

Chief Officer's remuneration 2021/22

Post Title	Note	Salary including 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)
Group and PCC								
The Kent Police and Crime Commissioner		86,700				86,700	11,444	98,144
Police and Crime Commissioner Chief of staff / Chief Executive		101,367				101,367	13,380	114,747
Police and Crime Commissioner Chief Finance Officer		80,292				80,292	10,599	90,891
CC and Group								
Chief Constable, Mr Alan Pughsley		220,149		5,262		225,411	0	225,411
Deputy Chief Constable	1	2,624		29		2,653	726	3,379
Deputy Chief Constable	2	142,973		5,342		148,315	42,850	191,165
Deputy Chief Officer		133,479		10,835		144,314	17,619	161,933
Assistant Chief Constable (Local Policing)		121,720		5,370		127,090	36,958	164,048
Assistant Chief Constable (Serious Crime Directorate)	3	19,876		619		20,494	6,091	26,586
T/Assistant Chief Constable (Serious Crime Directorate)	4	92,320		5,198		97,518	27,614	125,132
Assistant Chief Constable (Central Operations)	5	22,904		2,114		25,018	6,955	31,973
T/Assistant Chief Constable (Central Operations)	6	98,816		8,400		107,216	30,004	137,219
T/Assistant Chief Constable (Central Operations)	7	43,909		1,460		45,370	9,931	55,301
Assistant Chief Constable (Crime Directorate)	8	1,623		59		1,683	585	2,267
Assistant Chief Constable (Crime Directorate)	9	21,622				21,622	6,557	28,179
Assistant Chief Constable (Crime Directorate)	10	19,378		1,022		20,401	5,808	26,208
T/Assistant Chief Constable (Crime Directorate)		106,866		4,980		111,846	29,114	140,960
T/Assistant Chief Constable Op Iowa	11	59,600				59,600	17,516	77,116
Director of Support Services (Kent & Essex Police), Mr Mark Gilmartin		159,414				159,414	21,043	180,457
Director of Human Resources and Learning & Development		129,362				129,362	16,911	146,273
Director of Corporate Communications and Citizens in Policing	12	93,673				93,673	12,365	106,038
Chief Finance Officer to the Chief Constable	13	37,487				37,487	4,665	42,153
Total		1,796,155	0	50,690	0	1,846,845	328,734	2,175,579

1. Deputy Chief Constable retired from Kent Police on 7 April 2021.

2. Deputy Chief Constable was appointed on 6 April 2021.

3. ACC (Serious Crime Directorate) was appointed 24 January 2022. This is a shared post, 50:50 Kent Police and Essex Police. Full costs are shown against Kent as the employing Force.

4. Temporary ACC (Serious Crime Directorate) temporary appointment continued from 2020/21 and ended on 30 January 2022. This was a shared post, 50:50 Kent Police and Essex Police. Full costs are shown against Kent as the employing Force.

5. & 6. Temporary ACC (Central Operations) (6) was promoted to the permanent role (5) on 24 January 2022.

7. Temporary ACC (Central Operations) was appointed on 1 September 2021. This temporary role ended on 30 January 2022.

8. ACC Crime was promoted to Deputy Chief Constable on 6 April 2021. See note 2.

9. ACC Crime was appointed on 24 January 2022.

10. ACC Crime was appointed on 31 January 2022.

11. Temporary ACC (Op Iowa) retired from Kent Police on 1 October 2021.

12. Director of Corporate Communications and Citizens in Policing returned from an external secondment in July 2021. Full costs are shown against Kent as the employing Force.

13. Chief Finance Officer to the Chief Constable was appointed 8 November 2021.

Following the resignation of the Chief Finance Officer (CFO) to the Chief Constable in January 2021, the OPCC CFO agreed to fulfil the statutory role and responsibilities of the Section 151 officer until a replacement could be found. The force Director of Kent and Essex Support Services took on the non-statutory responsibilities of the post. The OPCC CFO and the Director of Kent and Essex Support Services were not paid any additional salary for covering the role. In March 2021, an interim CFO for the force was appointed until the permanent CFO was appointed in November 2021.

In addition to the police officers and police staff shown in the table, the Kent Police Chief Officer Management Team also included the following shared posts:

Members of the Kent Police Chief Officer Team

a) Assistant Chief Constable Serious Crime

The post holder was on the Essex Police payroll and 50% of their costs were recharged to Kent Police during 2021/22 until they transferred to Kent Police 24 January 2022. Their remuneration for the period of April up to 23 January 2022 is disclosed in full in the Essex Police Statement of Accounts.