

**Scottish Environment Protection Agency (SEPA):
Disclosure of senior staff names and salaries (as at 31 December 2018)**

Name	Job Title/Grade	Pay rate at 31 December 2018
Terence A'Hearn	Chief Executive	£120,000 - £125,000
David Pirie	Executive Director Evidence & Flooding	£100,000 - £105,000
Calum MacDonald*	Executive Director	£ 55,000 - £ 60,000
Allan Reid	Director of Commercial Services	£ 80,000 - £ 85,000
Stuart McGregor	Chief Officer Finance	£ 80,000 - £ 85,000
Fiona Martin	Chief Officer People & Property	£ 80,000 - £ 85,000
Jo Green	Chief Officer Performance & Innovation	£ 75,000 - £ 80,000
John Kenny	Chief Officer Circular Economy	£ 75,000 - £ 80,000
Ian Buchanan	Chief Officer Compliance & Beyond	£ 75,000 - £ 80,000

Note:

SEPA is a member of the Local Government Pension Scheme (LGPS). Those listed in the table above are members of the scheme and pay pension contributions at a rate of around 12% of basic salary. NB, the LGPS is significantly different from the Civil Service Pension Scheme (CSPS) that applies in Government and some other public bodies, making direct comparisons difficult.

(*employee opted out of pension scheme)