

Post Title	Note	2018/ 19								
		Salary including allowances	Perf'nce. Related Pay	Expenses Allowances	Other Payments (Police Staff)	Benefits in kind	Other Payments (Police Officers only)	Total remuneration (excl pension contributions)	Pension contributions	Total remuneration (including pension contributions)
Chief Constable, Mr Alan Pughsley		208,479	0	0	0	3,097	0	<b>211,576</b>	0	<b>211,576</b>
Deputy Chief Constable	1	29,846	0	0	0	0	0	<b>29,846</b>	0	<b>29,846</b>
Deputy Chief Constable, Mr Antony Blaker	2	112,886	0	0	0	6,484	0	<b>119,370</b>	23,215	<b>142,585</b>
Assistant Chief Constable (Central Operations), Mr Anthony Blaker	2	19,032	0	0	0	0	0	<b>19,032</b>	3,940	<b>22,972</b>
Temporary/Assistant Chief Constable (Central Operations)	3	28,664	0	0	0	979	0	<b>29,643</b>	4,649	<b>34,292</b>
Assistant Chief Constable (Central Operations)	4	80,184	0	0	0	4,433	0	<b>84,617</b>	16,744	<b>101,361</b>
Assistant Chief Constable (Serious Crime Directorate)	5	113,440	0	0	0	5,364	0	<b>118,804</b>	23,208	<b>142,012</b>
Temporary/Assistant Chief Constable (Serious Crime Directorate)	6	60,348	0	0	0	3,531	0	<b>63,879</b>	11,058	<b>74,937</b>
Assistant Chief Constable (Local Policing & Partnerships)	7	87,719	0	0	0	0	0	<b>87,719</b>	15,110	<b>102,829</b>
Temporary/Assistant Chief Constable (Local Policing & Partnerships)	8	37,587	0	0	0	0	0	<b>37,587</b>	7,850	<b>45,437</b>
Director of Essex & Kent Support Services, Mr Mark Gilmartin	9	152,244	0	0	0	0	0	<b>152,244</b>	18,210	<b>170,454</b>
Director of Corporate Services		120,942	0	0	0	0	0	<b>120,942</b>	14,634	<b>135,576</b>
Director of Corporate Communications	10	96,700	0	0	0	0	0	<b>96,700</b>	30,451	<b>127,151</b>

Chief Finance Officer to the Chief Constable		93,143	0	0	0	0	0	<b>93,143</b>	10,617	<b>103,760</b>
Director of Human Resources	11	122,018	0	0	0	0	0	<b>122,018</b>	14,554	<b>136,572</b>
<b>Total</b>		<b>1,363,232</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23,888</b>	<b>0</b>	<b>1,387,120</b>	<b>194,240</b>	<b>1,581,360</b>

Notes:

1. Deputy Chief Constable left post on 11<sup>th</sup> June 2016 and was replaced by Mr Anthony Blaker.
2. Mr Anthony Blaker left the post of Assistant Chief Constable (ACC) for Central Operations on the 3<sup>rd</sup> June 2018 to become the new Deputy Chief Constable on the 4<sup>th</sup> June 2018.
3. Temporary/Acting ACC (Central Operations) appointed between 23<sup>rd</sup> April 2018 to 17<sup>th</sup> June 2018.
4. The new ACC (Central Operations) appointed on the 18<sup>th</sup> June 2018.
5. ACC (Serious Crime Directorate) is a shared post, 50:50 Kent Police and Essex Police. Full costs are shown against Kent as the employing Force. From 4<sup>th</sup> September 2018 the ACC (Serious Crime Directorate) has been on secondment.
6. Temporary/ACC (Serious Crime Directorate) position was filled on 4<sup>th</sup> September 2018
7. The ACC (Local Policing and Partnerships) left post on 18<sup>th</sup> November 2018.
8. Temporary/ACC (Local Policing and Partnerships) started in post on 19<sup>th</sup> November 2018.
9. Director of Essex & Kent Support Services is a shared post, 50:50 Kent Police and Essex Police. Full costs are shown against Kent as the employing Force
10. The Director of Corporate Communications started in post on the 14<sup>th</sup> June 2018, Employer pension contributions include the buyback of unpaid leave.
11. Director of Human Resources is a shared post, 50:50 Kent Police and Essex Police. Full costs are shown against Kent as the employing Force. The Director of Human Resources started in post on the 3<sup>rd</sup> April 2018.