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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
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