

I would like to take this opportunity to say thank you to those of you who took the time to attend the recent 'EX' Force Day at Middlemoor on the 12<sup>th</sup> October. It was a pleasure to meet so many of you on the day. I hope you found the day useful and look forward to meeting you again at similar events in the future.

My vision for the Constabulary of becoming a top performing Force is based upon a number of key principles. One of these is that all our activities will be customer focused with the aim of delivering an excellent service. I strongly believe that part of that process is about developing and enhancing our relationships with key members of the community. As previous members of staff you have a vital role to play in this. I would value your continued support and see you as important players in the 'key individual networks' we are trying to develop through our local Neighbourhood Policing Teams. Can I encourage you to log onto the Force web-site, which provides guidance on how to access your local officer and outlines how we can all work together in improving the communities we live in.

From your web-site I am aware of some of your concerns regarding the lack of police officers on the front line. One of the aims of my 5-year strategy is to return 200 police officers back to operational roles. Skilled police staff will ensure that the need to have sworn members of staff in non-operational duties will now be the exception. As a result you should start to see a real difference in your neighbourhoods, with a more visible policing presence.

I understand that some of you have had reservations regarding the recruitment of Police and Community Support Officers (PCSOs). I am keen to expand the role of the extended police family; this will enable us to deliver the priorities of your local neighbourhood in a far more focused way. The recruitment of 365 PCSOs across the Force area has been a significant start to this process. As I travel across the two counties I can see that PCSOs are already making a difference and the feedback I receive from people both within and outside of the organisation has been very positive.

I would like to continue to enhance communication between us, one way of doing this will be further 'EX' Force Days. If accessibility to the Middlemoor site has been a concern for you in the past, please don't let it prevent you from taking part in any future events. In order to improve access we have recently installed a lift from the canteen area to the main bar on the first floor, which has removed the need to use the stairs.

Another way of maintaining contact and ensuring you are aware of any future developments will be similar updates to this.

I hope that a combination of the above will enable us to build a strong relationship for the future.

Stephen Otter  
Chief Constable  
Devon and Cornwall Constabulary