



Cabinet Office

# Annual Report on Special Advisers 2021

15 July 2021



Cabinet Office

# Annual Report on Special Advisers 2021

Present to Parliament pursuant to paragraphs 1 and 4 of section 16 of the 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 2020-2021.

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 2021, there were 113 (111.7 full-time equivalent) special advisers working across the whole of Government. The total Civil Service had 505,090 (468,130 full-time equivalent) civil servants as at 31 March 2021<sup>1</sup>.

## Cost of Special Advisers

The special adviser pay bill for the financial year 1 April 2020-31 March 2021 was £11.9 million. This includes £24,000 paid in severance payments to special advisers in this period. Special advisers represent an estimated 0.06 per cent of the total Civil Service pay bill<sup>2</sup>.

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 Model Contract for Special Advisers, a special adviser is entitled to receive a severance

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<sup>1</sup> Information taken from [Public Sector Employment Survey March 2021](#), Office for National Statistics

<sup>2</sup> This is based on a Cabinet Office provisional estimate of the cost of staff in the Civil Service as at 31 March 2021.

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 costs of special advisers compared to 2019-20 reflects in part the change in administration in July 2019, the General Election in December 2019 and the Cabinet Reshuffle in February 2020, depressing the 2019-20 overall bill, but increasing the cost of severance.

	1 April 2020 – 31 March 2021	1 April 2019 – 31 March 2020
Salary Costs	£8.6m	£6.9m
National Insurance Contributions	£1.0m	£0.8m
Pension Contributions	£2.3m	£1.9m
Severance Costs	£0.024m	£2.7m
<b>Total Pay Costs</b>	<b>£11.9m</b>	<b>£12.3m</b>

### Short Money

In 2020-2021, opposition parties have been allocated £9.1 million of Short Money and £1.1 million of Cranborne Money<sup>3</sup>, and up to £2 million was available to eligible parties in Policy Development Grant, of which £1.55m was allocated to six parties in opposition<sup>4</sup>. Returns on Short Money spending on political staff are published on parliament.uk<sup>5</sup>.

### 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 - £40,500 - £60,500

PB2 - £57,000 - £80,000

PB3 - £73,000 - £102,000

PB4 - £96,000 - £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.

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

<sup>4</sup> <https://www.electoralcommission.org.uk/who-we-are-and-what-we-do/financial-reporting/donations-and-loans/public-funding-political-parties>

<sup>5</sup> <https://www.parliament.uk/site-information/foi/transparency-publications/hoc-transparency-publications/financial-information/financial-assistance-to-opposition-parties/>

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## 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.

As the current policy came into contractual effect from 21 August 2020, the declared interests of all those employed in the period 21 August 2020 - 31 March 2021 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 2021 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	Nikki Da Costa	4	£125,000-£129,999
	Jack Doyle	4	£140,000-£144,999
	Simone Finn	4	£125,000-£129,999
	Alex Hickman	4	£110,000-£114,999
	Munira Mirza	4	£140,000-£144,999
	Dan Rosenfield	4	£140,000-£144,999
	Jack Airey	3	£70,000-£74,999
	Rosie Bate-Williams	3	£90,000-£94,999
	John Bew	3	£90,000-£94,999
	Henry Cook	3	£100,000-£104,999
	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
	Jonathan Hellewell	3	£75,000-£79,999
	Katharine Howell	3	£85,000-£89,999
	Stephanie Lis	3	£75,000-£79,999
	Elena Narozanski	3	£80,000-£84,999
	Henry Newman	3	£100,000-£104,999
	Andrew Parsons <sup>6</sup>	3	£100,000-£104,999
	James Phillips	3	£80,000-£84,999
	Johnny Piper	3	£70,000-£74,999
	Meg Powell-Chandler	3	£100,000-£104,999
Jean-Andre Prager	3	£70,000-£74,999	

<sup>6</sup> Works part time – salary band is full time equivalent

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	Sam Richards	3	£70,000-£74,999
	Chloe Sarfaty <sup>6</sup>	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	£85,000-£89,999
	Shelley Williams-Walker	3	£75,000-£79,999
	Joel Winton	3	£90,000-£94,999
	Leonora Campbell	2	
	Danielle Dove	2	
	Daniel El-Gamry	2	
	Marcus Natale	2	
	Sophia True	2	
	Christopher James	1	
	Alex King	1	
	Ed Oldfield	1	
	Philip Peters	1	
	Catherine Rostron	1	
	Chloe Westley	1	
Chancellor of the Exchequer and Prime Minister (Joint No10/HMT Economic Unit) – The Rt Hon Boris Johnson MP and The Rt Hon Rishi Sunak MP	Liam Booth-Smith	4	£110,000-£114,999
	Michael Webb	4	£110,000-£114,999
	Douglas McNeill	3	£95,000-£99,999
	Nerissa Chesterfield	2	
	Cass Horowitz	2	
	Rupert Yorke	2	£70,000-£74,999
Chancellor of the Exchequer –The Rt Hon Rishi Sunak MP	James Nation	2	
	Lisa Lovering <sup>6</sup>	1	
Secretary of State for Foreign, Commonwealth and Development Affairs, First Secretary of State – The Rt Hon Dominic Raab MP	Beth Armstrong	3	£80,000-£84,999
	Robert Oxley	3	£85,000-£89,999
	Simon Finkelstein	2	
	Sally Rushton	2	
	Will Sweet	2	

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Secretary of State for the Home Department – The Rt Hon Priti Patel MP	Hannah Guerin	3	£80,000-£84,999
	Harry Methley	2	
	Charlotte Miller	2	
	Michael Stott	2	
Minister for the Cabinet Office, Chancellor of the Duchy of Lancaster – The Rt Hon Michael Gove MP	Josh Grimstone	3	£80,000-£84,999
	Andrew Hood	3	£100,000-£104,999
	Keelan Carr	2	£75,000-£79,999
	Charles Rowley	2	
Lord Chancellor and Secretary of State for Justice – The Rt Hon Robert Buckland QC MP	Ben Jafari	2	
	Hebe Trotter	2	
	Alexander Wild	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	
Secretary of State for Health and Social Care – The Rt Hon Sajid Javid MP	The former Secretary of State for Health and Social Care, The Rt Hon Matt Hancock MP, resigned on 26 June 2021. The Secretary of State for Health and Social Care, The Rt Hon Sajid Javid MP, is in the process of appointing his special advisers.		
COP26 President – The Rt Hon Alok Sharma MP	Allegra Stratton	4	£125,000-£129,999
	Cleo Watson	3	£90,000-£94,999
	Alex Hitchcock	2	
Secretary of State for Business, Energy and Industrial Strategy – The Rt Hon Kwasi Kwarteng MP	Cameron Brown	2	
	Celia McSwaine	2	
Secretary of State for International Trade and President of the Board of Trade, Minister for Women and Equalities – The Rt Hon Elizabeth Truss MP	Jamie Hope	2	
	Sophie Jarvis	2	
	Adam Jones	2	
Secretary of State for Work and Pensions – The Rt Hon Thérèse Coffey MP	Rhiannon Padley	2	
	Jessica Prestidge	2	
	Ed Winfield	2	
Secretary of State for Education – The Rt Hon Gavin Williamson CBE MP	Iain Mansfield	2	£75,000-£79,999
	Angus Walker	2	£75,000-£79,999

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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 Housing, Communities and Local Government – The Rt Hon Robert Jenrick MP	Thomas Kennedy	2	
	Olivia Oates	2	£70,000-£74,999
	Jack Lewy	1	
Secretary of State for Transport – The Rt Hon Grant Shapps MP	Neil Tweedie	2	£75,000-£79,999
	Meera Vadher	2	£70,000-£74,999
	Ryan Hopkins	1	
Secretary of State for Northern Ireland – The Rt Hon Brandon Lewis CBE MP	Isabel Bruce	2	
	Amy Fisher	2	£80,000-£84,999
	Oliver Legard	1	
Secretary of State for Scotland - The Rt Hon Alister Jack MP	John Cooper	2	
	Magnus Gardham	2	
	Geoff Mawdsley	2	
	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
	Hannah Ellis	1	
	Yasmin Kalthori	1	
Secretary of State for Digital, Culture, Media and Sport – The Rt Hon Oliver Dowden CBE MP	Mike Crowhurst	2	
	Amy Milner	2	
	Lucy Noakes	2	£70,000-£74,999
Lord President of the Council, Leader of the House of Commons, – The Rt Hon Jacob Rees-Mogg MP	Beatrice Timpson <sup>7</sup>	2	
	Fred de Fossard	1	
Parliamentary Secretary to the Treasury (Chief Whip) – The Rt Hon Mark Spencer MP	Simon Burton	3	£80,000-£84,999
	Sophie Bolsover	2	
	David Sforza	1	

<sup>7</sup> Temporarily supporting the Secretary of State for Health and Social Care

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Attorney General – The Rt Hon Michael Ellis QC MP	Chris Jenkins <sup>8</sup>	2	£70,000-£74,999
Chief Secretary to the Treasury – The Rt Hon Steve Barclay MP	Aled Maclean-Jones	1	
Minister of State - The Rt Hon Lord Frost CMG	Hugh Bennett	2	
	Chris Jenkins <sup>8</sup>	2	£70,000-£74,999
Minister Without Portfolio – The Rt Hon Amanda Milling MP	Emily Maister <sup>6</sup>	1	

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<sup>8</sup> Works 50% time for the Attorney General the Rt Hon Michael Ellis QC MP and 50% time for Minister of State, the Rt Hon Lord Frost CMG therefore appears in this list under both Ministers.



