



Cabinet Office

Annual Report on Special Advisers 2022

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Constitutional Reform and Governance Act 2010

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Special Advisers

Special advisers are a critical part of the team supporting Ministers. They add a political dimension to the advice and assistance available to Ministers while reinforcing the political impartiality of the permanent Civil Service by distinguishing the source of political advice and support.

Special advisers should be fully integrated into the functioning of government. They are part of the team working closely alongside civil servants to deliver Ministers' priorities. They can help Ministers on matters where the work of government and the work of the government party overlap and where it would be inappropriate for permanent civil servants to become involved. They are appointed to serve the Prime Minister and the Government as a whole, not just their appointing Minister.

In accordance with section 16 of the Constitutional Reform and Governance Act 2010, the Cabinet Office publishes an annual report containing the number and costs of special advisers. This information is presented below and can be read alongside the Cabinet Office Annual Report and Accounts 2021-2022, which shall be published in due course.

The Cabinet Office also routinely publishes the names of all special advisers along with information on salaries. In accordance with the Information Commissioner's Office guidance on publishing personal data, the salaries of those special advisers earning equivalent to senior civil servants (£70,000 or more) are given in bands of £5,000.

Special adviser pay bands are also published.

Number of Special Advisers

As at 31 March 2022, there were 126 (124.7 full-time equivalent) special advisers working across the whole of Government. The total Civil Service had 511,100 (479,040 full-time equivalent) civil servants as at March 2022¹.

Cost of Special Advisers

The special adviser pay bill for the financial year 1 April 2021-31 March 2022 was £12.7 million. This includes £99,000 paid in severance payments to special advisers in this period. Special advisers represent 0.03 per cent of the Civil Service workforce (full time equivalent)².

A special adviser's appointment automatically ends when their appointing Minister ceases to hold the ministerial office in relation to which the adviser was appointed to assist, or if earlier, immediately following a parliamentary general election. In accordance with clause 14 of the

¹ Information taken from [Public Sector Employment Survey March 2022](#), Office for National Statistics.

² Based on information taken from [Public Sector Employment Survey March 2022](#), Office for National Statistics.

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Model Contract for Special Advisers, a special adviser is entitled to receive a severance payment in these circumstances. Special advisers who are subsequently reappointed repay their severance as laid out in the Model Contract for Special Advisers.

In line with the public sector, special advisers did not receive a cost of living increase as pay was subject to a one-year freeze in 2020-21. Any changes to individual special advisers' pay reflected a change in role or responsibility.

The relative change in the costs of special advisers compared to 2020-21 reflects the Cabinet Reshuffles which took place in September 2021 and February 2022, increasing the overall pay bill and severance costs from 2020-21.

	1 April 2021 – 31 March 2022	1 April 2020 – 31 March 2021
Salary Costs	£9.0m	£8.6m
National Insurance Contributions	£1.1m	£1.0m
Pension Contributions	£2.5m	£2.3m
Severance Costs	£0.099m	£0.024m
Total Pay Costs	£12.7m	£11.9m

Short Money

In 2021-2022, opposition parties have been allocated £9.2 million of Short Money³ and £1.1 million of Cranborne Money⁴, and up to £2 million was available to eligible parties in Policy Development Grant, of which £1.55m was allocated to seven parties in opposition⁵. Returns on Short Money spending on political staff are published on parliament.uk⁶.

Special Adviser Pay Policy

The Cabinet Office is responsible for Special Adviser Pay Policy. There are four pay bands for special advisers as set out below.

PB1 Junior Special Adviser - £40,500 - £53,000

PB2 Special Adviser - £57,000 - £84,000

PB3 Senior Special Adviser - £73,000 - £102,000

PB4 Special Adviser Leadership - £102,000 - £145,000

³<https://commonslibrary.parliament.uk/research-briefings/sn01663/>

⁴<https://www.parliament.uk/mps-lords-and-offices/members-allowances/house-of-lords/financial-assistance-for-opposition-parties/>

⁵<https://www.electoralcommission.org.uk/who-we-are-and-what-we-do/financial-reporting/donations-and-loans/public-funding-political-parties>

⁶<https://www.parliament.uk/site-information/foi/transparency-publications/hoc-transparency-publications/financial-information/financial-assistance-to-opposition-parties/>

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Each role is individually assessed and assigned a band according to the level and scope of responsibility required. Whilst the default is for new appointees to be paid salaries at the base of the pay band, a higher starting salary within the relevant band may be awarded to reflect the skill-set and expertise that an individual brings to the role.

Thorough benchmarking exercises are regularly carried out across the cohort to ensure the pay policy is being applied fairly and consistently.

Special Advisers' Declarations of Interest

As with all civil servants, special advisers ensure that no conflict arises, or could be perceived to arise, between their public duties and their private interests, financial or otherwise.

Special advisers declare interests to their Permanent Secretary in the appointing department for consideration, in line with the Declaration of Interests policy. The personal information which special advisers disclose to the Permanent Secretary is treated in confidence. All special advisers have submitted a completed declaration of interests form, including nil returns in instances where there was no actual, potential or perceived conflict of interest. Where relevant to the role, and to help manage a perception of conflict or to explain how a conflict is being managed, interests will be published on an annual basis in, or alongside, the relevant departmental Annual Report and Accounts. This provides a balance between transparency and privacy.

The declared interests of all those employed in the period 1 April 2021 - 31 March 2022 have been considered for publication, including those who have since left their Department.

List of Special Advisers

This list reflects the special advisers in post as of 30 June 2022, working across the whole of government.

Appointing Minister	Special Adviser	Pay Band	Salary Band (if £70,000 or above)
The Prime Minister, First Lord of the Treasury, Minister for the Union and Minister for the Civil Service - The Rt Hon Boris Johnson MP	Samantha Cohen	4	£140,000-£144,999
	Simone Finn	4	£125,000-£129,999
	Ben Gascoigne	4	£125,000-£129,999
	Guto Harri	4	£140,000-£144,999
	Alex Hickman	4	£110,000-£114,999
	Jack Airey	3	£70,000-£74,999
	Rosie Bate-Williams	3	£90,000-£94,999
	John Bew	3	£95,000-£99,999
	Leonora Campbell	3	£70,000-£74,999
	Rory Geoghegan	3	£80,000-£84,999
	Andrew Gilligan	3	£95,000-£99,999
	Logan Graham	3	£80,000-£84,999
	Rory Gribbell	3	£70,000-£74,999
	Katharine Howell	3	£85,000-£89,999
	Stephanie Lis	3	£75,000-£79,999
	Mark McInnes	3	£100,000-£104,999
	Caroline Newton	3	£90,000-£94,999
	Andrew Parsons ⁷	3	£100,000-£104,999
	James Phillips	3	£80,000-£84,999
	Jonny Piper	3	£70,000-£74,999
Meg Powell-Chandler	3	£100,000-£104,999	
Jennifer Powers	3	£80,000-£84,999	
Jean-Andre Prager	3	£70,000-£74,999	

⁷ Works part time - the salary band shown represents the full time equivalent, the actual salary is prorated.

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	Chloe Sarfaty ⁸	3	£75,000-£79,999
	Rajiv Shah	3	£70,000-£74,999
	Myles Stacey	3	£70,000-£74,999
	Will Warr	3	£80,000-£84,999
	Sheridan Westlake	3	£95,000-£99,999
	Shelley Williams-Walker	3	£90,000-£94,999
	Joel Winton	3	£90,000-£94,999
	Hugh Bennett ⁹	2	
	Danielle Dove	2	
	Daniel El-Gamry	2	
	Christopher James	2	
	Skandar Keynes	2	
	Emily Maister	2	
	Charlotte Owen ¹⁰	2	
	Sophia True	2	
	Chloe Westley	2	
	Sonia Zvedeniuk	2	
	Alex King	1	
	Oscar Reddrop	1	
	Catherine Rostron	1	
Deputy Prime Minister, Lord Chancellor and Secretary of State for Justice – The Rt Hon Dominic Raab MP	Beth Armstrong	3	£80,000-£84,999
	Sally Rushton	2	
	Beatrice Timpson	2	
	Jack Worlidge	1	
Chancellor of the Exchequer –The Rt Hon Rishi Sunak MP	Liam Booth-Smith	4	£115,000-£119,999
	Douglas McNeill	3	£95,000-£99,999
	Eleanor Shawcross	3	£95,000-£99,999

⁸ Works part time - the salary band shown represents the full time equivalent, the actual salary is prorated.

⁹ Works 50% time for the Prime Minister, the Rt Hon Boris Johnson MP and 50% time for the Secretary of State for Foreign, Commonwealth and Development Affairs, the Rt Hon Elizabeth Truss MP and so therefore appears in this list under both Ministers.

¹⁰ Works 50% time for the Prime Minister, the Rt Hon Boris Johnson MP and 50% time for the Parliamentary Secretary to the Treasury (Chief Whip), the Rt Hon Chris Heaton-Harris MP and so therefore appears in this list under both Ministers.

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	Nerissa Chesterfield	2	
	Cass Horowitz	2	
	James Nation	2	
	Rupert Yorke	2	£70,000-£74,999
	Lisa Lovering	1	
Secretary of State for Foreign, Commonwealth and Development Affairs, First Secretary of State – The Rt Hon Elizabeth Truss MP	Adam Jones	3	£80,000-£84,999
	Hugh Bennett	2	
	Jamie Hope	2	
	Sophie Jarvis	2	£70,000-£74,999
	Chris Jenkins ¹¹	2	£70,000-£74,999
	Sarah Ludlow	2	
	Reuben Solomon	2	
Secretary of State for the Home Department – The Rt Hon Priti Patel MP	Hannah Guerin	3	£80,000-£84,999
	Christopher Howarth	2	£70,000-£74,999
	Harry Methley	2	
	Michael Stott	2	
	Hebe Trotter	2	
Secretary of State for Defence – The Rt Hon Ben Wallace MP	Peter Quentin	2	£80,000-£84,999
	Edwina Thomas	2	
	Daisy Peck	1	
Chancellor of the Duchy of Lancaster and Chief of Staff – The Rt Hon Steve Barclay MP	David Canzini	4	£140,000-£144,999
	Simon Burton	3	£80,000-£84,999
	Emma Dean	3	£80,000-£84,999
	Amy Milner	3	£70,000-£74,999
	Allan Nixon	2	
Secretary of State for Levelling Up, Housing and Communities – The Rt Hon Michael Gove MP	Josh Grimstone	3	£80,000-£84,999
	Andrew Hood	3	£100,000-£104,999
	Henry Newman	3	£100,000-£104,999
	Keelan Carr	2	£75,000-£79,999
	Charles Rowley	2	

¹¹ Works 50% time for the Secretary of State for Foreign, Commonwealth and Development Affairs, the Rt Hon Elizabeth Truss MP and 50% time for the Attorney General, the Rt Hon Suella Braverman QC MP and so therefore appears in this list under both Ministers.

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Secretary of State for Health and Social Care – The Rt Hon Sajid Javid MP	Peter Backhouse	2	
	Sam Coates	2	£80,000-£84,999
	James Hedgeland	2	
	Adam Memon	2	
	Damon Poole	2	
	Alice Hopkin	1	
Secretary of State for Business, Energy and Industrial Strategy – The Rt Hon Kwasi Kwarteng MP	Cameron Brown	2	
	Celia McSwaine	2	
	Marcus Natale	2	
COP26 President, Minister of State – The Rt Hon Alok Sharma MP	Jessica Prestidge	2	
	Eamonn Ives	1	
Secretary of State for International Trade and President of the Board of Trade – The Rt Hon Anne-Marie Trevelyan MP	Will Holloway	2	£70,000-£74,999
	Rhiannon Padley	2	
Secretary of State for Work and Pensions – The Rt Hon Thérèse Coffey MP	Caroline Elsom	2	
	Tim Sculthorpe	2	
	Ed Winfield	2	
Secretary of State for Education – The Rt Hon Nadhim Zahawi MP	Thomas Kennedy	2	
	Mark Lehain	2	£70,000-£74,999
	James Price	2	
Secretary of State for Environment, Food and Rural Affairs – The Rt Hon George Eustice MP	Richard Coates	2	
	Emma Pryor	2	
	Megan Trethewey	2	
Secretary of State for Transport – The Rt Hon Grant Shapps MP	James Harries	2	
	Ryan Hopkins	2	
	Neil Tweedie	2	£75,000-£79,999
	Jessica Webb	2	
Secretary of State for Northern Ireland – The Rt Hon Brandon Lewis CBE MP	Isabel Bruce	2	
	Oliver Legard	2	
	Johnny Aslet	1	

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	David Sforza	1	
Secretary of State for Scotland - The Rt Hon Alister Jack MP	John Cooper	2	
	Magnus Gardham	2	£70,000-£74,999
	Geoff Mawdsley	2	£70,000-£74,999
	Tom Peterkin	2	
Secretary of State for Wales – The Rt Hon Simon Hart MP	Jack Sellers	2	
	Olivia Williams	1	
Leader of the House of Lords, Lord Privy Seal – The Rt Hon Baroness Evans of Bowes Park	Annabelle Eyre	3	£80,000-£84,999
	James Antell	1	
	Hannah Ellis	1	
Secretary of State for Digital, Culture, Media and Sport – The Rt Hon Nadine Dorries MP	Robert Oxley	3	£85,000-£89,999
	William Joce	2	
	Steph Schwarz	2	
Minister of State - The Rt Hon Jacob Rees-Mogg MP	Radomir Tylecote	2	
	Fred De Fossard	1	
Minister for the Cabinet Office - The Rt Hon Michael Ellis QC MP	Corey Edwards	2	
Parliamentary Secretary to the Treasury (Chief Whip) – The Rt Hon Chris Heaton-Harris MP	Charlotte Owen	2	
	Harriet Smith	2	
	Louis Flood	1	
	Aoife Forbes	1	
Chief Secretary to the Treasury – The Rt Hon Simon Clarke MP	Olivia Oates	2	£70,000-£74,999
Lord President of the Council, Leader of the House of Commons – The Rt Hon Mark Spencer MP	Sophie Bolsover	2	
	Tom Irvén	2	
Attorney General – The Rt Hon Suella Braverman QC MP	Chris Jenkins	2	£70,000-£74,999
	Emily Law	1	
	David Scullion	1	
Minister of State for Crime and Policing for	Robyn Staveley	2	

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the Home Office – The Rt Hon Kit Malthouse MP			
Minister of State for Higher and Further Education for the Department for Education – The Rt Hon Michelle Donelan MP	Iain Mansfield	2	£75,000-£79,999