

### Exceptions at and above Pay Band 2 (Approved 1 April 2024 - 30 September 2024)

- Exceptions at and above the SCS Pay Band 2 level require the prior approval of the Commission. This page provides details of exceptions approved by the Commission at or above the SCS Pay Band 2 threshold (or equivalent) since the last publication covering [2023/24](#).
- From October 2024 onwards the Commission will publish a table summarising all approved exception requests made at SCS Pay Band 2 and above at the end of each month.
- Exception rules are outlined in the [Recruitment Principles](#) (p11). Secondments (Exception 3) are counted as exceptions even if a fair, open and merit-based competition has taken place to identify the appointee.

Date approved	Department	Payband	Job title	Exception used	Approval length	Name
02/04/2024	UK Health Security Agency	PB2	Consultant in Public Health Infection	Exception 3	6 months	Dr Stephanie Thomas
02/04/2024	Welsh Government	PB2	Director Workforce & OD	Exception 3	6 months	Liz Rogers
02/04/2024	UK Health Security Agency	PB2	Locum Consultant in Public Health	Exception 3	12 months	Tom Fowler
04/04/2024	Welsh Government	PB2	Deputy Chief Medical Officer ( Health Services) and National Clinical Director	Exception 3	18 months	Dr Pushpinder Singh Mangat
04/04/2024	Ministry of Defence	PB3	Managing Director Warhead	Exception 3	3 months	Dr Rebecca Weston
10/04/2024	Competition and Markets Authority	PB2	Assistant Director, Economics	Exception 3	3 months	Alan McNaboe
10/04/2024	Ministry of Defence	PB2	Organisational Design Industry Lead	Exception 3	6 months	Rene Nibbelke
10/04/2024	National Crime Agency	PB2	NCA Director Transformation	Exception 3	24 months	Jane Gugan
18/04/2024	Home Office	PB2	Expert Adviser – Health & Social Care Delivery	Exception 3	5 months	Jemma Edge
18/04/2024	UK Health Security Agency	PB2	Consultant (Medical) in Infectious Diseases	Exception 3	60 months	Emily Shaw

25/04/2024	UK Health Security Agency	PB2	Divisional Lead Public Health Microbiology Network Laboratories	Exception 3	6 months	Stephanie Thomas
25/04/2024	HM Revenue & Customs	PB2	Deputy Director Scottish Government Resource Planning	Exception 1	12 months	David Hingley
25/04/2024	Government Legal Department	PB2	Senior Lawyer	Exception 3	12 months	Victoria Ho
30/04/2024	Department for Digital, Culture, Media & Sport	PB2	National Police Coordinator, EURO 2028	Exception 3	12 months	Joseph McDonald
30/04/2024	Department for Energy Security and Net Zero	PB2	Integrated Corporate Services (ICS) Managing Director	Exception 1	18 months	Darren Mephram
06/05/2024	Competition and Markets Authority	PB2	Economics Adviser	Exception 3	6 months	Benoit Voudo
09/05/2024	Scottish Prison Service	PB3	Contract Director	Exception 9	n/a	Craig Thomson
14/05/2024	Welsh Government	PB2	Deputy Chief Dental Officer	Exception 3	24 months	Warren Tolley
14/05/2024	Department of Health & Social Care	PB2	Deputy Regional Director	Exception 3	6 months	Maggie Rae
28/05/2024	Department of Health & Social Care	PB2	Regional Director North East	Exception 5	n/a	Peter Kelly
28/05/2024	Department for Levelling Up, Housing and Communities	PB2	Service Owner - Technology & Architecture	Exception 3	12 months	Steven Harrison
28/05/2024	Ministry of Defence	PB2	Interim Director of Strategic Engagement and Corporate Affairs	Exception 1	6 months	Sarah Allen
03/06/2024	Department for Business and Trade	PB2	Technical Specialist, Accounting and Non-Financial Reporting	Exception 3	6 months	Debbie Crawshawe

03/06/2024	Ofgem	PB2	Deputy Director Strategy	Exception 1	2 months	Marzia Zafar
03/06/2024	Cabinet Office	PB2	British Academy Innovation Fellow	Exception 3	12 months	Carolin Ioramashvili
03/06/2024	Cabinet Office	PB2	British Academy Innovation Fellow	Exception 3	12 months	Gloria Crabolu
06/06/2024	Ministry of Defence	PB2	DEEP THOUGHT Project Officer	Exception 3	21 months	Richard Barber
13/06/2024	Department for Science, Innovation and Technology	PB2	UX Engineer	Exception 1	18 months	Jessica Bergs
21/06/2024	UK Health Security Agency	PB3	Director General – Data, Analytics and Surveillance	Exception 3	24 months	Steven Riley
24/06/2024	Department for Science, Innovation and Technology	PB2	Senior Research Scientist	Exception 1	18 months	Tomas Korbak
25/06/2024	Department of Health & Social Care	PB2	National Institute for Health and Care Research, Short Placement Award for Research Collaboration Placement	Exception 3	12 months	Caroline Moore
25/06/2024	Competition and Markets Authority	PB2	Legal Secondees (up to 20)	Exception 3	24 months	Class Approval request
26/06/2024	Ministry of Defence	PB3	Managing Director Warhead	Exception 3	6 months	Dr Rebecca Weston
26/06/2024	Department for Energy Security and Net Zero	PB2	Integrated Corporate Services (ICS) Managing Director	Exception 1	12 months	Cath Denholm
28/06/2024	Department for Science, Innovation and Technology	PB2	Systems Engineer	Exception 3	18 months	Michael Schmatz
01/07/2024	Welsh Government	PB2	Clinical Lead for the Duty of Candour	Exception 3	8 months	Mark Madams

01/07/2024	Department for Science, Innovation and Technology	PB2	Deputy Director	Exception 3	36 months	Hugo James
04/07/2024	Ministry of Justice	PB2	Chief Transformation Officer	Exception 1	24 months	Colin Shaw
05/07/2024	Foreign, Commonwealth & Development Office	PB2	Chief Scientific Advisor	Exception 3	12 months	Charlotte Watts
08/07/2024	Department for Science, Innovation and Technology	PB2	Software Engineer	Exception 1	18 months	Ed Saunders
08/07/2024	Department for Science, Innovation and Technology	PB2	Head of Engineering	Exception 1	24 months	Kawamina Orleans Pobee
08/07/2024	Department for Science, Innovation and Technology	PB2	Technical Staff	Exception 1	18 months	Isham Mishra
08/07/2024	Department for Science, Innovation and Technology	PB2	Specialist in Democracy Risk	Exception 1	18 months	Jonathan Richard Schwarz
08/07/2024	Department for Science, Innovation and Technology	PB2	Research Scientist	Exception 1	18 months	Alexander Anwyl-Irvine
08/07/2024	Department for Education	PB2	Lead Expert: Curriculum and Assessment Review	Exception 3	18 months	Becky Francis
08/07/2024	Department for Energy Security and Net Zero	PB2	Chief Delivery Advisor Decarbonisation 2030	Exception 1	24 months	Chris Stark
09/07/2024	Department for Science, Innovation and Technology	PB2	AISI Safety Researchers (up to 10)	Exception 1	24 months	Class Approval request
09/07/2024	Cabinet Office	PB2	Digital Secondees (up to 20)	Exception 3	24 months	Class Approval request

09/07/2024	Department of Health & Social Care	PB3	Director General National Health Service (NHS) 10-Year Plan	Exception 3	3 months	Sally Warren
09/07/2024	Department of Health & Social Care	PB3	Director General National Health Service (NHS) 10-Year Plan	Exception 4	21 months	Sally Warren
10/07/2024	Department for Energy Security and Net Zero	PB2	Downstream Oil Industry Expert	Exception 3	24 months	Andrew Short
10/07/2024	Department for Science, Innovation and Technology	PB2	Software Engineer	Exception 1	18 months	Simon Inman
10/07/2024	Department for Science, Innovation and Technology	PB2	Software Engineer	Exception 1	18 months	Vy Hong
10/07/2024	Department for Science, Innovation and Technology	PB2	Research Scientist	Exception 1	18 months	Steven Kemp
10/07/2024	HM Treasury	PB2	Director, Investment	Exception 1	16 weeks	Ian Corfield
11/07/2024	Welsh Government	PB2	Professional Adviser: Welsh-medium	Exception 3	24 months	Meurig Jones
12/07/2024	Department for Science, Innovation and Technology	PB3	Director General, Digital Centre	Exception 1	24 months	Emily Middleton
15/07/2024	Ofgem	PB2	Deputy Director: Market enforcement case	Exception 1	6 months	Michelle Coco
16/07/2024	Scottish Government	PB2	Chief Nursing Officer	Exception 3	60 months	TBC (recruitment ongoing)
16/07/2024	Ministry of Defence	PB2	Organisational Design Industry Lead	Exception 3	6 months	Rene Nibbelke

19/07/2024	Department for Science, Innovation and Technology	PB2	Research Scientist	Exception 1	18 months	Sidney Black
19/07/2024	Ministry of Justice	PB2	Commercial Director	Exception 5	n/a	James Rawlings
22/07/2024	Cabinet Office	PB2	Policy Advisor to No10	Exception 1	6 months	John Bew
23/07/2024	UK Health Security Agency	PB2	Consultant in Health Protection	Exception 1	6 months	Nathan Post
24/07/2024	Scottish Government	PB2	Professional Social Work Adviser	Exception 3	5 months	Iain Ramsay
26/07/2024	UK Health Security Agency	PB2	Consultant Virologist or Consultant in Infectious Disease	Exception 1	24 months	Thomas Christie Williams
05/08/2024	Department for Science, Innovation and Technology	PB2	Technical Advisor, Digital Identity Industry Adoption	Exception 3	7 months	Alison McDowell
05/08/2024	Department for Science, Innovation and Technology	PB2	Certification and Security Advisor	Exception 3	24 months	Richard Trevorah
07/08/2024	Department of Health & Social Care	PB2	Consultant in Dental Public Health, National Lead for Dental Public Health Intelligence	Exception 5	12 months	Katerine (Kate) Jones
14/08/2024	Department for Work and Pensions	PB2	Employment Expert Advisor	Exception 1	6 months	Tony Wilson
14/08/2024	Department for Work and Pensions	PB2	Pensions Expert Advisor	Exception 1	6 months	Dr Andrew Tarrant
14/08/2024	Department for Work and Pensions	PB2	Social Security and Disability Expert Advisor	Exception 1	6 months	Kayley Hignell
19/08/2024	Department of Health & Social Care	PB2	Adult Social Care Lead for the Hospital Discharge Programme	Exception 3	12 months	Chris Badger

23/08/2024	Department of Health & Social Care	PB2	Strategic Adviser: Financial Incentives	Exception 3	12 months	Dr Nicholas (Nick) Hicks
29/08/2024	HM Treasury	PB2	National Wealth Fund Policy Secondee	Exception 3	2 months	Bethan Charnley
06/09/2024	Department for Science, Innovation and Technology	PB2	Senior Advisor - Local Government Digital Transformation	Exception 3	12 weeks	Theo Blackwell
06/09/2024	Department for Business and Trade	PB2	Technical Expert, Corporate Reporting and Accounting	Exception 3	24 months	Debbie Crawshawe
06/09/2024	Ministry of Defence	PB3	Managing Director Warhead	Exception 3	3 months	Dr Rebecca Weston
16/09/2024	HM Treasury	PB2	Senior Policy Advisor	Exception 3	7 months	Patrick Leavey
16/09/2024	Cabinet Office	PB2	Senior Specialist Adviser	Exception 3	24 months	Oliver Hauser
18/09/2024	Ministry of Defence	PB2	Director Project Initiation (Gateway)	Exception 1	6 months	Sean Brady
19/09/2024	UK Health Security Agency	PB2	Deputy Director, Head of Centre for Climate & Health Security	Exception 3	5 months	Lea Berrang Ford
19/09/2024	UK Health Security Agency	PB2	Deputy Director Cyber Security	Exception 3	24 months	Matt Proud
19/09/2024	Competition and Markets Authority	PB2	Assistant Director Economics	Exception 3	2 months	Alan McNaboe
19/09/2024	Department of Health & Social Care	PB2	Deputy Regional Director, South West	Exception 3	6 months	Professor Maggie Rae
19/09/2024	Ministry of Defence	PB2	Chief Data Information Architecture	Exception 4	6 months	Dr Tim Robinson
20/09/2024	Department of Health & Social Care	PB2	Strategic Adviser, Health and Care System Strategy Unit	Exception 3	12 months	Philippa Baker
20/09/2024	Department of Health & Social Care	PB2	Director, Health and Care System Strategy Unit	Exception 3	12 months	Ravi Baghirathan

26/09/2024	Department of Health & Social Care	PB2	Senior Clinical Advisor - Dental Contract Reform Strategy	Exception 3	12 months	Professor Rebecca Harris
26/09/2024	Department of Health & Social Care	PB2	Senior Clinical Advisor - Urgent Dental Care Strategy	Exception 3	12 months	Simon Hearnshaw
26/09/2024	Ministry of Defence	PB2	Organisational Design Industry Head	Exception 3	12 months	Darren Wilson
27/09/2024	Central Digital And Data Office	PB2	Technology Advisor	Exception 3	12 months	Dan King