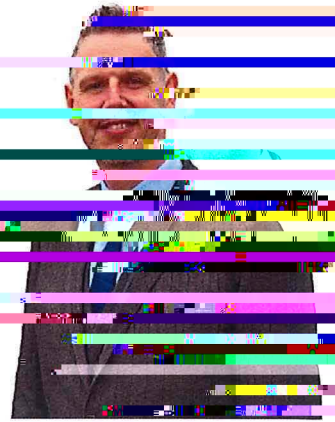




John Campion
Police and Crime Commissioner
West Mercia



Cllr Aled Luckman
Chair of the Police and Crime Panel

Sent via

Dear Aled,

I am writing in response to the Police and Crime Panel's report following a hearing for Deputy Police and Crime Commissioner Mark Phillips on 27th September 2023.

In accordance with the Police Reform and Social Responsibility Act 2011, I have signed the report following the hearing. The nature of discussions at the confirmation hearing will be limited to the recommendation that I have made.

As required by legislation, I would like to formally confirm that I am committed to delivering my role with integrity and transparency, and to providing the best possible service for our communities.

Bob A. Fisher

John Campion

John Campion
Police and Crime Commissioner
West Mercia

CC: Cllr James Stanley, Sheriff