

## REMUNERATION OF SPECIAL ADVISERS

1. Special advisers will be paid within three broad paybands:
  1. up to 54,999
  2. £55,000 – 69,999
  3. £70,000 – 85,000
2. An individual's salary will be determined by officials in the Department of Finance, on consideration of a CV. Salaries in paybands 2 and 3 will normally start on the payband minimum.
3. Pay bands will be reviewed annually from 1 August and revalorised in line with relevant revalorisation of pay implemented for the NICS.
4. Annual pay increases will be based on the average NICS salary increase, subject to satisfactory performance and capped by the maximum of the pay band. Eligibility for a pay increase will be in line with NICS rules on length of service, *etc.*
5. The total pay bill, salaries, and any severance payments will be published annually.

Department of Finance  
20 January 2020