

**DRAFT**

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Post Title	Note	2020/21								
		Salary including allowances	Performance 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		218,032				5,029		<b>223,061</b>		<b>223,061</b>
Deputy Chief Constable, Mr Anthony Blaker		142,940				14,242		<b>157,182</b>	43,113	<b>200,295</b>
Deputy Chief Officer		129,712				14,153		<b>143,865</b>	17,440	<b>161,305</b>
Assistant Chief Constable (Local Policing)		118,957				5,470		<b>124,427</b>	36,102	<b>160,529</b>
Assistant Chief Constable (Serious Crime Directorate)	<a href="#">1</a>	34,754				4,982		<b>39,736</b>	10,850	<b>50,587</b>
T/Assistant Chief Constable (Central Operations)		116,261				10,731		<b>126,992</b>	35,266	<b>162,258</b>
Assistant Chief Constable (Crime Directorate)		114,711				5,401		<b>120,112</b>	34,170	<b>154,282</b>
T/Assistant Chief Constable (Crime Directorate)	<a href="#">2</a>	7,701						<b>7,700</b>	2,370	<b>10,070</b>
T/Assistant Chief Constable Op Iowa	<a href="#">3</a>	112,141						<b>112,141</b>	32,938	<b>145,079</b>
T/Assistant Chief Constable (Seconded)	<a href="#">4</a>	30,371				920		<b>31,291</b>	7,901	<b>39,193</b>
Director of Support Services (Kent & Essex Police), Mr Mark Gilmartin	<a href="#">5</a>	158,669						<b>158,669</b>	20,829	<b>179,498</b>
Director of Human Resources and Learning & Development	<a href="#">6</a>	128,310				0		<b>128,310</b>	16,739	<b>145,048</b>
Director of Corporate Communications and Citizens in Policing	<a href="#">7</a>	62,754						<b>62,754</b>	9,233	<b>71,987</b>
Chief Finance Officer to the Chief Constable	<a href="#">8</a>	111,763						<b>111,763</b>	13,375	<b>125,138</b>
<b>Total</b>		<b>1,487,075</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>60,928</b>	<b>0</b>	<b>1,548,002</b>	<b>280,327</b>	<b>1,828,329</b>

Assistant Chief Constable (Serious Crime Directorate) - Tom Richards	<a href="#">1</a>	ACC Serious Crime appointed 7 December 2020. This is a shared post 50:50 between Kent and Essex Police. Full costs are shown against Kent as the employing force
T/Assistant Chief Constable (Crime Directorate) - Simon Wilson	<a href="#">2</a>	T/Assistant Chief Constable Crime was appointed 2 March 2021
T/Assistant Chief Constable Op Iowa	<a href="#">3</a>	T/Assistant Chief Constable Op Iowa lead Kent Police's response to the COVID-19 pandemic
T/Assistant Chief Constable (Seconded) Andrea Bishop	<a href="#">4</a>	T/Assistant Chief Constable (Seconded) retired 29 June 2020. Full costs are shown against Kent as the employing force, all costs were recovered under the secondment agreement
Director of Support Services (Kent & Essex Police), Mr Mark Gilmartin	<a href="#">5</a>	Director of Essex and Kent Support Services is a shared post, 50:50 Kent Police and Essex Police. Full costs are shown against Kent as the employing force
Director of Human Resources and Learning & Development	<a href="#">6</a>	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
Director of Corporate Communications and Citizens in Policing - Gavin Mckinnon	<a href="#">7</a>	Director of Corporate Communications and Citizens in Policing is currently on secondment. Full costs are shown against Kent as the employing force
Chief Finance Officer to the Chief Constable - Paul Curtis	<a href="#">8</a>	Chief Finance Officer to the Chief Constable resigned with effect 31 January 2021

2021, the OPCC CFO agreed to fulfil the statutory role and responsibilities of the Section 151

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:

a) Assistant Chief Constable Serious Crime

The post holder is on the Essex Police payroll and 50% of their costs were recharged to Kent Police during 2020/21. Their remuneration is disclosed in full in the Essex Police Statement of Accounts.