



Cabinet Office

Annual Report on Special Advisers 2023

20 July 2023

[Please leave this page blank]



Cabinet Office

Annual Report on Special Advisers 2023

Present to Parliament pursuant to paragraphs 1 and 4 of section 16 of the
Constitutional Reform and Governance Act 2010

© Crown copyright 2023

This publication is licensed under the terms of the Open Government Licence v3.0 except where otherwise stated. To view this licence, visit nationalarchives.gov.uk/doc/open-government-licence/version/3.

Where we have identified any third party copyright information you will need to obtain permission from the copyright holders concerned.

This publication is available at www.gov.uk/official-documents.

Any enquiries regarding this publication should be sent to us at publiccorrespondence@cabinetoffice.gov.uk.

ISBN 978-1-5286-4334-4

E02943055 07/23

Alternative format versions of this report are available on request from <https://www.gov.uk/guidance/contact-the-cabinet-office>

Contents

Special Advisers	2
Number of Special Advisers	2
Cost of Special Advisers	2
Short Money	3
Special Adviser Pay Policy	3
Special Advisers' Declarations of Interest	4
List of Special Advisers	5

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 2022-2023, which shall be published in due course.

The Cabinet Office also routinely publishes the names of all special advisers along with information on salaries and pay bands. In accordance with the approach taken by other government departments in balancing transparency with individuals' right to privacy, the salaries of those special advisers earning equivalent to senior civil servants (£70,000 or more) are given in bands of £5,000.

Number of Special Advisers

As at 31 March 2023, there were 117 (115.35 full-time equivalent) special advisers working across the whole of Government. The total Civil Service had 520,560 (488,400 full-time equivalent) civil servants as at March 2023¹. Special advisers represent 0.02 per cent of the Civil Service workforce (full time equivalent)².

Cost of Special Advisers

The special adviser pay bill for the financial year 1 April 2022 to 31 March 2023 was £15.9 million. This includes £2.9 million paid in severance payments to special advisers, and a headline pay award of 3% for special advisers in scope.

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 2023](#), Office for National Statistics.

² Based on information taken from [Public Sector Employment Survey March 2023](#), Office for National Statistics.

Annual Report on Special Advisers 2023

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.

The relative change in the cost of special advisers compared to 2021-22 reflects the changes of administration which took place in September and October 2022, increasing the overall pay bill and severance costs from 2021-22. Salary costs were largely unchanged from 2021-22.

	1 April 2022 – 31 March 2023	1 April 2021 – 31 March 2022
Salary Costs	£9.0m	£9.0m
National Insurance Contributions	£1.6m	£1.1m
Pension Contributions	£2.4m	£2.5m
Severance Costs	£2.9m	£0.1m
Total Pay Costs	£15.9m	£12.7m

The table below shows the severance costs incurred under each administration in 2022-23, taking into consideration repayments which have been made in respect of reappointments.

Administration	Associated Severance Costs
The Rt Hon Boris Johnson MP	£1.9m
The Rt Hon Liz Truss MP	£1.0m
The Rt Hon Rishi Sunak MP	£0.05m
Total Severance Costs	£2.9m

Short Money

In 2022-2023, opposition parties have been allocated £9.7 million of Short Money³ and £1.4 million of Cranborne Money⁴, and up to £2 million was available to eligible parties in Policy Development Grant, of which £1.57m 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.

³Information taken from [Short Money Research Briefing 2023](#), House of Commons Library

⁴Information taken from [Short Money Research Briefing 2023](#), House of Commons Library

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/>

Annual Report on Special Advisers 2023

Pay Band 1 Junior Special Adviser - £40,500 to £53,000

Pay Band 2 Special Adviser - £57,000 to £84,000

Pay Band 3 Senior Special Adviser - £73,000 to £102,000

Pay Band 4 Special Adviser Leadership - £102,000 to £145,000

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. Salaries may be reviewed where there has been a material change in responsibility, or where an individual has demonstrated increased experience and their pay has not otherwise changed in the preceding two years.

Special Advisers' Declarations of Interest

As with all civil servants, special advisers must 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 2022 to 31 March 2023 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 31 March 2023, 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 Civil Service, Minister for the Union – The Rt Hon Rishi Sunak MP	Liam Booth-Smith	4	£140,000-£144,999
	Nerissa Chesterfield	4	£110,000-£114,999
	Aidan Corley	4	£110,000-£114,999
	Amber de Botton	4	£140,000-£144,999
	Cass Horowitz	4	£110,000-£114,999
	Eleanor Shawcross	4	£140,000-£144,999
	Will Tanner	4	£125,000-£129,999
	Rupert Yorke	4	£125,000-£129,999
	Jack Airey	3	£75,000-£79,999
	Eden Barnes	3	£80,000-£84,999
	John Bew	3	£100,000-£104,999
	Andrew Gilligan	3	£95,000-£99,999
	Dominique Heckels	3	£95,000-£99,999
	Katherine Howell	3	£85,000-£89,999
	Lisa Lovering ⁷	3	£80,000-£84,999
	Declan Lyons	3	£95,000-£99,999
	Douglas McNeil	3	£95,000-£99,999
	Bill Morgan	3	£90,000-£94,999
	Elena Narozanski	3	£80,000-£84,999
	James Nation	3	£90,000-£94,999
	Rupert Oldham-Reid	3	£95,000-£99,999
	Nick Park	3	£90,000-£94,999
	Jean-Andre Prager	3	£75,000-£79,999
Jack Sellers	3	£90,000-£94,999	

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

Annual Report on Special Advisers 2023

	Rajiv Shah ⁸	3	£75,000-£79,999
	Myles Stacey	3	£70,000-£74,999
	Beatrice Timpson	3	£75,000-£79,999
	Meera Vadher	3	£80,000-£84,999
	Sheridan Westlake	3	£100,000-£104,999
	Joel Winton ⁹	3	£90,000-£94,999
	Tom D'Silva	2	
	Sophia Falkner	2	
	Megan Harris	2	
	Christopher James	2	
	Olivia Leechman	2	
	Dan O'Neill	2	
	Innes Taylor	2	
	William Dry	1	
	Francesca Fraser	1	
	Jacob Groet	1	
	Callum Tucker	1	
Deputy Prime Minister, Lord Chancellor and Secretary of State for Justice – The Rt Hon Dominic Raab MP	Beth Armstrong	3	£90,000-£94,999
	Grace Hanson-Eden	2	
	Callum Price	2	
	Sally Rushton	2	
Chancellor of the Exchequer – The Rt Jeremy Hunt MP	Adam Smith	4	£110,000-£114,999
	Cameron Brown	3	£75,000-£79,999
	Simon Finkelstein	2	
	Adam Memon	2	£70,000-£74,999
	Alexander Thompson	2	
Secretary of State for Foreign, Commonwealth and Development Affairs	Giles Dilnot	3	£90,000-£94,999
	Hudson Roe	3	£90,000-£94,999

⁸ Works 50% time for the Prime Minister, the Rt Hon Rishi Sunak MP and 50% time for the Attorney General, the Rt Hon Victoria Prentis KC MP and so therefore appears in this list under both ministers. 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 Rishi Sunak MP and 50% time for the Secretary of State for the Home Department, the Rt Hon Suella Braverman KC MP and so therefore appears in this list under both ministers. The salary band shown represents the full time equivalent, the actual salary is prorated.

Annual Report on Special Advisers 2023

– The Rt Hon James Cleverly MP	Victoria Hewson ¹⁰	2	£80,000-£84,999
	Alice Hopkin	2	
	Jock McMillan	2	
Secretary of State for the Home Department – The Rt Hon Suella Braverman KC MP	Katie Lam	3	£100,000-£104,999
	Joel Winton	3	£90,000-£94,999
	Chris Jenkins	2	£75,000-£79,999
	Jake Ryan	2	£80,000-£84,999
	Michael Stott	3	£90,000-£94,999
Secretary of State for Defence – The Rt Hon Ben Wallace MP	Daisy Peck	2	
	Peter Quentin	2	£80,000-£84,999
	Edwina Thomas	2	£75,000-£79,999
Chancellor of the Duchy of Lancaster, and Secretary of State in the Cabinet Office – The Rt Hon Oliver Dowden CBE MP	Edward de Minckwitz	4	£110,000-£114,999
	Lucy Noakes	4	£110,000-£114,999
	Frederick Ellery	2	
	Fergus Cameron Watt	1	
	Madeline Sibley	1	
Secretary of State for Energy Security and Net Zero – The Rt Hon Grant Shapps MP	Oliver Legard	2	
	Robyn Staveley	2	
	Hebe Trotter	2	
	Jessica Webb	2	
Secretary of State for Levelling Up, Housing and Communities and Minister for Intergovernmental Relations – 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
	Emily Maister	2	
	Sophia True	2	
Secretary of State for Health and Social Care – The Rt Hon Steve Barclay MP	Iain Carter	3	£100,000-£104,999
	Robert Ede	2	
	Caroline Elsom	2	£70,000-£74,999
	Macer Hall	2	£80,000-£84,999

¹⁰ Works 50% time for the Secretary of State for Foreign, Commonwealth and Development Affairs, the Rt Hon James Cleverly MP and 50% time for the Secretary of State for Business and Trade, President of the Board of Trade, the Rt Hon Kemi Badenoch MP and so therefore appears in this list under both ministers. The salary band shown represents the full time equivalent, the actual salary is prorated.

Annual Report on Special Advisers 2023

Lord President of the Council, Leader of the House of Commons – The Rt Hon Penny Mordaunt MP	The Lord President of the Council and Leader of the House of Commons, the Rt Hon Penny Mordaunt MP, was in the process of appointing her special advisers as at 31 March 2023.		
Lord Privy Seal, Leader of the House of Lords – The Rt Hon Lord True CBE	Annabelle Eyre	3	£85,000-£89,999
	Hannah Ellis	2	
	Daniel Cohen	1	
Secretary of State for Business and Trade, President of the Board of Trade, Minister for Women and Equalities – The Rt Hon Kemi Badenoch MP	Daniel El-Gamry	2	
	Victoria Hewson	2	£80,000-£84,999
	Dylan Sharpe	2	£80,000-£84,999
	Joanna Thomas	2	
	Sonia Zvedeniuk	2	
Secretary of State for Environment, Food and Rural Affairs – The Rt Hon Thérèse Coffey MP	Alex Kay	2	
	Megan Tretheway	2	
	Ed Winfield	2	£75,000-£79,999
Secretary of State for Work and Pensions – The Rt Hon Mel Stride MP	Isabel Bruce	2	
	James Heywood	2	
	Rebecca MacIntyre	2	
Secretary of State for Education – The Rt Hon Gillian Keegan MP	Rory Gribbell	3	£75,000-£79,999
	Guy Miscampbell	3	£70,000-£74,999
	Lawrence Abel	2	
Secretary of State for Transport – The Rt Hon Mark Harper MP	Richard Coates	2	
	Edgar Johnson	2	
	Ed Leech	2	
Secretary of State for Culture, Media and Sport – The Rt Hon Lucy Frazer KC MP	Meg Powell-Chandler ¹¹	3	£100,000-£104,999
Minister without Portfolio – The Rt Hon Greg Hands MP	Stephanie Schwarz ¹²	2	

¹¹ Works part time - the salary band shown represents the full time equivalent, the actual salary is prorated.

¹² Works part time.

Annual Report on Special Advisers 2023

Secretary of State for Northern Ireland – The Rt Hon Chris Heaton-Harris MP	Louis Flood	2	
	Harriet Smith	2	
Secretary of State for Scotland – The Rt Hon Alister Jack MP	John Cooper	2	£70,000-£74,999
	Magnus Gardham	2	£75,000-£79,999
	Geoff Mawdsley	2	£75,000-£79,999
	Tom Peterkin	2	£70,000-£74,999
Secretary of State for Wales – The Rt Hon David TC Davies MP	Corey Edwards	2	
	Tomos Povey ¹²	2	
	Corrie Driscoll	1	
Secretary of State for Science, Innovation and Technology – The Rt Hon Michelle Donelan MP	Sam Hamilton	2	
	Tom Skinner	2	
Parliamentary Secretary to the Treasury (Chief Whip) – The Rt Hon Simon Hart MP	Emma Pryor	2	
Chief Secretary to the Treasury – The Rt Hon John Glen MP	Mark McClelland ¹²	2	
Attorney General – The Rt Hon Victoria Prentis KC MP	Rajiv Shah	3	£75,000-£79,999
	Kayli Free	2	
Minister of State (Minister for Immigration) – The Rt Hon Robert Jenrick MP	Tom Milford	1	
Minister of State (Minister for Security) – The Rt Hon Tom Tugendhat MBE VR MP	Peter Backhouse	2	