

**OFFICIAL**

**Senior Remuneration**

The Scottish Police Authority publishes the remuneration of its Directors and Senior Officers as outlined in the Scottish Government guidance to Non-Departmental Public Bodies. The current remuneration for those defined as directors within the SPA and Police Scotland's leadership team is detailed in the tables below:

**Scottish Police Authority**

NAME	ANNUAL SALARY
Lynn Brown, Chief Executive	£160 - £165k
Fiona Douglas, Director of Forensic Services	£160 - £165k
Barry Sillers, Deputy Chief Executive (Strategy and Performance)	£135 - £140k
Chris Brown, Deputy Chief Executive (Resources)	£135 - £140k

**Police Scotland**

NAME	ANNUAL SALARY
Chief Constable, Jo Farrell	£245 - £250k
Deputy Chief Constable, Jane Connors	£200 - £205k
Deputy Chief Constable, Alan Speirs	£200 - £205k
Deputy Chief Constable, Bex Smith	£200 - £205k
Assistant Chief Constable, Mark Williams (Currently on secondment to NPCC)	£135 - £140k
Assistant Chief Constable, Tim Mairs	£135 - £140k
Assistant Chief Constable, Gary Ritchie	£135 - £140k
Assistant Chief Constable, Emma Bond	£135 - £140k
Assistant Chief Constable, Andy Freeburn	£135 - £140k
Assistant Chief Constable, Wendy Middleton	£135 - £140k
Assistant Chief Constable, Stuart Houston	£135 - £140k
Assistant Chief Constable, Mark Sutherland	£135 - £140k
Assistant Chief Constable, Catriona Paton	£135 - £140k
Andrew Hendry, Chief Digital and Information Officer	£160 - £165k
James Gray, Chief Financial Officer	£160 - £165k
Tom McMahon, Director of Strategy and Analysis	£145 - £150k
Katy Miller, Director of People and Development	£145 - £150k
Patrick Brown, Acting Director of Strategy and Analysis	£140 - £145k
Martin Low, Chief Operating Officer	£125 - £130k
Duncan Campbell, Chief Legal Officer	£125 - £130k
Denis Hamill, Chief Data Officer	£120 - £125k