

Exceptions at and above Pay Band 2 (Approved 1 September 2025 - 30 September 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 September 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
05/09/2025	DHSC	PB2	Director of the Independent Investigation (Maternity and Neonatal)	Exception 3 - Secondments	5 months <i>*retrospective approval for exception within 12-months of another</i>	Kathryn Whitehill
05/09/2025	CO	PB2	British Academy Innovation Fellow	Exception 3 - Secondments	4 months <i>*extension to existing appointment</i>	Carolyn Ioramashvili
08/09/2025	UKHSA	PB2	Consultant in Health Protection	Exception 1 - Temporary appointments	6 months	Eleanor Turner-Moss
08/09/2025	DHSC	PB2	Senior Investigator	Exception 3 - Secondments	4 months	Melanie Ottewill
10/09/2025	DHSC	PB2	Director, Health and Care System Strategy Unit	Exception 3 - Secondments	5 months <i>*extension to existing appointment</i>	Ravi Baghirathan
10/09/2025	DHSC	PB2	Strategic Adviser, Financial Incentives (NHS 10-Year Health Plan)	Exception 3 - Secondments	4 months <i>*extension to existing</i>	Dr Nicholas Hicks

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

					<i>appointment</i>	
10/09/2025	DHSC	PB2	Strategic Adviser, Health and Care System Strategy Unit	Exception 3 - Secondments	5 months <i>*extension to existing appointment</i>	Philippa Baker
12/09/2025	DHSC	PB2	Clinical Research Fellow	Exception 3 - Secondments	12 months	Ruth Mears
12/09/2025	WG	PB2	Nursing Officer – Strategic Nursing Workforce and Education, All Fields of Practice	Exception 3 - Secondments	9 months	Rhiannon Jones
18/09/2025	DfE	PB2	Expert Advisor on Inclusion	Exception 3 - Secondments	7 months	Mark Vickers
18/09/2025	DfE	PB2	Expert Advisor on Inclusion	Exception 3 - Secondments	7 months	Matthew Evans
18/09/2025	DfE	PB2	Expert Advisor on Inclusion	Exception 3 - Secondments	7 months	Sue Franklin
18/09/2025	DfE	PB2	Expert Advisor on Inclusion	Exception 3 - Secondments	7 months	Michelle Dowse
18/09/2025	DfE	PB2	Expert Advisor on Inclusion	Exception 3 - Secondments	7 months	Simon Knight
18/09/2025	MoD	PB4	National Armaments Director	Exception 1 - Temporary appointments	60 months	Rupert Pearce
24/09/2025	DHSC	PB3	Interim Director General for Technology, Digital and Data	Exception 1 - Temporary appointments	6 months	Julian Hunt
26/09/2025	HMT	PB2	Head of News	Exception 5 - Former civil servants	Permanent	Tom Lawrence
29/09/2025	DESNZ	PB2	Great British Energy - Interim Human Resources Director	Exception 3 - Secondments	18 months	Pamela Nichol-Littlejohn

30/09/2025	CMA	PB2	Director of Digital Markets Unit	Exception 1 - Temporary appointments	9 months <i>*exception within 12-months of another</i>	Kate Stirling
30/09/2025	MoD	PB2	Defence Nuclear Organisation SubCap SubSys Capability Senior Advisor	Exception 3 - Secondments	24 months	Nat Wilding