

# The Nanny State Rich List 2020

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January 2020



## Introduction

The publication of our Nanny State Rich List in 2018 showed that the size and excess of public health organisations throughout the UK is increasing. Not merely content with implementing a punitive sugar tax on the population in 2018<sup>1</sup>, there have been calls by the former England chief medical officer, Prof. Dame Sally Davies, to consider expanding this to unhealthy food in general.<sup>2</sup> This all comes at a time when taxes are already at a 50 year high.<sup>3</sup>

This research outlines the total remuneration in excess of £100,000 received by senior staff working within public health in England, Scotland, Wales and Northern Ireland. It shows that public health groups remain influential within government, at an ever greater cost to the taxpayer.

## Key findings

### Overall findings

- The highest remunerated public health employee in the country was **Dr. Adrian Mairs**, the acting director of public health at **Public Health Agency (Northern Ireland)**. His total remuneration was **£311,500** in 2018-19. This included a salary between £155,000 and £160,000 and an employer pension contribution of £154,000.
- **21** public health employees received a higher salary than the prime minister's current salary of **£154,908** in **2019-20**.
- Britain's **10** top paid public health employees earn an average of **£242,650**, with **two** individuals receiving over **£250,000**, including **one** individual receiving over **£300,000**.
- UK local authorities' directors of public health receiving over **£150,000** have increased from **17** in 2017-18 to **22** in **2018-19**, an increase of over **29 per cent**.
- The public health director for NHS Forth Valley, Graham Foster, has seen his total remuneration rise in **2018-19** by a huge **£98,000** – over **62 per cent** – to **£255,500** from the previous year, for the same position.

### Public Health England (PHE)

- PHE has **242** employees in receipt of total remuneration in excess of **£100,000**, a slight increase on the **241** employees of the previous year.
- **Six** individuals working for PHE received total remunerations in excess of **£200,000** in **2018-19**. This is a **50 per cent increase** from 2017-18, when **four** individuals received over **£200,000**.

### Public Health Wales (PHW) and Welsh University health boards

- **12** employees within Public Health Wales and Welsh University Health Boards were in receipt of total remuneration in excess of **£100,000**. This includes **seven** individuals who receive in excess of **£150,000**.
- The average salary paid to senior PHW employees has risen to **£176,429** in **2018-19** from **£151,786** in **2017-18**, an increase of over **16 per cent**.

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<sup>1</sup> HM Treasury, *Soft Drinks Industry Levy comes into effect*, 5 April 2018, <https://www.gov.uk/government/news/soft-drinks-industry-levy-comes-into-effect>, (accessed 29th November 2019).

<sup>2</sup> BBC, *Chief medical officer considers recommending tax on unhealthy food*, 30 May 2019, <https://www.bbc.co.uk/news/health-48461028>, (accessed 29th November 2019).

<sup>3</sup> Taxpayers' Alliance, *Post-war tax burdens by prime minister*, December 2019, [https://www.taxpayersalliance.com/briefing\\_post\\_war\\_tax\\_burdens\\_by\\_prime\\_minister](https://www.taxpayersalliance.com/briefing_post_war_tax_burdens_by_prime_minister) (accessed 19th December 2019)

## Public Health Agency (Northern Ireland)

- The Public Health Agency's acting director of public health, **Dr. Adrian Mairs**, received total remuneration of **£311,500**, the highest in the country by almost **£60,000**. This is in addition to **two** other members of staff receiving total remuneration in excess of **£100,000**.

## Scottish NHS trusts

- The public health director for NHS Forth Valley, Graham Foster, has seen his total remuneration in **2018-19** rise by a huge **£98,000** to **£255,500** from the previous year. This is an increase of over **62 per cent**.
- The remuneration of NHS Orkney public health director, Dr. Louise Wilson, rose by over **15 per cent** from the previous year, increasing to **£141,500** in **2018-19**.

## Local authorities

- The highest earning local authority employee in **2018-19** was **Mike Gogarty**, director of wellbeing, public health and communities for **Essex county council**, who received total remuneration of **£194,020**.
- The number of local authorities' public health directors earning over **£150,000** have increased from **17 in 2017-18** to **22 in 2018-19**, an increase of **29 per cent**.
- The **top five** local authority public health directors by remuneration are:
  - **Mike Gogarty**, who worked for **Essex county council** as director of wellbeing, public health and communities, received **£194,020**.
  - **Nada Lemic-Stojevic**, as director of public health for the **London borough of Bromley**, received total remuneration of **£193,295**.
  - **Virginia Pearson**, chief officer for communities, public health, environment and prosperity for **Devon county council** received a total of **£189,459**.
  - **Dr John Linnane**, assistant director – people (head of public health) for **Warwickshire county council** received total remuneration of **£188,140**.
  - **Carlton Brand**, executive director of adult care, public health and digital, received **£185,148** in total.

## 2017-18 and 2018-19 comparisons

**Table 1: public health staff earning over £200,000 in 2017-18 and 2018-19 by organisation type**

Organisation	2017-18	2018-19
Public Health England	4	6
Public Health Wales & Welsh UHBs	3	2
Scottish NHS trusts	1	2
Public Health Agency NI	1	0
Local authorities	1	0
<b>Total</b>	<b>10</b>	<b>10</b>

**Table 2: public health staff earning over £150,000 in 2017-18 and 2018-19 by organisation type**

Organisation	2017-18	2018-19
Public Health England	13	13
Public Health Wales & Welsh UHBs	8	7
Scottish NHS trusts	4	3
Public Health Agency NI	1	0
Local authorities	17	22
<b>Total</b>	<b>43</b>	<b>45</b>

**Table 3: public health staff earning over £100,000 in 2017-18 and 2018-19 by organisation type**

Organisation	2017-18	2018-19
Public Health England	241	242
Public Health Wales & Welsh UHBs	13	12
Scottish NHS trusts	9	6
Public Health Agency NI	3	3
Local authorities	87	93
<b>Total</b>	<b>353</b>	<b>356</b>

## Complete 2018-19 data

**Table 4: senior salaries in Public Health England, 2018-19**

Name	Position	Total remuneration (£)
Yvonne Doyle	Director, London	257,500
Adrian Masters	Director of strategy	247,500
Paul Johnstone	Director, North	233,500
Rashmi Shukla	Director, Midlands and East	231,500
Paul Cosford	Director for health protection and medical director	223,500
Michael Brodie	Finance and commercial director	211,500
Alex Sienkiewicz	Director of corporate affairs	194,000
Duncan Selbie	Chief executive	187,500
Richard Gleave	Deputy chief executive and chief operating officer	185,000
Deborah McKenzie	Chief people officer	183,500
John Newton	Director of health improvement	167,500
Lee Bailey	Communications director	163,500
Derrick Crook	Director, national infection service	157,500
Jenny Harries	Director, South and deputy medical director	142,500
Viv Bennett	Chief nurse	108,500

**Table 5: senior salaries in Public Health Wales and University Health Boards, 2018-19**

Name	Position/employer	Total remuneration (£)
Sian Bolton	Acting executive director of quality, nursing and allied health professionals	216,500
Dr. Chrissie Pickin	Executive director of health and wellbeing	215,000
Dr. Tracy Cooper	Chief executive	189,500
Dr. Quentin Sandifer	Executive director of public health services	183,500
Kelechi Nnoaham	Cwm Taf UHB	164,500
Sandra Husbands	Abertawe Bro Morgannwg UHB	163,500
Huw George	Deputy chief executive and executive director of operations and finance	152,500
Prof. Mark Bellis	Director of policy research and international development	147,500
Ros Jervis	Hywel Dda UHB	148,500
Teresa Owen	Betsi Cadwaladr UHB	144,500
Philip Bushby	Director of people and organisational development	127,500
Sarah Aitken	Aneurin Bevan UHB	126,500

**Table 6: Public Health Agency (Northern Ireland) with total remuneration greater than £100,000, 2018-19**

Name	Position	Total remuneration (£)
Dr. Adrian Mairs	Acting director of public health	311,500
Dr. Carolyn Harper	Director and public health	112,500
Mary Hinds	Director of nursing & allied health professionals	106,500

**Table 7: Scottish NHS trusts' public health directors with total remuneration greater than £100,000, 2018-19**

Name	Employer	Total remuneration (£)
Graham Foster	NHS Forth Valley	255,500
Gabe Docherty	NHS Lanarkshire	224,500
Dr. Tim Patterson	NHS Borders	175,700
Michele McCoy	NHS Dumfries & Galloway	147,500
Susan Webb	NHS Shetland	142,500
Dr. Louise Wilson	NHS Orkney	141,500

**Table 8: local authority public health directors with total remuneration greater than £100,000 in 2018-19**

Local authority	Title	Name	Total remuneration (£)
Essex	Director, wellbeing, public health and communities	Mike Gogarty	194,020
Bromley	Director of public health	Nada Lemic-Stojevic	193,295
Devon	Chief officer for communities, public health, environment and prosperity	Virginia Pearson	189,459
Warwickshire	Assistant director - people (head of public health)	Dr John Linnane	188,140
Wiltshire	Executive director, adult care, public health & digital	Carlton Brand	185,148
Hillingdon	Director housing, environment, education and health	Steve Hajioff	174,719
Durham	Corporate director - adult and health services	Amanda Healy	170,121
Staffordshire	Director of health and care	Richard Harling	165,137
Southwark	Strategic director of place and wellbeing	Kevin Fenton	164,572
Haringey	Director of adults & health	Will Maimaris	164,264
Warrington	Director of public health	Muna Abdel Aziz	163,647
Birmingham	Interim director of public health	Becky Pollard	162,060

Local authority	Title	Name	Total remuneration (£)
Newcastle upon Tyne	Director of public health	Eugene Milne	159,302
Leeds	Executive director of public health	Ian Cameron	155,477
Brent	Director of public health	Melanie Smith	155,322
Oxfordshire	Strategic director for people & director of public health	Val Messenger	155,154
Surrey	Executive director for Public Health	Ruth Hutchinson	153,950
Leicestershire	Director of public health	Mike Sandys	152,000
Westminster	Director of public health	Houda Al-Sharifi	151,322
Dorset	Corporate director of public health	Sam Crowe	151,000
Hartlepool	Interim director of public health	Patricia Riordan	150,325
West Sussex	Director of public health	Anna Raleigh	148,694
Lewisham	Director of public health	Catherine Mbema	147,785
Buckinghamshire	Director of public health	Jane O'Grady	143,898
Luton	Corporate director, public health, commissioning & procurement	Gerry Taylor	143,000
Bath and North East Somerset	Director of public health	Bruce Laurence	142,458
Barnet	Director of public health	Tamara Djuretic	142,382
Lancashire	Director of public health	Sakthi Karunanithi	142,165
Brighton	Executive director of health & adult social care	Alistair Hill	140,019
Wolverhampton	Director of public health	John Denley	139,903
Blackpool	Director of public health	Arif Rajpura	137,583
Kirklees	Strategic director corporate strategy, commissioning & public Health	Rachel Spencer-Henshall	137,520
Medway	Director of public health	James Williams	136,066
Hertfordshire	Director of public health	Jim McManus	136,020
Blackburn with Darwen	Director of public health and Wellbeing	Dominic Harrison	136,000
Hull	Director of public health	Julia Weldon	135,595

Local authority	Title	Name	Total remuneration (£)
Stockton-on-Tees	Director of adults and health	Katie Needham	134,966
Bury	Interim executive director – communities & wellbeing	Lesley Jones	134,953
Kingston upon Thames	Assistant director healthy and safe communities (director of public health)	Iona Lidington	134,000
East Riding of Yorkshire	Director of public health	Any Kingdom	133,000
Norfolk (covers Great Yarmouth)	Director of public health	Louise Smith	132,700
Lincolnshire	Director – health and wellbeing (director of public health)	Derek Ward	132,681
North Yorkshire	Director of public health	Lincoln Sargeant	132,596
Stoke on Trent	Director – social care, health integration and wellbeing	Jacquie Ashdown	132,242
Sheffield	Director of public health	Greg Fell	131,169
Northamptonshire	Director of public health	Lucy Wightman	130,000
Kent	Director of public health	Andrew Scott-Clark	129,107
York	Director of public health	Sharon Stoltz	129,060
Thurrock	Director of public health	Ian Wake	128,871
Cambridgeshire	Director of public health	Liz Robin	128,721
Derby	Director of public health	Cate Edwynn	128,644
Redbridge	Director of public health	Gladys Xavier	128,329
Havering	Director of public health	Mark Ansell	127,750
Somerset	Director of public health	Trudi Grant	126,600
Enfield	Executive director of public health	Stuart Lines	126,360
Barnsley	Executive director of public health	Julia Burrows	126,000
Liverpool	Director of public health	Sandra Davies	123,143
Wigan	Director of public health	Kate Ardern	122,918
Walsall	Director of public health	Meradin Peachey	121,754
Southampton	Joint director of public health	Jason Horsley	121,496
Middlesbrough	Director of public health	Edward Kunonga	121,387
Plymouth	Director of public health	Ruth Harrell	120,926
Tower Hamlets	Corporate director of public health	Somen Banerjee	119,677
Shropshire	Director of public health	Rachel Robinson	119,515
Calderdale	Director of public health	Paul Butcher	119,000



Local authority	Title	Name	Total remuneration (£)
Gloucestershire	Director of public health	Sarah Scott	118,999
Swindon	Director of public health	Ayoola Oyinloye	118,811
Bedford	Director of public health	Muriel Scott	118,139
Dudley	Chief officer (health and wellbeing)	Deborah Harkins	118,000
Coventry	Director of public health and wellbeing	Liz Gaulton	117,814
Sutton	Director of public health	Imran Choudhury	117,200
Cumbria	Director of public health	Colin Cox	115,324
Doncaster	Director of public health	Rupert Suckling	114,732
Manchester	Director of population health and wellbeing	David Regan	114,299
Cheshire West and Chester	Director of public health	Ian Ashworth	113,517
Waltham Forest	Director of public health	Joe McDonnell	113,211
North East Lincolnshire	Director – health and wellbeing	Steve Pintus	112,738
Newham	Director of public health	Ms M Peachy	112,530
Rochdale	Director of public health	Andrea Fallon	112,000
Northumberland	Director of public health	Elizabeth Morgan	111,364
Darlington	Director of public health	Miriam Davidson	110,949
North Lincolnshire	Director of public health	Penny Spring	110,509
Cheshire East	Director of public health	Fiona Reynolds	109,628
Knowsley	Assistant executive director (public health)	Matthew Ashton	108,989
Southend-on-Sea	Director of public health	Krishna Ramkhelawon	105,415
South Tyneside	Director of public health	Tom Hall	105,094
Derbyshire	Director of public health	Dean Wallace	105,048
Gateshead	Director of public health	Alice Wiseman	104,870
South Gloucestershire	Director of public health	Sara Blackmore	104,754*
Trafford	Interim director of public health	Eleanor Roaf	103,992
Halton	Operational director – public health	Eileen O'Meara	103,900
Nottinghamshire	Director of public health	Jonathan Gribbin	102,663
Oldham	Director of public health	Katrina Stephens	100,000

\* The total remuneration is the combined total for the role for 2018-19

The following local authorities are either paying their director of public health below £100,000, have not published their 2018-19 account, are engaged in a role-sharing arrangement with other local authorities, or the post is vacant. Some Scottish NHS trusts have also not published their 2018-19 accounts.

Barking and Dagenham	Isle of Scilly	Sandwell
Bexley	Isle of Wight	Sefton
Bolton	Islington	Slough
Bournemouth	Kensington and Chelsea	Solihull
Bracknell Forest	Lambeth	St Helens
Bradford	Leicester	Stockport
Camden	Merton	Suffolk (covers Waveney)
Central Bedfordshire	Milton Keynes	Sunderland
City of Bristol	North Somerset	Tameside
City of London	North Tyneside	Telford and Wrekin
Cornwall	Nottingham	Torbay
Croydon	Peterborough	Wakefield
Ealing	Poole	Wandsworth
East Sussex	Portsmouth	West Berkshire
Hackney	Reading	Windsor and Maidenhead
Hammersmith and Fulham	Redcar and Cleveland	Wirral
Hampshire	Richmond upon Thames	Wokingham
Harrow	Rotherham	Worcestershire
Herefordshire	Rutland	
Hounslow	Salford	

## Sources and methodology

This report has been compiled principally from the 2018-19 annual reports published by Public Health England, Public Health Wales, the Public Health Agency North Ireland, Scottish NHS trusts, Welsh university 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 receipt of more than £100,000 in total remuneration.

Where pay has been reported within bands of £5,000, a mid-point has been shown. Total remuneration includes, but is not limited to, salary, benefits in kind, expenses, bonuses, redundancy payments and employer's pension contributions (unless stated otherwise in the notes to the accounts). Remuneration figures and employee names where given are correct up to the end of the 2018-19 fiscal year.