

Ms Christine Grahame MSP
Convener of the Justice Committee
The Scottish Parliament
Holyrood
Edinburgh
EH99 1SP

2 December 2015

Our ref: AF/CW

Dear Ms Grahame

NEW CHIEF CONSTABLE OF POLICE SCOTLAND APPOINTED

I am writing to inform you that the Scottish Police Authority (SPA) has today announced that Phil Gormley QPM has been appointed as the next Chief Constable of Police Scotland.

Mr Gormley will take up the post in January 2016.

With over 30 years' experience in UK policing and law enforcement, Mr Gormley has since 2013 been the Deputy Director General of the UK's National Crime Agency. He has over 30 years of policing and law enforcement experience, including 13 years as a chief officer (including serving from 2010-13 as the Chief Constable of Norfolk Constabulary). He was awarded the Queen's Police Medal in 2012.

The appointment was made on the recommendation of the SPA and was approved by Scottish Ministers.

He was appointed from a strong field and following a rigorous recruitment process. The post of Chief Constable of Police Scotland was advertised across the UK and shortlisted candidates were required to take part in a pre-interview assessment centre and a competency-based panel interview.

As Chief Constable of Police Scotland he will earn a salary of £212,280 on a three-year contract.

The appointment panel was chaired by myself and included SPA board members Nicola Marchant and George Graham, Scottish Government Director General for Justice and Learning Paul Johnson, and East Lothian Council Chief Executive Angela Leitch.

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I am confident we have found the best candidate to build on the progress that policing in Scotland has made, and to address the issues and challenges that the service faces. His extensive experience has been gained in leading law enforcement organisations with diverse workforces, operating across both rural and urban environments, and with local, national and international reach. That mix fits well with the requirements of a single service here in Scotland.

The new Chief Constable has a number of immediate challenges he will want to quickly address: re-engaging our workforce, tackling continuing budget challenges, and bringing stability to the planning and implementation of organisational change. That is however just the start.

We set out to find a leader with the capability and long-term vision to energise officers and staff towards new and innovative approaches to the prevention of crime, and someone to reach out and build a strong connection between the single service and the local communities it serves. These are key strengths that we have identified in him and that he will bring to the wider police team.

I know that he will be keen to engage with you as early as possible in 2016 once he formally takes up his post.

Yours sincerely

A handwritten signature in dark ink, reading 'Andrew Flanagan'. The signature is written in a cursive, flowing style with a small horizontal dash at the end.

Andrew Flanagan
Chair
Scottish Police Authority