

From: [REDACTED] **On Behalf Of** Cabinet Secretary for Justice
Sent: 12 September 2017 10:29
To: [REDACTED]
Cc: [REDACTED]
Subject: [REDACTED] - Police Scotland

Hi [REDACTED]

Former Councillor [REDACTED] has copied the Cabinet Secretary into his letter to the Scotsman. We're noting.

[REDACTED]

[REDACTED] | Assistant Private Secretary
Private Office of Michael Matheson MSP, Cabinet Secretary for Justice
St. Andrews House | Regent Road | Edinburgh EH1 3DG | [REDACTED]

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From: [REDACTED] [mailto:[REDACTED]]
Sent: 11 September 2017 21:46
To: Cabinet Secretary for Justice
Subject: FW: Police Scotland

Dear Michael

This letter to the Scotsman I felt could possibly be of interest to you.

Cheers,

[REDACTED]

[REDACTED]
Sent: 11 September 2017 21:39
To: 'lettersts@scotsman.com' <lettersts@scotsman.com>
Cc: [REDACTED] <[REDACTED]@scotsman.com>
Subject: Police Scotland

Dear Editor

What hope is there for Police Scotland to become a modern 21st century organisation where the Chief Constable is able to have a free hand as with whom he wishes to build the organisation? How can a General in the Army, an Air Marshall in

the Air Force or an Admiral in the Navy command their men if they get blamed by their senior ranks of bullying? It is laughable and utterly pathetic.

Are in Police Scotland some senior ranks occupied by sissies? Phil Gormley is a person with an unblemished record and as Deputy Director of the National Crime Agency had one of the most demanding jobs in UK policing.

To me as an outside observer I am tempted, seeing the rush to the media and the political judgment, of entertaining the possibility that these allegations are malicious and without any foundation.

Is it possible that they are motivated by individuals who have been asked to perform the job to an acceptable standard and were found wanting?

The Chief Constable was brought in to turn around Police Scotland both financially and strategically and these complaints may be from those resistant to or incapable of the change planned?

Could it say something about the organisational culture that he was confronted with that some senior people in the institutions that are involved in Policing, its Governance and Oversight appear to choose to play it out in public with selective and off the record media briefings?

Could I opine that it is important to remember that the Chief Constable was selected on the basis of his experience of leading major organisational change which he undertook previously as the Chief Constable of Norfolk and the Deputy Director General of the UK National Crime Agency.

It would be a travesty if he was felled in this unacceptable manner.

Yours sincerely.

A large black rectangular redaction box covering the signature and name of the sender.