

Exceptions at and above Pay Band 2 (Approved 1 November 2025 - 30 November 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 November 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
04/11/2025	MoD	PB2	Defence Nuclear Organisation Defence Portfolio	Exception 3 - Secondments	24 months	Claire-Marie Simpson
04/11/2025	DHSC	PB3	National Director of Primary Care and Community Services	Exception 3 - Secondments	17 months	Dr Amanda Doyle
07/11/2025	UKHSA	PB2	Consultant Nephrologist	Exception 4 - Highly specialist skills	5 months	Dr Navneet Kaur Kalsi
13/11/2025	MHRA	PB2	Chief Medical and Scientific Officer	Exception 3 - Secondments	60 months	Jacob George <i>*secondee went through fair and open competition</i>
13/11/2025	DSIT	PB3	Interim Director General for Digital Transformation	Exception 1 - Temporary appointments	8 months <i>*variation of fixed-term appointment previously agreed by the Commission</i>	Emily Middleton
14/11/2025	GLD	PB2	Senior Lawyer	Exception 3 - Secondments	8 months	Victoria Douglas
17/11/2025	MoD	PB2	Protector International Industry 2	Exception 3 - Secondments	24 months <i>*exception within 12-months of another</i>	James Cyster

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

17/11/2025	GLD	PB2	Deputy Director, Shared Services	Exception 5 - Former civil servants	24 months	James Anderson
18/11/2025	DHSC	PB2	Lead Strategy Adviser, System Strategy Unit	Exception 3 - Secondments	2 months <i>*extension to existing appointment</i>	Dr Kendall Jamieson Gilmore
18/11/2025	CO	PB2	Systems Architect and Chief Technology Adviser, Digital ID Programme	Exception 3 - Secondments	12 months	Sonia Patel
26/11/2025	DHSC	PB2	Senior Clinical Advisor - Dental Contract Reform Strategy	Exception 3 - Secondments	12 months <i>*exception within 12-months of another</i>	Rebecca Harris
26/11/2025	DHSC	PB2	Senior Clinical Advisor - Urgent Dental Care Strategy	Exception 3 - Secondments	12 months <i>*exception within 12-months of another</i>	Simon Hearnshaw