

Exceptions recorded under class/bulk approvals at and above Pay Band 2 (Reported 1 April 2025 - 30 September 2025)

- Exceptions at and above the SCS Pay Band 2 level require the prior approval of the Commission. This table provides details of exceptions reported to the Commission as a result of class/bulk approvals at or above the SCS Pay Band 2 threshold (or equivalent) during 1 April 2025 - 30 September 2025.
- Class approvals allow government departments to make multiple exceptional appointments, under a specific set of conditions, prior to identifying the individuals to be appointed and without the need to seek approval from the Commission for each case.
- Bulk approvals allow government departments to make multiple appointments by exception to a group of named individuals without the need to seek approval from the Commission for each case.
- Both class and bulk approvals are rare and only granted where a department can demonstrate a clear and compelling business need. Where such approvals are given, specific parameters are set to ensure that appointments are made strictly in line with defined conditions. In addition, the department must report the relevant details of each appointee to the Commission at regular intervals.
- This data is published every six months.
- The data does not include appointments where the name has been redacted for confidentiality reasons or when an individual subsequently declined and did not start in post.
- 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 notified	Department	Programme	Payband ¹	Job title	Exception used	Approval length	Name
04/04/2025	DSIT	AI Safety Institute ²	PB2	Head of Testing	Exception 1 - Temporary appointments	24 months	Vicky Langstone
09/04/2025	DSIT	AI Safety Institute	PB2	Head of Alignment	Exception 1 - Temporary appointments	24 months	Benjamin Hilton
10/04/2025	DSIT	AI Safety Institute	PB2	Research Engineer	Exception 1 - Temporary appointments	24 months	Arathi Mani

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

² The AISI aims to evaluate and ensure the safety of the most advanced AI models, requiring highly specialised roles due to the complex and interdisciplinary nature of AI safety.

29/04/2025	DfE ³	Regional School Improvement Programme	PB2	Regional Improvement for Standards and Excellence (RISE) Team Adviser	Exception 3 - Secondments	24 months	James Inman
07/05/2025	DSIT	AI Safety Institute	PB2	Technical Engagement Lead	Exception 1 - Temporary appointments	24 months	Clíodhna Ní Ghuidhir
01/07/2025	FCDO	The Research and Senior Academic Advice Programme ⁴	PB2	Senior Research Fellows	Exception 3 - Secondments	24 months	Prof Juan Pablo Rud
01/07/2025	FCDO	The Research and Senior Academic Advice Programme	PB2	Senior Research Fellows	Exception 3 - Secondments	24 months	Prof Jonathan Goodhand
01/07/2025	FCDO	The Research and Senior Academic Advice Programme	PB2	Senior Research Fellows	Exception 3 - Secondments	24 months	Prof Tom Goodfellow
01/07/2025	FCDO	The Research and Senior Academic Advice Programme	PB2	Senior Research Fellows	Exception 3 - Secondments	24 months	Prof Sally Theobald
04/07/2025	DSIT	AI Safety Institute	PB2	Societal Resilience Data Scientist	Exception 1 - Temporary appointments	24 months	Shahar Avin

³ RISE aims to break the link between young people's backgrounds and their future success, and RISE advisers are educational experts with direct experience improving schools.

⁴ The Research and Senior Academic Advice Programme (ReSAAP) is a five-year initiative established to connect FCDO teams with expert advice from trusted science, technology, and innovation networks. Its purpose is to support the delivery of the FCDO's key priorities by ensuring that strategy and policy formulation, programmes, and significant research investment decisions are informed by the latest evidence and insights.

04/07/2025	DSIT	Digital Secondments programme ⁵	PB2	Strategic Roadmap and Delivery Lead (GDS)	Exception 3 - Secondments	6 months	Ed Messent
04/07/2025	DSIT	AI Safety Institute	PB2	Software Engineer	Exception 1 - Temporary appointments	24 months	Glen Rodgers
04/07/2025	DSIT	AI Safety Institute	PB2	Research Lead	Exception 1 - Temporary appointments	24 months	Aiden Peppin
04/07/2025	DSIT	AI Safety Institute	PB2	Software Engineering Lead	Exception 1 - Temporary appointments	24 months	Inna Haper
10/09/2025	CMA	Legal Secondment Programme ⁶	PB2	Legal Secondee	Exception 3 - Secondments	5 months	James Neill
10/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	5 months	Koo Asakura
10/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	5 months	Hannah Bannister
10/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	5 months	Anders Jay
10/09/2025	CMA	Legal	PB2	Legal Secondee	Exception 3 -	5 months	Matthew Scott

⁵ The Digital Secondments Programme is an initiative designed to infuse government departments with cutting-edge digital expertise from the private sector. The programme seeks to address complex challenges in public service delivery by bringing in professionals with advanced skills in areas such as artificial intelligence, data engineering, and technical architecture.

⁶ The CMA offers legal secondment opportunities for qualified lawyers working in UK law firms, with a focus on competition and consumer law. These secondments are typically 6-month placements, providing structured insight into the CMA's functions and casework.

		Secondment Programme			Secondments		
10/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	5 months	Neha Renshaw
10/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	5 months	Hannah Street
16/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	8 months	Olivia Spong
16/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	6 months	Malhar Mahurkar
16/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	8 months	Evie Pearson
16/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	8 months	Lucy Charatan
16/09/2025	CMA	Legal Secondment Programme	PB2	Legal Secondee	Exception 3 - Secondments	8 months	Georgia Whelan
18/09/2025	DSIT	AI Safety Institute	PB2	Software Engineering Manager	Exception 1 - Temporary appointments	24 months	Stuart Jennings
24/10/2025	DSIT	AI Safety Institute	PB2	Lead Research Engineer – Societal Impacts	Exception 1 - Temporary appointments	24 months	Tom Eccles

24/10/2025	DSIT	AI Safety Institute	PB2	Research Engineer	Exception 1 - Temporary appointments	24 months	Keno Juchems
24/10/2025	DSIT	AI Safety Institute	PB2	Chief Information Security Officer	Exception 1 - Temporary appointments	24 months	Ben Dewar-Powell
24/10/2025	DSIT	AI Safety Institute	PB2	Technical Programme Manager	Exception 1 - Temporary appointments	24 months	James Aung
24/10/2025	DSIT	AI Safety Institute	PB2	Software Engineer	Exception 1 - Temporary appointments	24 months	Sridhar Eaturu
24/10/2025	DSIT	AI Safety Institute	PB2	Senior Research Scientist	Exception 1 - Temporary appointments	24 months	Jessica McFayden