

Exceptions at and above Pay Band 2 (Approved 1 October 2025 - 31 October 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 October 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
02/10/2025	DfE	PB2	Expert Advisor on Inclusion	Exception 3 - Secondments	9 months <i>*extension to existing appointment</i>	Tom Rees
02/10/2025	DfE	PB2	Expert Advisor on Inclusion	Exception 3 - Secondments	6 months <i>*exception within 12-months of another</i>	Heather Sandy
02/10/2025	DfE	PB2	Expert Advisor on Inclusion	Exception 3 - Secondments	6 months <i>*exception within 12-months of another</i>	Susan Douglas
03/10/2025	DSIT	PB2	DSIT Fellow: Earth Observation Fellow	Exception 3 - Secondments	12 months	Mark Chang
03/10/2025	DSIT	PB2	DSIT Fellow: Commercial Innovation Fellow	Exception 3 - Secondments	12 months	John Howard Finch
03/10/2025	DSIT	PB2	DSIT Fellow: Research Talent Fellow	Exception 3 - Secondments	12 months	Christina Anne Boswell
03/10/2025	DSIT	PB2	DSIT Fellow: Tech Sector Growth Adviser	Exception 3 - Secondments	12 months	Natasha Mary Thomas

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

03/10/2025	DSIT	PB2	DSIT Fellow: AI for Science Expert Adviser	Exception 3 - Secondments	12 months	Sotirios Tsafaris
08/10/2025	DHSC	PB3	Interim Director General, Finance	Exception 3 - Secondments	6 months	Elizabeth O'Mahony
08/10/2025	DHSC	PB3	Medical Director	Exception 3 - Secondments	6 months	Professor Meghana Pandit
08/10/2025	DHSC	PB3	Medical Director	Exception 3 - Secondments	6 months	Dr Claire Fuller
08/10/2025	DHSC	PB3	Interim Director General, People	Exception 3 - Secondments	6 months	Jo Lenaghan
08/10/2025	DHSC	PB3	Chief Nursing Officer	Exception 3 - Secondments	17 months	Duncan Barton
08/10/2025	DHSC	PB3	Interim Director General, Performance and Delivery	Exception 3 - Secondments	17 months	David Probert
08/10/2025	DHSC	PB3	National Priority Programme Director for Planned Care	Exception 3 - Secondments	17 months	Mark Cubbon
08/10/2025	DHSC	PB3	National Priority Programme Director for Urgent and Emergency Care	Exception 3 - Secondments	17 months	Sarah Jane Marsh
13/10/2025	DfE	PB2	Expert Advisor on Inclusion	Exception 3 - Secondments	9 months <i>*extension to existing appointment</i>	Anne Heavey
13/10/2025	SFO	PB2	Principal Investigative Lawyer	Exception 3 - Secondments	13 months	Robin Marshall
13/10/2025	SFO	PB2	Principal Investigative Lawyer	Exception 3 - Secondments	12 months	Miranda Harrison
16/10/2025	DSIT	PB2	Innovation and Commercialisation Investment Strategy Lead	Exception 3 - Secondments	6 months	Olga Kozlova
21/10/2025	DSIT	PB2	Local Government Seconded	Exception 3 - Secondments	8 months	Madeline Hoskin

22/10/2025	UKHSA	PB2	Specialist Public Health Advisor	Exception 5 - Former civil servants	Permanency	Professor Virginia Murray
23/10/2025	CO	PB2	Director, Public Reform, Place, Design and Innovation	Exception 3 - Secondments	30 months <i>*extension to existing appointment and exception within 12-months of another</i>	Nick Kimber
24/10/2025	DSIT	PB2	AI and Robotics Advisor	Exception 3 - Secondments	12 months <i>*extension to existing appointment</i>	Michael David Fisher
28/10/2025	DBT	PB2	Steel Operations and Governance Director	Exception 3 - Secondments	5 months <i>*extension to existing appointment</i>	Lorna Gratton
31/10/2025	MHRA	PB2	Senior Strategy Adviser	Exception 3 - Secondments	24 months	Professor Alastair Denniston
31/10/2025	MoD	PB2	Director Chief Data & Artificial Intelligence Officer (CDAIO) (formerly Chief Data, Exploitation and Transformation Officer)	Exception 4 - Highly specialist skills	12 months <i>*extension to existing appointment</i>	Caroline Bellamy
31/10/2025	MHRA	PB2	Deputy Director, Provider Assurance, UK National Commission on the Regulation of AI in Health	Exception 3 - Secondments	12 months <i>*extension to existing appointment</i>	Dr Manir Hussain