

# New Assistant Chief Constables appointed to Police Scotland



The six Assistant Chief Constables for Police Scotland, the new service which will take on Scotland-wide responsibilities from 1 April next year, have been announced by the Scottish Police Authority, including Chief Superintendent Malcolm Graham who is currently Divisional Commander for Edinburgh.

The Reporter spoke to [Malcolm Graham in September](#) in one of our TERLive! sessions with Lothian and Borders Police which we have conducted throughout 2012.

The six who have been appointed are:

- Assistant Chief Constable, Local Policing East – Mike McCormick
- Assistant Chief Constable, Local Policing North – Derek Penman
- Assistant Chief Constable, Local Policing West – Wayne Mawson
- Assistant Chief Constable, Serious Crime and Public Protection – Malcolm Graham
- Assistant Chief Constable, Crime, Serious Organised Crime and Counter Terrorism – Ruairaidh Nicolson; and
- Assistant Chief Constable, Operational Support – Bernie Higgins.

They are expected to take up their new roles shortly. All will be based in the interim headquarters for Police Scotland at Tulliallan Castle – although the Local Policing Assistant Chief Constables in particular will spend a significant amount of time in communities.

Vic Emery, Chair of the SPA, said:- “Our focus as an Authority is to ensure that the new police service is ready operationally, legally and financially for day 1. Appointing a command team to provide the Chief Constable with the support he needs has been a top priority.

“The new team is taking shape, and the appointment of the Assistant Chief Constables marks another big step forward. Each of them will play a major role in working with us to ensure the people of Scotland continue to get the best possible police service within the resources available.”

Chief Constable Stephen House said:

“The six Assistant Chief Constables who have been appointed will play critical roles in the future of policing in Scotland. The team will now drive forward local policing, deliver operationally on organised crime, major incidents, counter terrorism, public protection and operational support.

“They will work closely with the Deputy Chief Constables to shape the best possible service for communities to keep people safe.”

## **Background**

All six posts will share the same core responsibilities of supporting the Chief Constable in the achievement of the stated aims of police reform and in upholding the principles of Police Scotland.

Mike McCormick has been appointed Assistant Chief Constable, Local Policing East. He is Local Policing lead in the National Police Reform Team, and was previously Deputy Chief Constable in Dumfries and Galloway.

Derek Penman has been appointed Assistant Chief Constable, Local Policing North. He is acting Chief Constable of Central Scotland, and ICT lead in the National Police Reform Team.

Wayne Mawson has been appointed Assistant Chief Constable, Local Policing West. He is a Chief Superintendent in Strathclyde, where is currently Divisional Commander and is responsible for local policing strategy in Glasgow North East and East Dunbartonshire.

Malcolm Graham has been appointed Assistant Chief Constable, Serious Crime and Public Protection. He is a Chief Superintendent in Lothian and Borders, where he is currently Divisional Commander for Edinburgh.

Ruaraidh Nicolson has been appointed Assistant Chief Constable, Crime, Serious Organised Crime and Counter Terrorism. He is temporary Deputy Chief Constable in Strathclyde.

Bernie Higgins has been appointed Assistant Chief Constable, Operational Support. He is Assistant Chief Constable in Strathclyde.

Police reform provides a unique opportunity to improve services. The new service will eliminate duplication by working more effectively and efficiently, saving £1.4 billion over 15 years and supporting a single Chief Constable and one senior management team. At the end of year five, we expect estimated savings of £106m.

In police there are currently eight Chiefs, nine DCCs and 13 ACCs costing around £4.8 million a year. The new service will have a much slimmer command structure of one Chief, four DCCs and six ACCs – costing less than £2 million a year.

All Assistant Chief Constables have been appointed on a permanent basis. The salary will be between £90,726 and £105,849, subject to experience.