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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)
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