type.

Organisation	2014-15	2017-18
Public Health England	199	241*
Public Health Wales & Welsh UHBs	10	13
Scottish NHS trusts	11	9
Public Health Agency NI	3	3
Local Authorities	105	87
Total	325	353

*This total was received through an FOI request.

Complete 2017-18 data

Table 5: senior salaries in Public Health England 2017-18.

Name	Position	Total remuneration (£)
Paul Cosford*	Director for Health Protection and Medical Director	309,500
Adrian Masters	Director of Strategy	217,500
Michael Brodie	Finance and Commercial Director	211,000
Paul Johnstone*	Regional Director, North of England	202,500
Rashmi Shukla**	Regional Director, Midlands and East of England	198,500
Duncan Selbie	Chief Executive	187,500
Richard Gleave	Deputy Chief Executive and Chief Operating Officer	187,000
John Newton*	Director of Health Improvement	185,500
Yvonne Doyle*	Regional Director, London	182,500
Derrick Crook	Director, National Infection Service	179,500
Alex Sienkiewicz	Director of Corporate Affairs	176,000
Lee Bailey	Director of Communications	162,500
Deborah McKenzie	Chief People Officer	157,500
Jenny Harries	Regional Director, South of England	132,500
Viv Bennett	Chief Nurse	122,500

*Includes Clinical Excellence Award.

**Includes backdated pay award from March 2016 and Clinical Excellence Award.

Table 6: senior salaries in Public Health Wales 2017-18.

Name	Position/Employer	Total Remuneration (£)
Sandra Husbands	Abertawe Bro Morgannwg UHB	247,500
Teresa Owen	Betsi Cadwaladr UHB	210,500
Dr Sarah Aitken	Aneurin Bevan UHB	200,500
Dr Tracey Cooper	Chief Executive Public Health Wales	185,500
Dr Quentin Sandifer	Executive Director of Public Health Services	179,500
Kelechi Nnoaham	Cwm Taf UHB	179,500
Dr Christine Pickin	Executive Director of Health and Wellbeing	163,500
Huw George	Deputy Chief Executive & Executive Director of Operations & Finance	157,500
Prof. Mark Bellis	Director of Policy Research & International Development	146,500
Sharon Hopkins*	Cardiff and Vale UHB	145,000
Catherine Woodward	Powys Teaching Health Board	142,500**

Name	Position/Employer	Total Remuneration (£)
Phil Bushby	Director of People and Organisational Development	121,500
Rhiannon Beaumont-Wood	Executive Director of Nursing and Quality	108,500

*Served as interim chief executive and deputy chief executive in addition to public health role.

**Remuneration by salary only.

Table 7: Public Health Agency Northern Ireland with total remuneration greater than £100,000 in 2017-18.

Name	Position	Total Remuneration (£)
Dr Carolyn Harper	Director of Public Health	207,500
Edmond McClean	Director of Operations/Deputy Chief Executive	132,500
Mary Hinds	Director of Nursing and Allied Health Professionals	112,500

Table 8: Scottish NHS trusts' public health directors with total remuneration greater than £100,000 in 2017-18.

Name	Employer	Total Remuneration (£)
Maggie Watts	NHS Western Isles	201,500
Tim Patterson	NHS Borders	170,300
Graham Foster	NHS Forth Valley	157,500
Michele McCoy	NHS Dumfries & Galloway	152,500
Dr Margaret Hannah	NHS Fife	132,500
Gabe Docherty	NHS Lanarkshire	134,500
Alison McCallum	NHS Lothian	132,500
Susan Webb	NHS Shetland	126,500
Louise Wilson	NHS Orkney	122,500

Table 9: local authority public health directors with total remuneration greater than £100,000 in 2017-18.

Local authority	Title of role	Name if known	Total remuneration (£)
Stoke-on-Trent City Council	Director of Public Health	Lesley Mountford*	369,579
Essex County Council	Director of Wellbeing, Public Health and Communities	Mike Gogarty	194,020
Wiltshire Council	Director of Public Health	Tracy Daszkiewicz	189,507
Warwickshire County Council	Director of Public Health	John Linnane	184,270
Bromley	Director of Public Health	Nada Lemic	183,873

*Figure includes compensation for loss of office.

Local authority	Title of role	Name if known	Total remuneration (£)
Devon County Council	Chief Officer for Communities, Public Health, Environment and Prosperity	Virginia Pearson	181,462
Royal Borough of Greenwich	Director of Public Health	Steve Whiteman	178,492
Harrow/Barnet	Director of Public Health	Andrew Howe*	166,181
Staffordshire County Council	Director of Health and Care	Richard Harling	165,808
Haringey Council	Director of Public Health	Jeanelle de Gruchy	163,885
Southwark	Director of Public Health	Kevin Fenton	161,564
Newcastle City Council	Director of Public Health	Eugene Milne	156,974
Brent Council	Director of Public Health	Melanie Smith	155,498
Leeds City Council	Director of Public Health	Ian Cameron	155,477
Surrey County Council	Director of Public Health	Helen Atkinson	152,909
Westminster City Council	Director of Public Health	Mike Robinson	152,243
Solihull Metropolitan Borough Council	Director of Public Health	Stephen Munday	151,360
Hartlepool Borough Council	Director of Public Health	Paul Edmondson-Jones	149,250
Newham Council	Director of Public Health	Meradin Peachey	149,167
Leicestershire County Council	Director of Public Health	Mike Sandys**	149,000
Dorset County Council	Director of Public Health	David Phillips	147,000
Warrington Borough Council	Director of Public Health	Muna Abdel Aziz	145,481
Buckinghamshire County Council	Director of Public Health	Jane O'Grady	143,898
Birmingham City Council	Director of Public Health	Adrian Phillips	143,121
City of Bradford Metropolitan District Council	Director of Public Health	Anita Parkin	142,169
Bath and North East Somerset Council	Director of Public Health	Bruce Laurence	141,569
Lewisham Council	Director of Public Health	Danny Ruta***	139,923
Havering Council	Director of Public Health	Mark Ansell	139,780

*Replaced by Tamara Djuretic in March 2018. Had joint responsibility for Barnet & Harrow.

** Position also covers Rutland County.

***Includes £26,414 in arrears accrued since 2013.

Local authority	Title of role	Name if known	Total remuneration (£)
Lancashire County Council	Director of Public Health/Director of Public Health & Wellbeing	Sakthi Karunanithi*	139,482
Southend-on-Sea Borough Council	Director of Public Health	Andrea Atherton	138,887
Luton Borough Council	Corporate Director, Public Health, Commissioning and Procurement	Gerry Taylor	138,000
Norfolk County Council	Director of Public Health	Louise Robin	133,900
Hertfordshire County Council	Director of Public Health	Jim McManus	133,353
Hull City Council	Director of Public Health	Julia Weldon	132,852
North Yorkshire County Council	Director of Public Health	Lincoln Sargeant	132,596
Islington Council	Director of Public Health	Julie Billett**	131,690
East Riding of Yorkshire Council	Director of Public Health	Tim Allison	131,000
Royal Borough of Kingston upon Thames	Director of Public Health	Iona Lidington	130,000
Knowsley Metropolitan Borough Council	Director of Public Health	Matthew Ashton	128,222
East Sussex County Council	Director of Public Health	Cynthia Lyons	127,223
Thurrock Council	Director of Public Health	Ian Wake	126,662
Blackpool Borough Council	Director of Public Health	Arif Rajpura	126,428
Darlington Borough Council	Director of Public Health	Miriam Davidson	126,270
Kent County Council	Director of Public Health	Andrew Scott-Clark	125,835
Somerset County Council	Director of Public Health	Trudi Grant	125,000
Sheffield City Council	Director of Public Health	Greg Fell	124,658
Liverpool City Council	Director of Public Health	Sandra Davies	121,923
Medway Council	Director of Public Health	James Williams	120,840
Oxfordshire County Council	Deputy Director for Public Health		120,533
Redbridge Council	Director of Public Health	Vicky Hobart	120,465
Barnsley Metropolitan Borough Council	Director of Public Health	Julia Burrows	120,000

*Sakthi Karunanithi was Director of Public Health until January 2018, when he became Director of Public Health & Wellbeing. This figure combines the reported remuneration of both positions.

**This position also covers Camden.

Local authority	Title of role	Name if known	Total remuneration (£)
Walsall Metropolitan Borough Council	Director of Public Health	Barbara Watt	119,611
Salford City Council	Director of Public Health	David Herne	118,718
Plymouth City Council	Director of Public Health	Ruth Harrell	118,581
Wigan Metropolitan Borough Council	Director of Public Health	Kate Arden	118,203
Cornwall Council	Acting Service Director for Wellbeing and Public Health	Caroline Court	117,686
Southampton City Council	Director of Public Health	Jason Horsley	117,590
Tower Hamlets	Director of Public Health	Somen Banerjee	117,330
Shropshire Council	Director of Public Health	Rod Thomson	117,171
Bedford Borough Council	Director of Public Health	Muriel Scott*	116,674
Torbay Council	Director of Public Health	Caroline Dimond	116,000
Calderdale Metropolitan Borough Council	Director of Public Health	Paul Butcher	116,000
Dudley Metropolitan Borough Council	Chief Officer Health & Wellbeing	Deborah Harkins	116,000
Cambridgeshire County Council	Director of Public Health	Liz Robin**	115,898
Derby City Council	Director of Public Health	Cate Edwynn	115,682
Swindon Borough Council	Director of Public Health	Cherry Jones	115,622
Coventry City Council	Interim Director of Public Health	Liz Gaulton	115,112
Doncaster Metropolitan Borough Council	Director of Public Health	Rupert Suckling	114,732
Cumbria County Council	Assistant Director - Health & Wellbeing	Colin Cox	113,062
Waltham Forest	Director of Public Health	Joe McDonnell	111,990
Isle of Wight Council	Director of Public Health	Sallie Bacon	111,361
Kirklees Council	Director of Public Health	Rachel Spencer-Henshall	111,012
North East Lincolnshire Council	Director of Public Health	Steve Pintus	110,602
Rotherham Metropolitan Borough Council	Director of Public Health	Terri Roche	110,414
Wirral Council	Corporate Director for Strategy and Partnerships (Acting)	Fiona Johnstone***	109,700
Gloucestershire County Council	Director of Public Health	Sarah Scott	109,290
Cheshire East Council	Director of Public Health	Fiona Reynolds	108,365

*Position also covers Central Bedfordshire and Milton Keynes.

**Joint position with Peterborough City Council.

***Serves as Public Health Director in addition to strategy and partnerships role.

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Local authority	Title of role	Name if known	Total remuneration (£)
Rochdale Metropolitan Borough Council	Director of Public Health	Andrea Fallon	107,000
Wakefield Council	Director of Public Health	Anna Hartley	106,917
South Tyneside Council	Director of Public Health	Tom Hall	105,979
Middlesbrough Borough Council	Director of Public Health and Public Protection	Edward Kunonga*	105,504
Worcestershire County Council	Director of Public Health	Frances Howie	104,142
City of York Council	Director of Public Health	Sharon Stoltz	103,423
Ealing Council	Director of Public Health	Jackie Chin	102,380
Halton Borough Council	Director of Public Health	Eileen O'Meara	100,900
Derbyshire County Council	Director of Public Health	Dean Wallace	100,515

*Additional responsibility for Redcar and Cleveland.

The following local authorities are either paying their Director of Public Health below £100,000, have not published their 2017-18 accounts, are otherwise engaged in a post-sharing arrangement with other local authorities, or the post is vacant.

Barking and Dagenham	Kensington and Chelsea	South Gloucestershire
Bexley	Lambeth	Slough
Bracknell Forest	Leicester City	St Helens
Brighton and Hove	Lincolnshire	Stockton-on-Tees
Bristol City	Manchester City	Stockport
Bury Metropolitan	Merton	Suffolk
Cheshire West and Cheshire	Northamptonshire	Sunderland City
City of London	North Lincolnshire	Sutton
Croydon	North Somerset	Tameside Metropolitan
Durham	North Tyneside	Telford & Wrekin
Enfield	Northumberland	Trafford Metropolitan
Gateshead	Nottingham	Wandsworth
Hackney	Nottinghamshire	West Berkshire
Hammersmith and Fulham	Reading	West Sussex
Hillingdon	Richmond Upon Thames	Windsor and Maidenhead
Hounslow	Rutland	Wokingham
Isles of Scilly	Sandwell	Wolverhampton

Sources and Methodology:

This report has been compiled principally by analysis of the annual reports published by Public Health England, Public Health Wales, the Public Health Agency North Ireland, regional NHS trusts and health boards and finally of local authorities. The sole use of a Freedom of Information request was to establish the number of Public Health England employees in total in receipt of over £100,000.

- Where pay has been reported within bands of £5,000, a mid-point has been shown.
- Except where explicitly stated, total remuneration is a combination of salary, pension contributions and any bonus payments.
- Where several public authorities are jointly funding the employment of a single public health director, the primary employer (where known) has been displayed.
- Remuneration figures and employee names where given are correct up to the end of the 2017-18 fiscal year.
- The term 'senior salaries' when used refers to total remuneration in excess of £100,000.

References:

Action on Sugar, *Call for ban on excessively high sugar and calorie milkshakes sold in high street restaurants & fast food chains*, 2018.

BBC, *Should there be a tax on red meat?*, 2018.

Public Health England, *Sugar reduction and wider reformulation programme: Report on progress towards the first 5% reduction and next steps*, 2018.

Public Health England, *Sugar reduction: juice and milk based drinks*, 2018.