

## **Salaries and Bonuses – 2018-19**

The following sections provide details of the remuneration and pension interests of the most senior staff and officials (i.e. Board members) of the department.

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) <sup>1 2</sup> :

	2018-19					2017-18				
	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	120-125	-	-	47	165-170	120-125	-	-	46	165-170
Neil Curtis Finance and Commercial Director	95-100	-	-	38	135-140	95-100	-	-	37	130-135
Paul Davies Operations Director	85-90	-	-	21	105-110	85-90	-	-	14	100-105
Lucy Fletcher Director for Government <sup>3</sup>	65-70	-	-	15	80-85	25-30 (55-60)	-	-	11	35-40
Dr Valerie Johnson Director of Research and Collections	80-85	-	-	40	120-125	80-85	-	-	40	120-125
Caroline Ottaway-Searle Director, Public Engagement	90-95	-	-	35	125-130	85-90	5-10	-	34	130-135
John Sheridan Digital Director	80-85	-	-	31	110-115	80-85	-	-	26	105-110

<sup>1</sup> 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.

<sup>2</sup> The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) 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.

<sup>3</sup> Associate Director from 2 October 2017, Director for Government from 15 October 2018

	2018-19					2017-18				
	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
Carol Tullo (until 30 June 2017) Director, Information Policy and Services	N/A	N/A	N/A	N/A	N/A	20-25 (95-100)	-	-	3	25-30
Lesley Cowley OBE Lead Non-executive Board member	15-20	N/A	2,300	N/A	15-20	15-20	N/A	2,300	N/A	15-20
Dr Claire Feehily Non-executive Board member	15-20	N/A	2,600	N/A	20-25	10-15	N/A	3,600	N/A	15-20
Brian Gambles MBE Non-executive Board member (until 31 December 2017)	N/A	N/A	-	N/A	N/A	5-10 (10-15)	N/A	500	N/A	5-10
Robert Milburn Independent member of the Audit and Risk Committee	0-5	N/A	-	N/A	0-5	0-5	N/A	-	N/A	0-5

#### Pay multiples (audited)

	2018-19	2017-18
Band of highest paid Director's remuneration (£)	120-125	120-125
Median total remuneration (£)	30,216	30,126
Ratio	4.1	4.1

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 2018-19 was £120k-£125k (2017-18: £120k-£125k). This was 4.0 times the median remuneration of the workforce, which was £30,216. The small increase in the

median from the previous year is due to a decrease in staff numbers combined with an increase in lower graded staff undertaking apprenticeships, offset by new posts in the digital directorate commanding higher salaries than the average.

In both 2018-19 and 2017-18, no employees received remuneration in excess of the highest-paid director. Remuneration ranged from £16,000-£125,000 (2017-18: £18,000-£125,000).

Total remuneration includes salary, non-consolidated performance-related pay and benefits-in-kind (travel and subsistence). 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 31/03/19 and related lump sum	Real increase / (decrease) in pension and related lump sum at pension age	CETV at 31/03/19	CETV at 31/03/18	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	10-15	2.5-5	163	113	25
Neil Curtis Finance and Commercial Director	5-10	0-2.5	58	29	17
Paul Davies Operations	25-30	0-2.5	507	435	21
Lucy Fletcher Director for Government <sup>4</sup>	5-10	0-2.5	65	51	5
Valerie Johnson, Director of Research and Collections	20-25	2.5-5	330	262	21
Caroline Ottaway-Searle Director, Public Engagement	20-25	0-2.5	370	310	26
John Sheridan Digital Director	20-25	0-2.5	302	244	14
Carol Tullo (until 30 June 2017) Director, Information Policy and Services	N/A	N/A	N/A	530	N/A

There were no employer contributions to partnership pension accounts in respect of any of the above.

<sup>4</sup> Associate Director from 2 October 2017, Director for Government from 15 October 2018