

Role	Category	Appointment Method	Typical Pay (Approx.)	Accountable To	Removable By	Primary Function	Public Accountability (High/Medium/Low)	Notes
Prime Minister	Political (Executive)	Monarch appoints; leader of majority party	£164k (MP + PM uplift)	Parliament & Electorate	Party, Parliament, Monarch (formal)	Head of Government	High	Ultimate political authority within constitutional limits
Secretary of State	Political (Cabinet Minister)	Appointed by PM	£151k (MP + ministerial salary)	Parliament & PM	Prime Minister	Leads government department	High	Cabinet member; departmental policy and strategy
Minister of State	Political (Minister)	Appointed by PM	£115k–£125k	Secretary of State & Parliament	Prime Minister	Supports SoS with portfolio	High	Mid-tier ministerial rank
Parliamentary Under-Secretary of State	Political (Junior Minister)	Appointed by PM	£95k–£105k	Secretary of State & Parliament	Prime Minister	Junior ministerial responsibilities	High	Often first ministerial role
Lord Minister (Lords Spokesperson)	Political (Minister in Lords)	Appointed by PM (member of Lords)	£95k–£115k	Secretary of State & Parliament (House of Lords)	Prime Minister	Represents department in House of Lords	High	May not be elected; sits in Lords
Special Adviser (SpAd)	Political Appointee	Appointed by Minister with PM approval	£40k–£145k (banded)	Appointing Minister	Minister / PM	Political advice and communications	Medium	Temporary civil servant; exempt from impartiality rules
Permanent Secretary	Civil Service (Senior Official)	Appointed via Civil Service Commission (PM formally approves)	£160k–£200k+	Secretary of State & Cabinet Secretary	PM / Cabinet Secretary	Departmental accounting officer; chief official	High	Formally accountable to Parliament for spending
Director General	Civil Service (Senior)	Merit based	£120k-£170k	Permanent Secretary	Permanent Secretary	Leads major directorate	Medium	Senior Civil Service (SCS3)
Director	Civil Service (Senior)	Merit based	£90k–£120k	DG / Perm Sec	Permanent Secretary	Leads group of policy or operational teams	Medium	Senior Civil Service (SCS2)
Deputy Director	Civil Service (Senior)	Merit based	£75k–£95k	Director	Permanent Secretary	Manages teams	Medium	Senior Civil Service (SCS1)
Grade 7 / 6	Civil Service (Manager)	Merit-based	£55k–£75k	Deputy Director	Department HR	Policy lead / team manager	Low	Junior managerial officials
SEO / HEO	Civil Service (Operational/Policy)	Merit-based	£30k–£50k	Line manager	Department HR	Policy development / operations	Low	Junior to mid-level officials
Public Appointee (e.g. NED, Chair of ALB)	Public Appointment	Appointed by Minister (regulated by Commissioner for Public Appointments)	Varies (£0–£100k+)	Appointing Minister / Parliament (indirect)	Minister	Governance / oversight of arm's-length body	Medium	Not civil servants; time-limited terms
Member of the House of Lords (Life Peer)	Legislative	Appointed by Monarch on PM advice	No salary (sitting day allowance)	House of Lords / Public (indirect)	Cannot easily be removed	Legislative scrutiny	Medium	Not elected; can serve as minister
Accounting Officer (role, usually Perm Sec)	Statutory Role	Designation by Treasury	Included in Perm Sec pay	Parliament (PAC)	Treasury / PM	Personal responsibility for value for money	High	Can seek 'ministerial direction' if advice rejected
Senior Responsible Officer (SRO)	Civil Service (Senior)	Assigned to project	Usually unpaid	Programme Board	Programme Board	Project Delivery	Medium	Authority, seniority and exposure depends on context