



Cabinet Office

Annual Report on Special Advisers 2024

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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 2023-2024, 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 (£75,000 and above) are given in bands of £5,000.

The information provided in this report relates the 2023/24 financial year, which ran from 1 April 2023 until 31 March 2024. As this period ended before the 2024 UK General Election, the special advisers included in this report are those of the previous administration, and information relates to and was collated prior to the election.

Number of Special Advisers

As at 31 March 2024, there were 128 (125.85 full-time equivalent) special advisers working across Government. The total Civil Service had 543,475 (510,665 full-time equivalent) civil servants as at March 2024¹. 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 2023 to 31 March 2024 was £14.4 million. This includes £0.3 million paid in severance payments to special advisers, and a pay

¹ Information taken from [Public Sector Employment Survey March 2024](#), Office for National Statistics.

² Based on information taken from [Public Sector Employment Survey March 2024](#), Office for National Statistics.

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award of 5.5% for special advisers in scope, in line with the headline award for the Senior Civil Service.

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 paragraph 18 of the 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 2022-23 reflects the reduction in severance costs, which were higher the previous year due to the changes of administration which took place in September and October 2022.

	1 April 2023 – 31 March 2024	1 April 2022 – 31 March 2023
Salary Costs	£10.0m	£9.0m
National Insurance Contributions	£1.3m	£1.6m
Pension Contributions	£2.7m	£2.4m
Severance Costs	£0.3m	£2.9m
Total Pay Costs	£14.4m	£15.9m

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.

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.

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A probation period was introduced as standard for new special advisers in December 2023, during which time their suitability for the role will be assessed. If a special adviser fails to meet the expected standards of conduct, attendance or performance, then their employment may be terminated during the probation period.

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 2023 to 31 March 2024 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 2024, working across the whole of government.

Appointing Minister	Special Adviser	Pay Band	Salary Band (if £75,000 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	£140,000 - £144,999
	Aidan Corley	4	£110,000 - £114,999
	Cass Horowitz	4	£110,000 - £114,999
	Jamie Njoku-Goodwin	4	£125,000 - £129,999
	Lucy Noakes	4	£110,000 - £114,999
	Franck Petitgas	4	£125,000 - £129,999
	Tim Pitt	4	£125,000 - £129,999
	Eleanor Shawcross ³	4	£125,000 - £129,999
	Will Tanner	4	£140,000 - £144,999
	Rupert Yorke	4	£125,000 - £129,999
	Jack Airey	3	£75,000 - £79,999
	Beth Armstrong	3	£90,000 - £94,999
	Eden Barnes	3	£90,000 - £94,999
	John Bew ⁴	3	£100,000 - 104,999
	Luke Gardiner	3	
	Andrew Gilligan	3	£95,000 - £99,999
	Dominique Heckels	3	£95,000 - £99,999
	Katharine Howell	3	£85,000 - £89,999
	Lisa Lovering ⁵	3	£80,000 - £84,999
	Declan Lyons	3	£95,000 - £99,999
	Douglas McNeill	3	£95,000 - £99,999
	Bill Morgan	3	£90,000 - £94,999
James Nation	3	£100,000 - £104,999	
Rupert Oldham-Reid	3	£95,000 - £99,999	

³ Works part time - the salary band shown represents the full time equivalent, the actual salary is prorated.

⁴ Works part time - the salary band shown represents the full time equivalent, the actual salary is prorated.

⁵ Works part time - the salary band shown represents the full time equivalent, the actual salary is prorated.

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	Nick Park	3	£90,000 - £94,999
	Jean-Andre Prager	3	£75,000 - £79,999
	Jack Sellers	3	£90,000 - £94,999
	Rajiv Shah ⁶	3	£75,000 - £79,999
	Myles Stacey	3	
	Beatrice Timpson	3	£80,000 - £84,999
	Megan Trethewey	3	
	Meera Vadher	3	£80,000 - £84,999
	Sheridan Westlake	3	£100,000 - £104,999
	Tom D'Silva	2	
	Sophia Falkner	2	
	Megan Harris	2	
	Christopher James	2	
	Olivia Leechman	2	
	Jock McMillan	2	
	Dan O'Neill ⁷	2	
	Innes Taylor	2	
	Francesca Fraser	1	
	Madeline Sibley	1	
Callum Tucker	1		
Chancellor of the Duchy of Lancaster and Secretary of State in the Cabinet Office, Deputy Prime Minister - The Rt Hon Oliver Dowden CBE MP	Ed de Minckwitz	4	£110,000 - £114,999
	Leonora Campbell	3	
	Freddie Ellery	2	
	Eve Lugg	2	
Chancellor of the Exchequer – The Rt Hon Jeremy Hunt MP	Adam Smith	4	£110,000 - £114,999
	Cameron Brown	3	£75,000 - £79,999
	Simon Finkelstein	2	
	Peter Lineen	2	

⁶ 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.

⁷ Works part time.

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Secretary of State for Foreign, Commonwealth and Development Affairs – The Rt Hon Lord Cameron	Laurence Mann	4	£125,000 - £129,999
	Liz Sugg	4	£125,000 - £129,999
	Alan Sendorek	3	£90,000 - £94,999
	Daniel Cohen	1	
Secretary of State for the Home Department – The Rt Hon James Cleverly MP	Giles Dilnot	3	£90,000 - £94,999
	Hudson Roe	3	£95,000 - £99,999
	Peter Backhouse	2	
	Kayli Free	2	
	Brandon Hattiloney	2	
	Alice Hopkin	2	
	Callum Price	2	
	Joe Tetlow	2	
Secretary of State for Defence – The Rt Hon Grant Shapps MP	James Aspden	2	
	James Clark	2	
	Oliver Legard	2	
	Robyn Staveley	2	
	Dan Townend	2	£80,000 - £84,999
Lord Chancellor and Secretary of State for Justice – The Rt Hon Alex Chalk KC MP	Rupert Cunningham	2	
	Hannah Galley	2	
	Sally Rushton	2	
Secretary of State for Science, Innovation and Technology – The Rt Hon Michelle Donelan MP	Sam Hamilton	2	
	Tom Skinner	2	
	Laura Wright	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	
Secretary of State for Health and Social Care – The Rt Hon Victoria Atkins MP	Robert Ede	2	
	Caroline Elsom	2	
	Peter Wilson	2	£80,000 - £84,999
	Fergus Cameron Watt	1	

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Secretary of State for Environment, Food and Rural Affairs – The Rt Hon Steve Barclay MP	Iain Carter	3	£100,000 - £104,999
	Macer Hall	2	£80,000 - £84,999
	Grace Hanson-Eden	2	
	Adrian Holle	2	
Lord President of the Council, Leader of the House of Commons – The Rt Hon Penny Mordaunt MP	Ed Jankowski	2	
	Alex Read	2	
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	
	Titus Duckworth	2	
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
	James Roberts	2	
	Dylan Sharpe	2	£80,000 - £84,999
	Sonia Zvedeniuk	2	
Secretary of State for Energy Security and Net Zero – The Rt Hon Claire Coutinho MP	Finley Morris	2	
	Hebe Trotter	2	
	Sophia True	2	
	Matthew Cox	1	
Secretary of State for Work and Pensions – The Rt Hon Mel Stride MP	James Heywood	2	
	Rebecca MacIntyre	2	
	Joe Shalam	2	
Secretary of State for Education – The Rt Hon Gillian Keegan MP	Lawrence Abel	2	
	Mark Lehain	2	£80,000 - £84,999
	Jamie Monteith-Mann	2	
	Asher Glynn	1	

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Secretary of State for Transport – The Rt Hon Mark Harper MP	Richard Coates	2	
	Edgar Johnson	2	
	Ed Leech	2	
	Corrie Driscoll	1	
Secretary of State for Culture, Media and Sport – The Rt Hon Lucy Frazer KC MP	Meg Powell-Chandler ⁸	3	£100,000 - £104,999
	Pierre Andrews	2	
	Neil Reilly	1	
Minister without Portfolio – Richard Holden MP	Steph Schwarz ⁹	2	
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	
	Magnus Gardham	2	£75,000 - £79,999
	Geoff Mawdsley	2	£75,000 - £79,999
	Tom Peterkin	2	
Secretary of State for Wales – The Rt Hon David TC Davies MP	Tomos Povey	2	
	Tyler Walsh	1	
Parliamentary Secretary to the Treasury (Chief Whip) – The Rt Hon Simon Hart MP	Emma Pryor	3	
Chief Secretary to the Treasury – The Rt Hon Laura Trott MP	Lara Newman ¹⁰	2	
Attorney General – The Rt Hon Victoria Prentis KC MP	Rajiv Shah	3	£75,000 - £79,999
Paymaster General, Minister for the Cabinet Office – The Rt Hon John Glen MP	Mark McClelland	2	

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⁹ Works part time.

¹⁰ Works part time.