

The salary, pension entitlements and the value of any taxable benefits in kind of the Chief Executive and Keeper, Executive Directors, Associate Director, Non-executive Directors and Non-executive Board Members of The National Archives, were as follows (audited):^{1 2}

	2017-18					2016-17				
	Salary and FYE (full-year, full-time equivalent) £'000	Bonus £'000	Benefit in kind £	Pension benefits £'000	Total £'000	Salary and FYE (full-year, full-time equivalent) £'000	Bonus £'000	Benefit in kind £	Pension benefits £'000	Total £'000
Jeff James Chief Executive and Keeper	115-120	-	-	46	165-170	115-120	5-10	-	47	175-180
Neil Curtis Finance and Commercial Director (from 21 November 2016)	95-100	-	-	37	130-135	30-35 (95-100)	-	-	13	45-50
Paul Davies Operations Director (from 1 June 2016) Disclosure relates to current role.	85-90	-	-	14	100-105	70-75 (85-90)	-	-	19	90-95
Lucy Fletcher Associate Director – Government Audience. Disclosure relates to current role	25-30 (55-60)	-	-	11	35-40	N/A	N/A	N/A	N/A	N/A
Dr Valerie Johnson Director of Research and Collections	80-85	-	-	40	120-125	80-85	-	-	40	120-125

¹ Salary and full year equivalent (FYE) are presented to the nearest £1,000. FYE is shown in brackets. Benefits in kind are presented to the nearest £100, pension benefits and total remuneration to the nearest £1,000

² The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation or any increase or decreases due to a transfer of pension rights

	2017-18					2016-17				
	Salary and FYE (full-year, full-time equivalent) £'000	Bonus	Benefit in kind	Pension benefits	Total	Salary and FYE (full-year, full-time equivalent) £'000	Bonus	Benefit in kind	Pension benefits	Total
	£'000	£'000	£	£'000	£'000	£'000	£'000	£	£'000	£'000
Caroline Ottaway-Searle Director, Public Engagement	85-90	5-10	-	34	130-135	85-90	0-5	-	34	125-130
John Sheridan Digital Director	80-85	-	-	26	105-110	80-85	-	-	65	145-150
Carol Tullo (until 30 June 2017) Director, Information Policy and Services	20-25 (95-100)	-	-	3	25-30	95-100	5-10	-	20	120-125
Peter Phippen Non-executive Director/Board Member	5-10	N/A	100	N/A	5-10	5-10	N/A	100	N/A	10-15
Lesley Cowley OBE Lead Non-executive Board Member (from 1 January 2016)	15-20	N/A	200	N/A	15-20	15-20	N/A	100	N/A	15-20
Dr Claire Feehily Non-executive Board Member (from 1 January 2016)	10-15	N/A	300	N/A	10-15	10-15	N/A	400	N/A	10-15
Brian Gambles MBE Non-executive Board Member (from 1 January 2016 to 31 December 2017)	5-10 (10-15)	N/A	-	N/A	5-10	10-15	N/A	-	N/A	10-15
Maurice Goddard Independent member of the Audit and Risk committee (to 18 November 2016)	N/A	N/A	N/A	N/A	N/A	0 - 5 (5 - 10)	N/A	-	N/A	0 - 5
Robert Milburn Independent member of the Audit and Risk Committee (from 16 May 2017)	0-5 (10-15)	N/A	-	N/A	0-5	N/A	N/A	N/A	N/A	N/A

Pay multiples (audited)

	2017-18	2016-17
Band of highest paid Director's remuneration (£)	120-125	125-130
Median total remuneration (£)	30,126	28,593
Ratio	4.1	4.5

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce.

The banded remuneration of the highest-paid Executive Director in The National Archives in the financial year 2017-18 was £120k-£125k (2016-17: £125-£130k). This was 3.9 times the median remuneration of the workforce, which was £30,126, a decrease of 0.4. The decrease can be attributed to a decrease in staff numbers combined with higher level vacancies at the lower grade posts compared to prior year, together with impact of a bonus received in the prior year by the highest paid Director.

In both 2017-18 and 2016-17, no employees received remuneration in excess of the highest-paid director. Remuneration ranged from £18,000-£120,000 (2016-17: £15,000 - £129,000).

Total remuneration includes salary, non-consolidated performance-related pay and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer of pensions.

Pension benefits (audited)

Name	Accrued pension at pension age as at 31/03/18 and related lump sum	Real increase /(decrease) in pension and related lump sum at pension age	CETV at 31/03/18	CETV at 31/03/17	Real increase in CETV
	£000 in bands of £5,000	£000 in bands of £2,500	£000 to nearest £000	£000 to nearest £000	£000 to nearest £000
Jeff James Chief Executive and Keeper	5-10	2.5-5	113	80	21
Neil Curtis Finance and Commercial Director (from 21 November 2016)	0-5	0-2.5	29	7	14
Paul Davies Operations Director (from 1 June 2016) Disclosure relates to current role.	20-25	0-2.5	435	393	12
Lucy Fletcher Associate Director – Government Audience.	5-10	0-2.5	43	38	3
Valerie Johnson, Director of Research and Collections	15-20	2.5-5	262	219	18
Caroline Ottaway-Searle Director, Public Engagement	20-25	0-2.5	310	268	25
John Sheridan Digital Director	15-20	0-2.5	244	218	9
Carol Tullo (until 30 June 2017), Director, Information Policy and Services	20-25 plus a lump sum of 70-75	0-2.5 plus a lump sum of 0-2.5	530	522	2