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[Our salaries](#)

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Salaries over £60,000	Name	Role	Annual salary (£)	Location
	Shaun McNally	Chief Executive Officer	166,400	London
	Craig Westwood	Director of Communications, Policy and Research	108,683	London
	Ailsa Irvine	Director of Electoral Administration and Guidance	108,273	London
	Louise Edwards	Director of Regulation	108,273	London
	Binnie Goh	General Counsel	90,000 to 94,999	London
	Andrew Simpson	Head of Digital Data, Technology and Facilities	75,000 to 79,999	London
	Denise Morgan	Head of Human Resources	70,000 to 74,499	London
	Bola Raji	Interim Head of Planning and Performance	70,000 to 74,499	London
	John Pullinger	Chair	70,000 to 74,499	London
	Tom Hawthorn	Head of Policy	70,000 to 74,499	London
	Sheilja Shah	Senior Regulatory Lawyer	70,000 to 74,499	London
	Charlene Hannon	Head of Guidance	70,000 to 74,999	London
	Niki Nixon	Head of External Communications	70,000 to 74,999	London
	Tim Crowley	Head of Digital Communications and Voter Engagement	70,000 to 74,999	London
	Su Crown	Head of Campaigns and Corporate Communications	70,000 to 74,999	London
	Katy Knock	Head of Legislation, Strategy and Coordination	65,000 to 69,999	London
	Laura Douglas	Head of Regulatory Support	65,000 to 69,999	London
	David Bailey	Head of Strategic Planning and Performance	65,000 to 69,999	London
	Gilly Bloom	Senior Lawyer	65,000 to 69,999	London
	Mel Davidson	Head of Support and Improvement	65,000 to 69,999	London
	Phil Thompson	Head of Research	65,000 to 69,999	London
	Tracey Blackman	Head of Finance	65,000 to 69,999	London
	Andy O'Neill	Head of Electoral Commission, Scotland	65,000 to 69,999	Edinburgh
	Carol Sweetenham	Head of Projects	65,000 to 69,999	London
	Dan Adamson	Head of Monitoring and Enforcement	65,000 to 69,999	London
	Majella La Praik	Head of Registration and Reporting	65,000 to 69,999	London
	Adrian Fryer	Senior Lawyer	65,000 to 69,999	London
	Rhydian Thomas	Head of Electoral Commission, Wales	65,000 to 69,999	Cardiff
	Cahir Hughes	Head of Electoral Commission, Northern Ireland	65,000 to 69,999	Belfast

Annual salary includes taxable benefits and allowances. The table above includes those currently on maternity, parental or adoption leave. Actual salaries for the Chair and Executive team are published in our annual resource accounts, therefore actuals are shown above for these staff. We do not use Senior Civil Service grades. All figures are full-time equivalent. Salary bands below £60,000

Job level	Number of staff	Salary banding (£)
Manager or Senior Adviser	87	41,000 to 59,999
Senior Adviser or Senior Officer	30	36,000 to 40,999
Adviser or Officer	46	28,000 to 35,999

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