



Reply to: Leah Smith
Telephone: 01953 424455
Date: 16 April 2026

Dear Member of Public,

RE: Freedom of Information Request FOI/OPCCN/265

I am writing in connection with your email dated 18 March 2026, in which you requested the following information:

Please provide the following information:

- 1. A breakdown of all OPCC staff salary bands for each of the last three financial years (2022/23, 2023/24, and 2024/25 or the most recent available), including:**
 - a) The salary range for each band,**
 - b) The number of staff within each band.**

- 2. Details of any pay awards, salary uplifts, or regrading exercises applied to OPCC staff during this period, including:**
 - a) The percentage increase applied in each year,**
 - b) Whether these increases were part of nationally agreed public sector pay awards or determined locally.**

- 3. The number of roles within the OPCC with salaries exceeding:**
 - a) £75,000, and**
 - b) £80,000, for each of the above financial years.**

- 4. Copies of any business cases, reports, or approval documents relating to:**
 - a) The creation of new senior roles (particularly those above £75,000/£80,000),**
 - b) Any restructuring or expansion of OPCC staffing.**

5. Any benchmarking, market comparisons, or justification used to determine salary levels for senior OPCC staff.

5. The total annual staffing cost of the OPCC for each of the last three financial years.

6. Any internal analysis, reports, or correspondence held by the OPCC that compare staff pay increases with changes to the police precept (council tax) over the same period.

I have reviewed our records and can advise the following:

1. The most recent breakdown of staff salaries are located on our website here: [260414-CLH-Salary-Bands.pdf](#) previous years and scales are as per the tables below. The number of staff are done by budgeted 'Full Time Equivalent'. Some OPCCN staff salaries are externally funded. This information can be found on our organisational chart here: [Office team | Norfolk PCC](#)

| 2022/23 | Number of staff | 2023/2024 | Number of staff |
|---|-----------------|--|-----------------|
| B Grade (£21432-£22677) | 2 | B Grade (£23121-£24462) | 2 |
| C Grade (£23100-£25758) | 3.11 | C Grade (£24921-£27789) | 2.72 |
| D Grade (£26232-£29433) | 1.11 | D Grade (£28302-£31755) | 2.11 |
| E Grade (£30375-£34287) | 2.5 | E Grade (£32772-£36996) | 1.5 |
| F Grade (£35223-£39942) | 7.62 | F Grade (£38007-£43098) | 8.02 |
| H Grade (£47496-£51711) | 4.1 | H Grade (£51252-£55803) | 4.1 |
| K Grade (£63837-68106) | 2 | K Grade (£69369-£74049) | 2 |
| SPOT (Director(s), Chief Executive roles) | 2.61 | SPOT (Director(s), Chief Executive roles) | 2.61 |
| | | | |

| 2024/25 | Number of Staff |
|---|-----------------|
| C Grade (£26106-£29109) | 4.61 |
| D Grade (£29649-£33264) | 0.76 |
| E Grade (£34329-£38754) | 1 |
| F Grade (£39713-£45147) | 5.27 |
| G Grade (£46503-£52491) | 0.41 |
| H Grade (£53688-£58455) | 4.5 |
| J Grade (£66609-£71103) | 1 |
| K Grade (£72666-£77568) | 2 |
| SPOT (Director(s), Chief Executive roles) | 2.61 |

2. Percentage of increases awarded to staff per year:

2022/23 – 2.10% uplift

2023/24 – 7% uplift

2024/25 – 4.75% uplift

These increases are a nationally set public sector award.

3.

| | Over £75,000 | Over £80,000 |
|---------|--------------|--------------|
| 2022/23 | | 1 |
| 2023/24 | | 1 |
| 2024/25 | 1 | 2 |

4. The Office of the Police and Crime Commissioner for Norfolk confirms that no recorded information is held that falls within the scope of your request.

5. The Office of the Police and Crime Commissioner for Norfolk confirms that no recorded information is held that falls within the scope of your request.

6. Total staffing costs for the requested years can be found on our website here: [Police and Crime Commissioner budget | Norfolk PCC](#)

7. The Office of the Police and Crime Commissioner for Norfolk confirms that no recorded information is held that falls within the scope of your request.

Yours sincerely

L. Smith

Leah Smith

Complaints and Compliance Manager and FOI Decision Maker
Office of the Police and Crime Commissioner for Norfolk

Internal Review

If you think we have not supplied information in accordance with Section 1 (the General Right of Access) of the Freedom of Information Act 2000, or you are dissatisfied with the way in which your request has been handled, then you should write within 40 calendar days of the date of the response to:

Mark Stokes
Chief Executive
Office of the Police and Crime Commissioner for Norfolk
Building 7
Falconers Chase
Wymondham
Norfolk
NR18 0WW

Telephone: 01953 424455

Email: opccn@norfolk.police.uk

If you are dissatisfied in any way with our response or the way we have handled your request, you can contact us by phone, email or in writing. We may, in the first instance, try and resolve your complaint informally. However, at any stage you can request, or we may decide to treat your complaint formally under our internal review process.

An internal review is conducted by the Chief Executive who will review the request and response, taking account of your complaint(s), and will respond in writing as soon as possible. The Information Commissioner's Office recommends that a response should be made in 20 working days. If we are unable to respond in this timeframe, we will inform you and provide a date by which you should expect to receive our response.

If, after the internal review, you remain dissatisfied then you can complain to the Information Commissioner's Office, the government regulator for the Freedom of Information Act. Details of how to contact the Information Commissioner's Office can be found at www.ico.org.uk