



**Scottish  
Water**  
Trusted to serve Scotland

## Scottish Water

### Disclosure of Senior Staff Names and Salaries (February 2025)

Name	Job Title	Pay Rate
Alex Plant	Chief Executive	£290k - £295k
Alan Dingwall	Chief Financial Officer	£210k - £215k
Simon Parsons	Director of Environment, Planning & Assurance	£180k - £185k
Rob Mustard	Director of Capital Investment	£170k - £175k
Wendy Kimpton	Director of Strategy & Regulation	£170k - £175k
Peter Farrer	Chief Operating Officer	£165k - £170k (0.81 FTE)
Lynne Highway	Director for People	£160k - £165k
Emma Campbell	Group Legal Counsel & Director of Governance	£150k - £155k
Raymond Buchanan	Director of Corporate Affairs	£150k - £155k
Chris Toop	Director of Digital	£135k - £140k
Kes Juskowiak	Director of Transformation	£135k - £140k