

Pay Bands	OPCC Roles
Band 1 (£30,333- £37,020)	<ul style="list-style-type: none"> • 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 (£38,169- £48,459)	<ul style="list-style-type: none"> • 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 (£49,716- £58,431)	<ul style="list-style-type: none"> • 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 (£59,664 - £68,571)	<ul style="list-style-type: none"> • Head of HR and Business Services • Head of Communications and Engagement
Band 5 (£76,575- £86,874)	<ul style="list-style-type: none"> • Director of Performance and Accountability • Director of Policy and Partnerships • Violence Reduction Partnership Director
Senior officers off scale	
£92,321	<ul style="list-style-type: none"> • Police & Crime Commissioner (PCC)
£68,928	<ul style="list-style-type: none"> • Deputy Police & Crime Commissioner (DPCC)
£119,830	<ul style="list-style-type: none"> • Chief of Staff (CoS)
£116,965	<ul style="list-style-type: none"> • Chief Finance Officer (CFO)