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| Pay Bands | OPCC Roles |
| Band 1 (£27,789- £33,915) | * Business Support Officer * Contact and Scrutiny Officer * Policy and Commissioning Support Officer * PA to PCC * PA to DPCC/CoS/ CFO * VRU Support Officer |
| Band 2 (£34,968- £44,394) | * Scrutiny and Performance Manager * Policy and Research Manager * Policy and Commissioning Manager * Scrutiny and Assurance Manager * VRU Communications Manager * Finance and Commissioning Manager * Secretariat/Executive Support Manager * Engagements and Events Manager |
| Band 3 (£45,546- £53,592) | * Senior Communications Manager * Senior Policy and Partnerships Manager * Senior Policy and Commissioning Manager * Complaints Review Manager * Senior Planning and Performance Manager * VRU Evaluation and Analysis Lead * Senior Scrutiny and Assurance Manager |
| Band 4 (£54,660 - £62,820) | * Head of HR and Business Services * Head of Communications and Engagement |
| Band 5 (£70,155- £79,587) | * Director of Performance and Accountability * Director of Policy and Partnership |
| **Senior officers off scale** |  |
| £100,148.00 | * CFO |
| £102,100.00 | * Chief of Staff |
| £39,834 (part-time) | * Deputy PCC |
| £88,600 | * PCC |