

Exceptions at and above Pay Band 2 (Approved 1 August 2025 - 31 August 2025)

- 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) during August 2025.
- This data is published once a 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 ¹	Job title	Exception used	Approval length	Name
06/08/2025	CO	PB2	Strategy Advisor	Exception 3 - Secondments	2 months	Tom Kibasi
07/08/2025	DHSC	PB2	Director of Transformation, Communication and Engagement	Exception 3 - Secondments	6 weeks <i>*extension to existing appointment</i>	Antony Tiernan
08/08/2025	DHSC	PB2	DHSC Senior Responsible Officer (Neighbourhood Health)	Exception 1 - Temporary appointments	20 months <i>*exception within 12-months of another</i>	Paul Maubach
18/08/2025	GLD	PB2	Legal Project Manager	Exception 3 - Secondments	6 months	Ed Westlake
18/08/2025	Ofwat	PB2	Finance Director	Exception 1 - Temporary appointments	24 months	Rhodri Huw Jenkins
19/08/2025	DfE	PB2	Advanced Child Protection Practice Support Expert (Social Work)	Exception 3 - Secondments	6 months	Julie Rooke
19/08/2025	DfE	PB2	Advanced Child Protection Practice Lead Expert (Social Work)	Exception 3 - Secondments	6 months	Laura Eden

¹ Meaning either the salary at which the individual is paid at and/or grade of the role the individual was appointed to.

20/08/2025	HMT	PB2	Senior Policy Adviser – Special Situations	Exception 3 - Secondments	18 months <i>*retrospective approval for 18 months and extension for an additional 12 months</i>	Hannah Cutmore-Scott
26/08/2025	CO	PB2	British Academy Innovation Fellow	Exception 3 - Secondments	7 months <i>*extension to existing appointment</i>	Gloria Crabolu