



9th October 2018

Dear Colleague

It is important that our communities receive the most efficient and effective services from West Mercia Police, and in order to deliver this a strategic decision has been made to withdraw from the strategic alliance with Warwickshire Police.

We are in agreement that this approach will enhance and improve the service for the public moving forward and this carefully considered decision has been made with communities in mind.

This is a positive start for a new chapter for West Mercia Police, opening up opportunities to deliver more efficient and effective policing services across Herefordshire, Worcestershire, Shropshire, Telford and Wrekin and providing the very best protection to our communities.

Whilst officers will respond as they always have, local policing will be enhanced with improved supporting services. Work is underway to shape this, refocusing where collaborative arrangements are already in place. This will be worked in detail, with our communities and workforce at the forefront of any decisions.

A formal process has been started to bring the existing arrangement to an end on October 8, 2019. This will include negotiations with Warwickshire Police to identify where efficiencies may remain and be maximised through a different shared service arrangement.

We will continue to remain open and transparent throughout this process and as more detailed arrangements are made.

Yours sincerely

John Campion
**Police and Crime Commissioner
West Mercia**

Anthony Bangham
**Chief Constable
West Mercia Police**