

Exceptions at and above Pay Band 2 (Approved 1 January 2026 - 31 January 2026)

- 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 January 2026.
- 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	Payband¹	Job title	Exception used	Approval length	Name
06/01/2026	OFWAT	PB2	Director of Data	Exception 1 - Temporary appointments	24 months	Louise Blais
09/01/2026	MoD	PB2	Deputy Director Science, Engineering and Technology	Exception 3 - Secondments	24 months	Giles Hartwell
09/01/2026	MoD	PB2	Senior Leadership - Infrastructure	Exception 3 - Secondments	24 months	Lynsey Johnstone
13/01/2026	MHRA	PB2	Interim Director of Strategy	Exception 3 - Secondments	5 months <i>*extension to existing appointment</i>	Edward Middleton
13/01/2026	CMA	PB2	Economic Adviser	Exception 3 - Secondments	6 months	Thomas Coibion
15/01/2026	DHSC	PB2	Clinical Co-Chair, Implementation Steering Group for Organ Utilisation (ISOU)	Exception 3 - Secondments	8 months <i>*extension to existing appointment</i>	John Forsythe
23/01/2026	DHSC	PB3	Interim Director General, Commercial and Growth	Exception 3 - Secondments	10 months	Fiona Bride
26/01/2026	CO	PB2	Senior Advisor - Place Partnership	Exception 3 - Secondments	6 months	Edward Rowberry

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

26/01/2026	GLD	PB2	Lawyer	Exception 3 - Secondments	17 months <i>*retrospective approval for 10-month appointment and additional 7-month extension</i>	Katherine Minett
28/01/2026	GLD	PB2	Senior Lawyer	Exception 3 - Secondments	3 months	Ruth Taylor
29/01/2026	DHSC	PB2	Lead Strategy Adviser, System Strategy Unit	Exception 3 - Secondments	10 months <i>*extension to existing appointment</i>	Dr Kendall Jamieson Gilmore
30/01/2026	HMT	PB2	Office of Foreign Asset Control Secondee	Exception 3 - Secondments	24 months <i>*retrospective approval for 12-month appointment and additional 12-month extension</i>	Katherine Bradbury