

Exceptions at and above Pay Band 2 (Approved 1 December 2025 - 31 December 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 December 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
01/12/2025	DESNZ	PB2	Clean Power Advisor	Exception 3 - Secondments	6 months	Arthur Downing
03/12/2025	DHSC	PB3	Science and Research, Chief Scientific Advisor	Exception 3 - Secondments	12 months <i>*extension to existing appointment</i>	Lucy Chappell <i>*seconded went through fair and open competition</i>
04/12/2025	Defra	PB2	Chief Scientific Adviser	Exception 3 - Secondments	36 months	Ian Young <i>*seconded went through fair and open competition</i>
05/12/2025	DCMS	PB2	Social Investment Manager	Exception 3 - Secondments	6 months	Amal Johal
08/12/2025	GLD	PB2	Lawyer	Exception 3 - Secondments	2 months <i>*extension to existing appointment</i>	Louis Head
10/12/2025	DHSC	PB3	Director General for Finance	Exception 3 - Secondments	36 months	Elizabeth O'Mahony <i>*seconded went through fair and open competition</i>
11/12/2025	DSIT	PB2	Director of Service Transformation Accelerator	Exception 1 - Temporary appointments	24 months	Tristan Thomas

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

15/12/2025	HMT	PB2	Industry Seconded - Consumer Credit Act Reform	Exception 3 - Secondments	18 months <i>*retrospective approval for extension to existing appointment</i>	Katie Boddy
17/12/2025	CO	PB2	Deputy Head of Delivery Unit	Exception 5 - Former civil servants	Permanent	Kathy Hall
18/12/2025	WG	PB2	Deputy Chief Medical Officer (Public Health)	Exception 3 - Secondments	24 months <i>*extension to existing appointment</i>	Dr Keith Reid
18/12/2025	CO	PB2	Director of Deep Dives (Delivery Team)	Exception 3 - Secondments	12 months	Lara Russell-Jones
19/12/2025	DHSC	PB3	Chief Executive Officer, Health Data Research Service (HDRS)	Exception 3 - Secondments	12 months	Melanie Ivarsson
22/12/2025	DHSC	PB2	Director of the Independent Investigation	Exception 3 - Secondments	5 months <i>*extension to existing appointment</i>	Kathryn Whitehill
22/12/2025	DHSC	PB2	Senior Investigator	Exception 3 - Secondments	5 months <i>*extension to existing appointment</i>	Melanie Ottewill
22/12/2025	DESNZ	PB2	Great British Energy, Head of Local Finance and Funding Strategy	Exception 3 - Secondments	9 months	Hugh Gouldbourne
22/12/2025	MoJ	PB2	GenAI Transformation Lead	Exception 1 - Temporary appointments	3 months <i>*extension to existing appointment</i>	Julia Howes

22/12/2025	DfT	PB2	Chief Scientific Adviser	Exception 3 - Secondments	36 months	Patricia Thornley <i>*seconded went through fair and open competition</i>
23/12/2025	MoD	PB2	Director, International Programmes and Exports Delivery	Exception 3 - Secondments	12 months	Lisa Cuthbertson
24/12/2025	DSIT	PB2	Research Scientist	Exception 3 - Secondments	24 months <i>*exception within 12-months of another</i>	Jacob Pfau <i>*seconded went through fair and open competition</i>