

THE QUANGOCRAT RICH LIST

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Introduction

The purview and spending power of many arms-length bodies, or quangos, has grown substantially over the last two decades. Despite calls for a bonfire of the quangos after the creation of the Coalition government in 2010, the number eliminated soon after the election totalled 106, down from over 900.¹

Public bodies' gross resource expenditure came to £203 billion in 2016-17, equal to almost 25 per cent of government spending during that year.² Their spending responsibility often is not matched with sufficient public scrutiny. Whereas Whitehall departments' errors are more regularly admonished, the burgeoning quangocrat class generally lacks such oversight.

Muddled accountability and poor corporate governance of these bodies often means that the responsibilities of leadership are not clear.

To that end, the top 1 per cent of quango leaders, or super quangocrats, by salary has been collated. These are earnings, in 2016-17, above £164,000.³

Key findings

- The number of super quangocrats in the top 1 per cent in 2016-17 was at least 238.
- The top earning super quangocrat was the chief executive of Network Rail, Mark Carne. His salary band was £745,000 to £749,999.
- Network Rail had the most egregious largesse, with 52 employees in the top 1 per cent.
- High Speed Two Ltd was a close second with 37 employees in the top 1 per cent.

Table 1: salaries of senior executives in selected public bodies, 2016-17.

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
Mark Carne	Chief Executive	Network Rail	749,999
Mark Thurston ⁴	Chief Executive	High Speed Two Ltd	604,999
Francesco Paonessa	Managing Director	Network Rail	484,999
Philip Hufton	Managing Director, England & Wales	Network Rail	479,999
Graham Hopkins	Group Safety, Technical & Engineering Director	Network Rail	474,999
Steve Allen ⁵	Chief Financial Officer	High Speed Two Ltd	419,999
Jim Crawford	Phase One Managing Director	High Speed Two Ltd	404,999
Jeremy Westlake	Chief Financial Officer	Network Rail	389,999
David Waboso	Managing Director, Group Digital Railway	Network Rail	384,999
Peter Hendy	Chairman	Network Rail	379,999
Jim O'Sullivan ⁶	Chief Executive	Highways England	374,999
David Peattie ⁷	Chief Executive	Nuclear Decommissioning	369,999

¹ <https://www.instituteforgovernment.org.uk/news/latest/bonfire-quangos>

² https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/663615/PublicBodies2017.pdf#page=6

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https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/524106/Income_Tax_Liabilities_Statistics_May_2016.pdf#page=33

⁴ Mark Thurston: pension Included in Total Pay

⁵ Steve Allen: pension Included in Total Pay

⁶ Jim O'Sullivan: includes base salary increase and £30,000 allowance

⁷ David Peattie: Includes Pension Cash Equivalent of £45,725.

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
		Authority	
Susan Cooklin	Route Services Director	Network Rail	349,999
Joanne Kaye	Managing Director, System Operator	Network Rail	304,999
Andrew Haines	Chief Executive Officer	Civil Aviation Authority	299,999
Neil Thompson	Regional Director	Network Rail	289,999
Johannes Verster	Managing Director, East West Rail	Network Rail	279,999
Ian Iceton	Group Transformation & Efficiency Director	Network Rail	274,999
Samuel Kelly	Director, Corporate Communications	Network Rail	274,999
Alexander Hynes	ScotRail Alliance Managing Director	Network Rail	269,999
Barney Wyld	Director, Corporate Communications	Network Rail	264,999
Stephen Featherstone	Programme Director [Track]	Network Rail	264,999
Mark Fawcett	Chief Investment Officer	NEST Corporation	249,999
Thomas Venner	Commercial Development Director	High Speed Two Ltd	249,999
Steve Hudson	Phase One Comm & Sponsorship Director	High Speed Two Ltd	249,999
Madeleine Atkins	Chief Executive	The Higher Education Funding Council for England	244,999
David Batters	Chief Financial Officer	Nuclear Decommissioning Authority	244,999
David Higgins	Chairman	High Speed Two Ltd	244,999
Manisha Aatkar	Director - Human Resources	Civil Aviation Authority	244,999
Nicholas Elliott	Director NSC	Network Rail	239,999
Christopher Rayner	Railway Operations Managing Director	High Speed Two Ltd	234,999
John Halsall	Route Managing Director	Network Rail	234,999
Jonathan Shaw	Chief Engineer	Network Rail	234,999
Jeremy Vincent	Group Chief Information Officer	Network Rail	234,999
Barbara Helen Dean	Chief Executive Officer	NEST Corporation	229,999
Nicholas Harris	Operations Director	Highways England	229,999
Robert Morton	Supply Chain Operations Director	Network Rail	229,999
Mike Lyons	Programme Director Area North	High Speed Two Ltd	224,999
Andrew Derbyshire	Chief Operating Officer	Network Rail	224,999
Jim Mackey	Chief Executive	NHS Improvement	224,224
Lynne Owens	NCA Director General	National Crime Agency	220,000
Frances Gould	Lead Public Health Microbiologist North East	Public Health England	219,999
Beth West	Commercial Director	High Speed Two Ltd	219,999
Mike Hickson	Programme Director Area Central	High Speed Two Ltd	219,999

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
Jonathan Ferry ⁸	Construction Procurement Director	High Speed Two Ltd	219,999
Giles Thomas	Phase One Engineering Director	High Speed Two Ltd	219,999
Helen Dean	Chief Executive	National Employment Savings Trust (NEST) Corporation	215,000
Adrian Simper	Strategy & Technology Director	Nuclear Decommissioning Authority	214,999
Richard Lockwood	Chief Financial Officer	NEST Corporation	214,999
Neville Howe	General Counsel	NEST Corporation	214,999
Nick Walkley	Chief Executive Officer	Homes and Communities Agency	214,999
Patricia Manton-Hall	Phase Two Project Controls Director	High Speed Two Ltd	214,999
Janice Crawford	Regional Director	Network Rail	214,999
Andrew Thomas	Route Managing Director	Network Rail	214,999
Martin Frobisher	Route Managing Director	Network Rail	214,999
Robert McIntosh	Route Managing Director	Network Rail	214,999
Michael Flynn	Transformation Director (Digital Railway)	Network Rail	214,999
Rebecca Lumlock	Route Managing Director	Network Rail	214,999
Paul Crowther	Chief Constable	British Transport Police Authority	210,000
Mike Murphy	Consultant	NHS Blood and Transplant	209,999
Paul Baumann	Chief Financial Officer	NHS England	209,999
Alison Saunders	Director of Public Prosecutions	Crown Prosecution Service	209,999
Lesley Titcomb	Chief Executive	The Pensions Regulator	209,999
Nicole Geoghegan	General Counsel & Company Secretary	High Speed Two Ltd	209,999
Andrew Mcnaughton	Technical Director	High Speed Two Ltd	209,999
Steve Lamey	Chief Executive	Student Loans Company	205,000
Matthew Swindells	National Director Commissioning Operations	NHS England	204,999
Dr Arvind Madan ⁹	Director of Primary Care	NHS England	204,999
Lara Newman	Chief Executive	LocatED Property Limited	204,999
Ruth McKernan	Chief Executive Officer	Innovate UK	204,999
Nicholas Sex	Chief Operations Officer	NEST Corporation	204,999
Malcolm Harrison	Chief Executive Officer	Crown Commercial Service	204,999
Kate Hall	Design Director	High Speed Two Ltd	204,999
Rob Carr	Programme Director Area South	High Speed Two Ltd	204,999
John Bettles	Programme Director Route Wide	High Speed Two Ltd	204,999

⁸ Jonathan Ferry: Post Holder has since left

⁹ Dr Arvind Madan: This post is for 0.8 WTE at a cost of £160,800. Arvind Madan is Seconded into this role at NHS England

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
Rob Doran	Phase One Project Controls Director	High Speed Two Ltd	204,999
Timothy Jones	PMO Director	Highways England	204,999
Mark Swan	Director - Safety & Airspace Regulation	Civil Aviation Authority	204,999
Richard Moriarty	Director - Consumer Market Group and Deputy CEO	Civil Aviation Authority	204,999
Mark Langman	Route Managing Director	Network Rail	204,999
David Biggs	Managing Director, Property	Network Rail	204,999
James Syddall	Route Programme Director (Works Delivery)	Network Rail	204,999
Andrew Doherty	Chief Rail Technology Officer	Network Rail	204,999
Dr Hartwig Fischer	Chief Executive	British Museum	200,000
Ian Cumming	Chief Executive	Health Education England	200,000
Dermot Nolan	Chief Executive	Office of Gas and Electricity Markets	199,999
Tom Winsor	HM Chief Inspector of Constabulary	HM Inspectorate of Constabulary	199,999
Mark Howard	Director of Railway Systems Engineering	High Speed Two Ltd	199,999
Vanessa Howlison	Chief Financial Officer	Highways England	199,999
Andrew Gent	Regional Director	Network Rail	199,999
Karl Budge	Regional Director	Network Rail	199,999
Matthew Steele	Commercial & Development Director	Network Rail	199,999
Andrew Wright	Senior Partner Energy Systems	Office of Gas and Electricity Markets	194,999
Sarah Wilkinson	Chief Executive	Health and Social Care Information Centre now NHS Digital	194,999
Stephen Hay	Executive Director of Regulation and Deputy CEO	NHSI - previously Monitor	194,999
Professor Sir Bruce Keogh	National Medical Director	NHS England	194,999
Dr Vinod Diwakar	Regional Medical Director (London)	NHS England	194,999
Kenna Kintrea	Assurance Director	Nuclear Decommissioning Authority	194,999
Graham Barry Farrant	Chief Executive and Chief Land Registrar	HM Land Registry	194,999
Martin Clarke	Government Actuary	Government Actuary's Department	194,999
Dru Sharpling	HM Inspector of Constabulary & Panel member for the Independent Inquiry into Child Sexual Abuse.	HM Inspectorate of Constabulary	194,999
Paul Griffiths	Phase Two Managing Director	High Speed Two Ltd	194,999
Iain Smith	Director of Rolling Stock	High Speed Two Ltd	194,999

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
	& Depots		
Stuart Kelly	Group General Counsel	Network Rail	194,999
Helen Samuels	Engineering Director	Network Rail	194,999
Simon Stevens	Chief Executive	NHS England	191,799
Lord Currie of Marylebone	Chair	Competition and Markets Authority	190,000
John Parkes ¹⁰	Managing Director	880 Arden & GEM Commissioning Support Unit	189,999
Kathy McLean	Executive Medical Director	NHSI - previously NHS Trust Development Authority	189,999
Andrew Dillon	Chief Executive	National Institute for Health and Care Excellence	189,999
Susan Ibbotson	PHE Centre Director - West Midlands	Public Health England	189,999
Paul Johnstone	Regional Director North of England	Public Health England	189,999
Nandini Shetty	Consultant Medical Microbiologist	Public Health England	189,999
James Bevan	Chief Executive Officer	Environment Agency	189,999
John St Hill	Deputy Chief Investment Officer	NEST Corporation	189,999
Ciaran Devane	Chief Executive	British Council	189,999
Mike Cunningham	HM Inspector of Constabulary - Northern Region	HM Inspectorate of Constabulary	189,999
Zoe Billingham	HM Inspector of Constabulary - Eastern Region	HM Inspectorate of Constabulary	189,999
Wendy Williams	HM Inspector of Constabulary - Wales & the Western Region	HM Inspectorate of Constabulary	189,999
Steven Fink	Health, Safety & Security Director	High Speed Two Ltd	189,999
Jeremy Harrison	Risk & Assurance Director	High Speed Two Ltd	189,999
Chris Tingle	Chief Operating Officer	Civil Aviation Authority	189,999
Nigel Ash	Managing Director [Network Rail Consulting]	Network Rail	189,999
Charles Robarts	Director, Planning & Regulation	Network Rail	189,999
David Behan	Chief Executive	Care Quality Commission	188,719
Duncan Selbie	Chief Executive	Public Health England	186,401
Amanda Spielman	Her Majesty's Chief Inspector	Office for Standards in Education, Children's Services and Skills	185,000
Ian Ackerley	Chief Executive	National Savings and Investments (NS&I)	185,000
Jeffrey Buggle	Operational Regional Director of Finance	NHSI - previously NHS Trust Development	184,999

¹⁰ John Parkes: Basic £135,000 (nearest 5k), RRP £45,142.00 and car allowance £5525.04

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
		Authority	
Gillian Leng	Deputy Chief Exec & Health and Social Care Director	National Institute for Health and Care Excellence	184,999
Edward Baker	Chief Inspector of Hospitals	Care Quality Commission	184,999
Alasdair MacGowan	Lead Public Health Microbiologist, South West	Public Health England	184,999
John Watson ¹¹	Deputy Chief Medical Officer	Public Health England	184,999
Dr Michael Marsh	Medical Director, Specialised Commissioning (London)	NHS England	184,999
Keith McNeil	Chief Clinical Information Officer for Health and Social Care and NHS Director of IT	NHS England	184,999
Julie King	Community Engagement Director	High Speed Two Ltd	184,999
Michael Eckett	Head of Acquisitions	High Speed Two Ltd	184,999
Peter Mumford	MP Board Director	Highways England	184,999
Rob Bishton	Head of Flight Operations	Civil Aviation Authority	184,999
Richard Schofield	Route Managing Director	Network Rail	184,999
Sir Peter Roth	President	Competition Appeals Tribunal	180,000
David Green CB QC	Chief Executive	Serious Fraud Office	180,000
Anne Eden	Executive Regional Managing Director (South)	NHSI - previously NHS Trust Development Authority	179,999
Stephen Field	Chief Inspector of General Practice	Care Quality Commission	179,999
Ian Trenholm	Chief Executive	NHS Blood and Transplant	179,999
Shelia Maclennan	Consultant	NHS Blood and Transplant	179,999
Kevin Fenton	Director of Health and Wellbeing	Public Health England	179,999
Christopher Regan	PHE Centre Director - Yorkshire and the Humber	Public Health England	179,999
Rashmi Shukla	Regional Director Midlands & East of England	Public Health England	179,999
Andrew Kenworthy	Director CSU Transition	NHS England	179,999
Dr Kieran Murphy	Medical Director (Cheshire & Merseyside)	NHS England	179,999
David Vineall	Human Resources Director	Nuclear Decommissioning Authority	179,999
Michael (known as Mike) Walker	Chief Economic Adviser	Competition and Markets Authority	179,999

¹¹ John Watson: seconded to Department of Health. Leaver 30 September 2017

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
Sarah Cardell ¹²	General Counsel	Competition and Markets Authority	179,999
Nigel Arthur	Chief Financial Officer	British Council	179,999
Chantal Geall	Chief Risk Officer	Homes and Communities Agency	179,999
Gordon More	Chief Investments Officer	Homes and Communities Agency	179,999
Andy Wood	Head of Main Works Civil Procurement	High Speed Two Ltd	179,999
Stuart Powls	Head of Rail Systems & RW Procurement	High Speed Two Ltd	179,999
Emma Head	HSSE Management Director	High Speed Two Ltd	179,999
Dean Sporn	NIG Director	Highways England	179,999
David Joy	Chief Executive	London and Continental Railways	179,999
Paula Hayes	Head of Reward	Network Rail	179,999
Dr Andrea Coscelli	Chief Executive	Competition and Markets Authority	178,414
David Green	Director	Seious Fraud Office	175,999
Simon Gregory	Director of Education and Quality	Health Education England	174,999
Robert Alexander	Executive Director of Resources / Deputy Chief Executive	NHSI - previously NHS Trust Development Authority	174,999
Stephen Russell	Executive Regional Managing Director (London)	NHSI - previously NHS Trust Development Authority	174,999
Shubna Allard	Consultant	NHS Blood and Transplant	174,999
Nicholas Phin	Interim Director for Centre for Infectious Disease Surveillance and Control	Public Health England	174,999
Mary Ramsay	Head of Department - Immunisation, Hepatitis & Blood Safety	Public Health England	174,999
Dr Nigel Acheson	Regional Medical Director (South)	NHS England	174,999
Dr David Levy	Regional Medical Director (Midlands and East)	NHS England	174,999
Professor Sue Hill	Chief Scientific Officer	NHS England	174,999
Dr Kiran Patel	Medical Director (Midlands and East - West)	NHS England	174,999
Cathryn Ross	Chief Executive	Water Services Regulation Authority (Ofwat)	174,999
Paul Vallance	Director of Communication & Stakeholder Relations	Nuclear Decommissioning Authority	174,999
Duncan Thompson	Sellafield Programme Director	Nuclear Decommissioning Authority	174,999

¹² Sarah Cardell: 0.9 FTE - change of band due to 2017 Pay Award

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
Ian Blatchford	Director & Chief Executive of SMG	Science Museum Group	174,999
Nina Cope	NCA Deputy Director General	National Crime Agency	174,999
Andrew Cross	Director Comm Strategy&Stock Procurement	High Speed Two Ltd	174,999
Jonathan Kerbey	BIM Director	High Speed Two Ltd	174,999
Lorna Pimlott	Phase Two Sponsorship Director	High Speed Two Ltd	174,999
Simon Atterwell	Director, Telecoms Asset Management	Network Rail	174,999
Samantha Pitt	Group Treasurer	Network Rail	174,999
Rajiv Patel	Director, Risk & Internal Audit	Network Rail	174,999
	Senior route/route support role	Network Rail	174,999
Kate Pendry	Consultant	NHS Blood and Transplant	169,999
Timothy Brooks	Head & Clinical Service Director, Rare & Imported Pathogens Laboratory	Public Health England	169,999
John Newton	Director of Health Improvement	Public Health England	169,999
Richard Barker	Regional Director (North)	NHS England	169,999
Professor Jane Cummings	Chief Nursing Officer	NHS England	169,999
Ian Dodge	National Director: Strategy and Innovation	NHS England	169,999
William Smart	Chief Information Officer	NHS England	169,999
John Stewart	Director of Specialised Commissioning (Acting Up)	NHS England	169,999
Nicola Dandridge	CEO	Office for Students	169,999
Claire Blackburn-Lindley ¹³	Chief Crown Prosecutor	Crown Prosecution Service	169,999
Ian Chapman	Chief Executive Officer	UK Atomic Energy Authority	169,999
Robert Higgins	Business Services Director	Nuclear Decommissioning Authority	169,999
Kiernan Doherty	Head of Strategic Business	Nuclear Decommissioning Authority	169,999
Sally Balcombe	CEO British Tourist Authority (Trading as VisitBritain & VisitEngland)	BTA (Trading as VisitBritain & VisitEngland)	169,999
Michael Dixon	Museum Director	Natural History Museum	169,999
Maria Jane Balshaw	Director	Tate	169,999
Richard Judge	Chief Executive	Health and Safety Executive	169,999
Balasubramaniam Umashanker	Project Director C3	High Speed Two Ltd	169,999

¹³ Claire Blackburn-Lindley: the total pay includes an amount to cover temporary relocation expenses.

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
Nicholas Crabtree	Head of Commercial Services	High Speed Two Ltd	169,999
Phil Richardson	Head of Commercial Management (North)	High Speed Two Ltd	169,999
Geoff Gilbert	Head of Stations Procurement	High Speed Two Ltd	169,999
Lisbeth Fromling	Chief Health Safety & Quality	Network Rail	169,999
Christopher Montgomery	Major Programme Director [Northern Programmes]	Network Rail	169,999
Tim Craddock	HR Director, Route Businesses	Network Rail	169,999
David Dickson	ScotRail Alliance Infrastructure Director	Network Rail	169,999
Anit Chandarana	Finance Director (Finance & Commercial)	Network Rail	169,999
Paul Marshall	Group Controller	Network Rail	169,999
Paul Spooner	Chief Executive	Ebbsfleet Development Corporation	166,400
David Gray	Chair	Office of Gas and Electricity Markets	164,999
Jonathan Guy Jones	HM Procurator General, Treasury Solicitor and Head of the Government Legal Service	Government Legal Department	164,999
Catherine Brown ¹⁴	former Chief Executive	Food Standards Agency	164,999
Bryan Clark	Director of Digital and Change	Her Majesty's Prisons and Probation Service	164,999
Kevin Gallagher	Director of Digital and Change	Her Majesty's Courts and Tribunals Service	164,999
Anthony Douglas	Chief Executive Officer of Cafcass	CAFCASS	164,999
Adrian Masters	Executive Director of Strategy	NHSI - previously Monitor	164,999
Mark Shires	Senior Adviser (Restructuring)	NHSI - previously Monitor	164,999
Sean O'Kelly	Medical Director - Professional Leadership	NHSI - previously NHS Trust Development Authority	164,999
Robert Gent	Medical Consultant - CBRN	Public Health England	164,999
Anne Mackie	Deputy Director of Screening Operations and Quality Assurance	Public Health England	164,999
Dr Paul Watson	Regional Director (Midlands and East)	NHS England	164,999
Kevin Baughan	Deputy Chief Executive	Innovate UK	164,999
Michael Grenfell	Executive Director, Enforcement	Competition and Markets Authority	164,999
Alan Delmonte	Chief Executive	Horseshoe Betting Levy Board	164,999
Chelsea Warr	Director of Performance	UK Sport	164,999
Richard Ennis	Executive Director -	Homes and Communities	164,999

¹⁴ Catherine Brown: post holder left organisation on 13 October 2017

Individual	Job Title	Organisation	Total pay ceiling/salary (£)
	Finance and Corporate Services	Agency	
Christopher Marsh	Head of Cost, Estimating & Benchmarking	High Speed Two Ltd	164,999
David Bray	A14 Project Director	Highways England	164,999
Kate Staples	General Counsel & Secretary to the CAA	Civil Aviation Authority	164,999
Padhraic Kelleher	Head of Intelligence, Strategy and Policy	Civil Aviation Authority	164,999
John Mccoll	Head of Airworthiness And Chief Surveyor	Civil Aviation Authority	164,999
Simon Blanchflower	Major Programme Director [Thameslink]	Network Rail	164,999

Methodology

- The list was derived from two sources published in 2017, *Cabinet Office senior officials 'high earners' salaries* and the *Public Bodies 2017* report. Only those earning more than £164,000 are included.
- Invariably, the total pay ceiling/salary column refers only to salary and is in reference to the most recent financial year. Where this is not the case, the explanation on compensation, benefits and pensions has been included as a footnote. All data in the table has been directly transposed from two government publications.
- Most entries were in £5,000 pay bands. The upper limit is stated. On occasion, a specific salary for the year has been given.
- The Cabinet Office list includes figures who also work in Whitehall departments. These entries were removed.
- The list is not exhaustive, and does not include salary details of every quango. Rather, included in the final list are those that work for a variety of public bodies, including non-ministerial departments, advisory and tribunal non-departmental public bodies, executive agencies, trading funds and public corporations. A fuller definition of public bodies is in Annex B of the *Public Bodies 2017* report. The *Public Bodies 2017* report states that there are 205 public bodies.
- Organisations that are wholly a part of a department, such as Defence Equipment and Support within the Ministry of Defence, have not been included.
- Some of those listed in the list will no longer be in their post.

Sources

- Cabinet Office, *Public Bodies Report*, 2017.
- Cabinet Office, *Senior Officials 'high earners' salaries as at 30 September 2017*, 2017.
- HM Revenue & Customs, *UK Income Tax Liabilities Statistics*, 2016.
- Institute for Government, *Bonfire of the quangos*, 2012.