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| Pay Bands | OPCC Roles |
| Band 1 (£29,109- £35,526) | * Business Support Officer * Contact and Scrutiny Officer * Policy and Commissioning Support Officer * PA to PCC * PA to DPCC/CoS/ CFO * VRP Support Officer |
| Band 2 (£36,630- £46,503) | * Scrutiny and Performance Manager * Policy and Research Manager * Policy, Partnerships and Commissioning Manager * Scrutiny and Assurance Manager * VRP Communications Manager * Finance and Commissioning Manager * Secretariat/Executive Support Manager * Community Engagement and Stakeholder Manager * Criminal Justice Manager * Communications Manager |
| Band 3 (£47,712- £56,073) | * Senior Communications Manager * Senior Policy and Partnerships Manager * Senior Policy, Partnerships and Engagement Manager * Senior Policy and Commissioning Manager * Complaints Review Manager * Senior Performance and Governance Manager * Senior Project, Evaluation and Insight Manager * Senior Scrutiny and Assurance Manager |
| Band 4 (£57,258 - £66,805) | * Head of HR and Business Services * Head of Communications and Engagement |
| Band 5 (£73,488- £83,370) | * Director of Performance and Accountability * Director of Policy and Partnerships * Violence Reduction Partnership Director |
| **Senior officers off scale** |  |
| £88,600.00 | * Police & Crime Commissioner (PCC) |
| £114,436.00 | * Chief of Staff (CoS) |
| £112,249.00 | * Chief Finance Officer (CFO) |