

Job Title	Pay Band	Corresponding Salary range (wef 01.09.2025)	
		From	To
Police and Crime Commissioner	PCC	78,400	
Chief Executive Officer	CEO	110,898	122,826
Head of Assurance and Statutory Duties	A	66,783	77,514
Head of Policy and Partnerships	A	66,783	77,514
Contract and Commissioning Manager	B	48,939	54,783
Funding Manager	B	48,939	54,783
Programme Manager (VRU)	B	48,939	54,783
Commissioning Programme Manager	B	48,939	54,783
Public Health Business Manager	B	48,939	54,783
Statutory Operations Manager	B	48,939	54,783
Compliance Manager	B	48,939	54,783
Data and Analysis Manager	B	48,939	54,783
Deputy PCC	C	40,767	47,187
Programme Coordinator (VRU)	C	40,767	47,187
Partnership Analyst (VRU / YATH)	D/C	34,341	47,187
Partnership Analyst (Community Safety)	D/C	34,341	47,187
Commissioning and Partnerships Officer	D	34,341	39,594
Contracts and Commissioning Officer	D	34,341	39,594
Evaluation and Insight Officer	D	34,341	39,594
Assurance and Volunteer Supervisor	D/C	34,341	47,187
Partnerships Officer (Youth and Early Intervention)	D	34,341	39,594
Assurance Officer	D	34,341	39,594
Statutory Operations Officer	E/D	30,255	39,594
Funding Officer	E/D	30,255	39,594
Communications Officer	E/D	30,255	39,594
Campaigns and Communications Officer (VRU)	E/D	30,255	39,594
Administrative Support Officer (VRU)	F	25,950	28,503
Administrator and Personal Assistant	F	25,950	28,503
Assurance Administrator	F	25,950	28,503
Graduate Research Assistant (VRU)	F	25,950	28,503
Youth Voice Research Assistant (VRU)	F	25,950	28,503
Programme Support Officer Role	F	25,950	28,503
VPP Apprentice Data Analyst		14,568	
Chief Finance Officer	Seconded from HFRS		55,629
Deputy Chief Finance Officer	Seconded from HFRS		29,988