



College of
Policing

Working together
to prevent crime

Professionalising Investigations Programme (PIP)

Programme policy 2023

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College of Policing Limited
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Introduction

The Professionalising Investigation Programme (PIP) was implemented in 2003. Its vision was, and remains:

‘To deliver a professional, ethical and effective investigation capacity for policing in the 21st century by providing robust, national benchmarked standards maintained and overseen by a professional policing institute.’

Following the 2013 PIP review, the programme continues to develop. This ensures that it remains current and is balanced against the changing landscape of policing, greater accountability, risk management and increasing public expectations.

PIP is a structured incremental investigative skills development programme, not just a set of training courses. It sets out the skills capability to conduct professional investigations at all levels in the police service and in other sectors of law enforcement.

The overarching aim of PIP is to deliver registration, examination, training, workplace assessment and accreditation to a national standard at each level. The PIP levels are as follows:

- Introduction to investigation
- PIP 1 – Priority and volume crime investigations
 - Investigator
 - Supervisor
- PIP 2 – Serious and complex investigations
 - Investigator
 - Supervisor
 - Manager
- PIP 3 – Major crime or serious and organised crime investigations
 - Senior investigator
- PIP 4 – Strategic management of highly complex investigations.
 - Strategic investigator

This policy underpins the implementation of PIP at a local and national level, providing clarity on eligibility and career pathways for all levels. Failure to comply with this policy could affect the ability of law enforcement to carry out its investigative function professionally, ethically and effectively.

Note: Where this policy refers to particular National Police Chiefs' Council (NPCC) police ranks or roles, this will also apply to their police staff and other law enforcement agency equivalents.

PIP learning

The learning underpinning PIP is as follows:

- Pre-PIP learning
 - Introduction to investigation
- PIP 1 – Investigator
 - Policing Education Qualifications Framework (PEQF)
 - PIP 1 investigator standalone programme
- PIP 1 – Supervisor
 - National Police Promotion Framework (NPPF) supervision of investigators module
- PIP 2 – Investigator
 - National Investigators' Examination (NIE)
 - PIP 2 investigator programme (either as part of a PEQF entry route or as part of a standalone programme)
- PIP 2 – Investigative supervisor or manager
 - Investigative supervisor or manager development programme
- PIP 3 – Senior investigator
 - Senior investigators development programme (SIODP – either major crime or serious and organised crime)
- PIP 4 – Strategic investigator
 - Strategic management of complex investigations

APP and the Code of Ethics

The principles set out in the authorised professional practice (APP) on investigation and the Code of Ethics form the basis of all investigative activity, regardless of the level of seriousness or complexity. They are used as the foundation of current investigation training and development programmes.

The investigation model outlined in APP is a useful reference point for conducting and managing investigations. It ensures that all actions to gather material relevant to the investigation are considered and proportionate.

The model of investigation does not show investigations as a simple linear process. It is important that investigation is viewed as an iterative process, which should be conducted in a planned, methodical and auditable way using the investigative mind-set.

Investigative principles

Investigations should be undertaken using appropriately skilled staff. PIP is the national standard and applies to investigators at all levels, assessed and registered as competent against the assessment criteria relevant to their role.

When operational demands and resources are such that appropriately skilled staff are not available for deployment, forces should take positive steps to manage the allocation of resources effectively, reducing the risk to public, the individual and the organisation.

Access to each level of PIP is based on skills, knowledge and experience.

To achieve accreditation, individuals are required to show evidence of individual performance through work-based assessment and reflective practice. Where necessary, line managers should identify and record developmental opportunities.

Once accredited, the principle of 'maintain and enhance' is applicable to all PIP levels. Investigators are personally responsible for their own continuing professional development (CPD) and for maintaining competence year-on-year, as applicable to their role, with relevant and sufficient support from the organisation.

Supervisors and managers are critical to effectively deploying and managing investigators and investigations. They must monitor and review investigations in accordance with relevant policies and must ensure that their staff correctly register and maintain annual competence.

Accountability structure

Overall responsibility for PIP lies with the College of Policing and the NPCC Training, Standards and Competency (PIP) Board. The NPCC PIP lead is accountable to the NPCC National Crime Coordination Committee, via the Investigations portfolio.

At a local level, heads of crime (or equivalent) are responsible for:

- the standards of investigations in their own organisation
- ensuring that investigators in their areas are involved in the PIP processes and are aware of – and comply with – investigation policies
- ensuring that investigative capacity is appropriate to meet demand
- ensuring that the provision of learning and development meets minimum learning standards and is appropriate to enable individuals to achieve competence within the assessment framework
- appointing a force PIP single point of contact (SPOC)

The head of crime, supported by the PIP SPOC and by the Learning and Development department, will:

- provide the focal point for all information and advice linked to PIP
- manage the assessment and registration process, and disseminate information in their own organisation as appropriate
- work with the College to inform the future development of PIP
- ensure compliance with the administration of PIP assessment and registration processes
- ensure ongoing reviews to improve standards
- ensure quality assurance checks of the PIP assessment and registration processes

- maintain a candidate tracking system, ensuring that sign-off and registration is recorded for each candidate at all levels, and that a complete and up-to-date registration database for the force is maintained, including re-registration
- oversee the professional discussion process, verify and sign off all PIP 3 registrations prior to notifying the College's PIP registrar for entry onto the national database
- ensure that a force list of assessors, mentors and internal verifiers is maintained, together with details of the training given and candidates assessed
- provide appropriate management information
- manage the appeals process
- monitor compliance with grandparent rights (where relevant)

Departmental heads managing investigators at any level are responsible for ensuring that officers and staff adhere to investigative standards in their business area.

First-line and second-line supervisors are responsible for ensuring that their staff are appropriately trained, registered and re-registered when required.

Definition of investigation

An investigation is the action of examining, studying or enquiring into something or someone and evaluating material through a considered systematic approach.

The Code of Practice to the Criminal Procedure and Investigations Act 1996 defines a criminal investigation as:

'An investigation conducted [...] with a view to it being ascertained whether a person should be charged with an offence, or whether a person charged with an offence is guilty of it.'

This includes:

- investigations into crimes that have been committed
- investigations to ascertain whether a crime has been committed, with a view to possible criminal proceedings

- investigations that begin in the belief that a crime may be committed – for example, when the police keep premises or individuals under observation for a period of time, with a view to possible criminal proceedings

While the definition refers specifically to criminal investigations, the principles set out apply equally to other types of investigations – for example, road traffic matters, missing persons, anti-social behaviour and professional standards enquiries or investigations.

An investigation starts when an allegation is made or is suspected.

In addition, PIP recognises that investigations support risk management, safeguarding the public, disrupting criminality and reducing reoffending.

Definition of an investigator

An investigator should be an appropriately trained and competent individual who carries out an investigation, or elements of it, during the investigative process.

An investigator may be a warranted officer or member of police staff. Section 38 of the Police Reform Act 2002 ('the 2002 Act') allows chief officers to designate police staff as investigating officers.

An investigator may also be a member of any other law enforcement agency or other body with an investigative capacity.

Categories of investigation

Most offences will fall into three main categories:

- priority and volume investigations
- serious and complex investigations
- major crime or serious and organised crime investigations

PIP is not a crime management model, and the PIP policy does not determine how forces should allocate crime in their organisation. Organisations should, however, allocate resources based on the complexity, threat, risk, harm, vulnerability and impact.

Priority and volume investigations

Volume crime is defined as any crime that, through its sheer volume, has a significant impact on the community and the ability of the local police to tackle it.

Volume crime often includes priority crimes, such as street robbery, burglary and vehicle-related criminality, but can also include criminal damage or assaults. This definition can be extended to include non-crime issues, such as anti-social behaviour.

Priority and volume crime will often include responding to and protecting vulnerable people, and ensuring that appropriate safeguarding procedures are put in place.

The following factors may be considered as a basis to move an investigation from priority and volume to a serious or complex investigation.

- Community:
 - racially motivated
 - high risk of critical incident
 - sensitivity regarding individuals involved
 - media scrutiny
- Aggravating factors to the offence:
 - hate crime
 - vulnerability of victims and/or witnesses
 - weapons used
 - injuries sustained
 - priority issue identified within business area
 - series of offences
- Offender characteristics:
 - criminal history
 - resistance to police
 - prolific offender
 - multiple offenders

Serious and complex investigations

The Serious Crime Act 2007 does not define a serious and complex crime. However, in section 2(2), it states that a serious offence is one which:

- is specified or falls within a description specified in Part 1 of Schedule 1 of the Act
- in the circumstances of the case, the court considers to be sufficiently serious to be treated for the purposes of the application or matter as if it were so specified

Factors that may identify an offence as serious include those which:

- involve the use of violence, including the use of weapons and firearms
- are sexual assaults
- result in substantial financial gain
- cause substantial financial loss to the victim
- are conducted by a large number of people in pursuit of a common purpose
- are a linked series of offences
- involve death or serious injury on the road

Officers and staff should consider the circumstances of each case on its merits and allocate resources accordingly.

Major crime or serious and organised crime investigations

The main feature in defining a major crime or a serious and organised crime investigation is that a nationally registered PIP 3 senior investigating officer (SIO) will be appointed to lead such investigations.

A major crime will include homicides, as well as high-profile and complex investigations into homicides, serious sexual offending, acquisitive, organised and other violent crime.

A policy entry should clearly identify the decision to escalate an investigation from the serious and complex category to the major crime or serious and organised crime category. This should include who is responsible for the decision making and the rationale.

All category A and B homicides or major crimes should have an accredited and nationally registered senior investigator leading the investigation.

Category C homicides can be led by a competent individual with the oversight of an accredited and nationally registered senior investigator. This approach provides opportunities for professional development, succession planning and maintaining operational resilience.

See the NPCC's [Major crime investigation manual](#) for types and categories of major crimes (section 1.2, page 13).

The following factors may require the deployment of an SIO and would be used to support a decision to escalate an investigation to the major crime or serious and organised crime category.

- Community factors:
 - likely to escalate to large-scale disorder or critical incident
 - has escalated from a previous offence category
 - sensitivity regarding individuals involved
 - media or political interest
- Offence characteristics:
 - aggravating factors to the offence
 - vulnerability of witnesses and victims
 - crossed force or national boundaries
 - forms a linked series
- Offender characteristics:
 - organised crime
 - terrorism links
 - resistance to police operational strategies
 - multiple offenders

Investigative career pathway

This section sets out the roles and career pathways for PIP and further specialist roles ancillary to it.

Investigation support

There are several roles in policing that support the investigation process yet are not in themselves investigative roles. These include [contact centre staff](#), [police community support officers](#) or [investigation support officers](#) in an investigation team.

Staff supporting the investigation process should, as a minimum, complete the 'Introduction to investigation' learning programme.

It is recommended that staff go on to complete annual CPD to maintain up-to-date knowledge in the role.

PIP 1 investigators

PIP 1 provides comprehensive investigative skills and the foundation for the development of further investigative skills. It is essential for those involved in investigating priority and volume crime or those responding to incidents.

- Professional profile – [Investigator PIP 1](#)

To obtain PIP 1 accreditation, investigators (either police officers or staff) follow the career pathway below.

1. Complete an initial entry route into policing or the PIP 1 standalone programme, as appropriate.
 2. Complete supported work-based assessment and operational competence portfolio to PIP 1 investigators assessment criteria.
 3. Complete annual CPD requirements to retain accreditation.
- See also: [Police staff investigators](#) section of this document.

All students must complete a portfolio demonstrating full operational competence in the role (if done as part of an initial entry route, the portfolio will include PIP 1 operational competence as part of a wider programme of learning).

- See Annex B for [initial entry routes into investigation](#).

Individuals doing PIP 1 outside an initial learning route should complete their PIP 1 accreditation within six to twelve months of completing the classroom element of PIP 1. Completion of the programme is confirmed when signed off by an appropriate assessor (see the [Assessment and verification](#) section of this document).

Although the majority should be able to complete the programme within six to twelve months, forces have discretion to provide an extension up to three years to accommodate delays in opportunities, courses or abstractions from force. Part-time working shouldn't be a barrier to completing the programme within the expected time, as it shouldn't limit the opportunities available to an individual.

The portfolios allow tutors and supervisors to assess standards in the workplace and ensure that candidates have the practical experience, skills and understanding of law, procedure and guidance to investigate crime effectively.

On completion, it is the candidate's responsibility to retain a copy of their final signed portfolio. A record of its completion must also be retained on any force recording systems.

Individuals must complete annual CPD to retain accreditation. Failure to do so will result in the investigator being registered as 'PIP inactive' in the relevant role.

- See also: [Registration – all levels](#) section of this document.

PIP 1 supervisors

The investigative supervisor at PIP 1 provides daily supervision, specialist guidance and support to a team of investigators, working on volume and priority (PIP 1) investigations, while also undertaking an investigative role using their specialist skills and technical knowledge.

- Professional profile – [Investigative supervisor PIP 1 and PIP 2](#)

There are two career pathways to obtain PIP 1 supervisors accreditation – one for those entering via the PIP 1 investigator route above (preferred entry route) and a lateral route for those without formal PIP 1 investigator status.

Preferred entry route

1. Gain PIP 1 investigators accreditation.
2. Complete supervision of investigations module within the sergeant's promotion process.
3. Complete supported work-based assessment and portfolio to PIP 1 supervisors assessment criteria.

Lateral route

1. Complete a robust assessment mechanism to evaluate suitability for role against PIP 1 investigators assessment criteria.
2. Pass any associated promotion examination.
3. Complete supervision of investigators module within sergeant's promotion process.
4. Complete supported work-based assessment and portfolio to PIP 1 supervisors assessment criteria.
5. Complete annual CPD requirements to retain accreditation.

Supervisors of PIP 1 investigators falling under the NPPF will complete the NPPF 'Supervision of investigators' module and a workplace assessment set against the assessment criteria for supervising priority and volume investigations.

The supervisors' portfolio should be completed within the NPPF twelve-month assessment period.

PIP 1 supervisors will be required to show competence against the PIP 1 assessment criteria.

Existing supervisors or any supervisors not within the NPPF should complete their portfolio within six months of moving to that role. Where circumstances dictate, twelve months is allowed – for example, to accommodate sickness, absences or maternity leave.

This applies to any supervisor in a role or moving to a role where they will supervise any element of a PIP 1 investigation. Completing the portfolio should be supported by CPD and, where necessary, enrolment on the NPPF 'Supervision of investigators' module.

On completion, it is the candidate's responsibility to retain a copy of their final signed portfolio. A record of its completion must also be retained on any force recording systems.

Individuals must complete annual CPD to retain accreditation. Failure to do so will result in the investigator being registered as 'PIP inactive' in the relevant role.

- See also: [Registration – all levels](#) section of this document.

PIP 2 investigators

PIP 2 investigators use a range of appropriate investigative approaches to gather material, placing the victim at the centre of all actions and decisions, to safely and effectively investigate serious and complex crimes with a view to achieving an appropriate outcome for that investigation.

- Professional profile – [PIP 2 investigator](#)

National Investigators' Examination

The NIE is a prerequisite for the PIP 2 investigator programme. The NIE is designed to ensure that candidates have sufficient levels of knowledge, understanding and application of relevant law and procedure to perform effectively as a trainee investigator at PIP 2.

Where the NIE is delivered as part of a PEQF entry route – for example, the Police Constable Degree Apprenticeship – forces are permitted to schedule the NIE at a time appropriate to the programme timetable. Students must successfully pass the NIE before being signed off as a PIP 2 investigator.

Successful completion of the NIE will be improved by support to candidates. It will be at forces' discretion how this support is provided for individuals – for example, reference books, protected study time or crammer courses.

A pass in the NIE is valid for three years.

Unsuccessful candidates will have an opportunity, subject to force policy, to re-sit the examination on the next examination date.

Where a candidate fails the NIE for a second time, line managers should hold discussions with the individual as to whether career progression into a PIP 2

investigation role is the most suitable route for them. These discussions should also be accompanied by a development plan for the individual.

Students can apply for an extension to their NIE validity period due to maternity, sickness or other equality duty factors.

For further information, see the [NIE Candidate Handbook](#), which contains a copy of the rules and syllabus.

Career pathway

To obtain PIP 2 investigators accreditation, the career pathway is as follows.

1. Undergo selection process to identify and support individuals on the pathway (whether police constable to detective constable progression, through a PEQF initial entry route, or as a police staff investigator).
2. Demonstrate competence at PIP 1. Where a student is undertaking a PEQF entry route, it may not be possible to complete PIP 1 before sitting the NIE. In these cases, forces should support students to complete the NIE at a time suitable to the programme being undertaken. Students must pass the NIE before completing the PIP 2 programme.
3. Pass the NIE.
4. Enrol and pass PIP 2 investigator programme.
5. Robust workplace assessment as trainee investigator and complete portfolio against PIP 2 investigator's assessment criteria.
6. Complete annual CPD requirements to retain accreditation.

Trainee investigators should be selected with the intention that they will become PIP 2 investigators. Selecting investigators as trainee investigators prior to enrolment on the NIE is a matter of force policy.

Where students do the NIE prior to being recruited to a trainee PIP 2 investigator role, students and forces should bear in mind the need for the student to complete their portfolio within the NIE validity period. Forces should ensure that students have access to experience to achieve this. It is not possible to extend a student's NIE validity period for operational reasons or lack of opportunities to progress their portfolio.

It is expected that individuals will complete the full PIP 2 investigators programme within six to twelve months of passing the NIE. Completion of the programme is confirmed when the individual has completed their work-based assessment and is signed off as a PIP 2 accredited investigator. Although the majority should be able to complete the programme within six to twelve months, an NIE pass is valid for three years to accommodate delays in opportunities, courses or absences from force. Part-time working shouldn't be a barrier to completing the programme within the expected time, as it shouldn't limit the opportunities available to an individual.

A trainee investigator should be allocated a tutor once they have completed the classroom component of their programme to support them through their work-based assessment.

Throughout the workplace assessment, the trainee, tutor and supervisor should meet monthly to discuss the evidence required, the trainee's access to relevant experience and how this will be provided, and to review the trainee investigator's development plan.

Investigators must demonstrate competence against the PIP 2 investigator assessment criteria.

The portfolios will be completed as an ongoing process throughout the trainee's workplace assessment and will allow for the assessment of competence against the PIP 2 assessment criteria by tutors and supervisors.

On completing the PIP 2 portfolio, and when signed off as an accredited PIP 2 investigator, only those who have successfully completed the process will be able to use the title of substantive detective or police staff equivalent.

On completion, it is the candidate's responsibility to retain a copy of their final signed portfolio. A record of its completion must also be retained on any force recording systems.

Individuals who fail the NIE or do not demonstrate competence against the PIP 2 assessment criteria should be provided with a development plan and relevant support. If an individual is unable to meet these requirements, they will not be accredited at PIP 2 and should be removed from a PIP 2 role.

Individuals are required to complete annual CPD to retain accreditation. Failure to do so will result in the investigator being registered as 'PIP inactive' in the relevant role.

Specialist Fraud Investigator Programme specialist elective

The Specialist Fraud Investigator Programme (SFIP) is aimed at individuals working in economic crime units (or equivalent) who have responsibility for investigating economic crime with a focus on fraud, bribery, money laundering and related offences.

Career pathway

All candidates wanting to undertake the SFIP specialist elective must have demonstrable experience of investigating serious and complex crime investigations.

They must also be either:

- an accredited PIP 2 investigator, having followed the PIP 2 investigator career pathway (or equivalent), or currently working towards PIP 2 accreditation
- an accredited financial investigator (AFI) recognised by the National Crime Agency (NCA) Proceeds of Crime Centre

Following successful completion, an investigator will be able to:

- understand the fraud landscape and the threat fraud poses to the UK economy
- work effectively to minimise the harm, loss and vulnerability in fraud-related cases
- demonstrate operational use of the Fraud Investigation Model to disrupt, prevent and investigate fraud
- apply the investigative mindset in investigating fraud
- develop strategies for preventing, disrupting and investigating fraud
- recognise and work effectively with partner agencies who have a responsibility to counter fraud
- develop strategies to manage and support multiple victims effectively in fraud cases

Serious Collision Investigation Programme specialist elective

This specialist elective is for all serious collision investigators investigating death or serious injury on the road.

In July 2020, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) made the following recommendation, in its report [HMICFRS Inspection, Roads Policing: Not optional – An inspection of roads policing in England and Wales](#).

'By 1 August 2021, the College of Policing should include a serious collision investigation module for completion along with the Professionalising Investigation Programme. This should include:

- minimum national training standards; and
- certification for all serious collision investigators.

Chief constables should make sure that all serious collision investigators in their force are then trained to those standards.'

From 1 July 2021, any new starters in a serious collision investigation unit, or force equivalent, will have to obtain and maintain PIP 2 accreditation.

There is an expectation that chief constables will also encourage all existing staff in their serious collision investigation units to achieve PIP 2 accreditation. In exceptional cases, this may not be appropriate due to individual circumstances. In these cases, this is a local force decision and should be endorsed by a superintendent.

The College of Policing, in partnership with the NPCC Roads Policing Investigation Working Group, the NPCC Training, Standards and Competency (PIP) Board, and the Police Federation have agreed the following grandparent rights for these staff.

Application of these grandparent rights should be agreed and supported by a superintendent.

Option 1: Staff already in role who **do not** want to achieve PIP accreditation

- These are staff in role as a serious collision investigator at 1 July 2021.

- They do not want to achieve PIP accreditation in principle.
- They are competent in the role, having been assessed against the PIP 2 assessment criteria and the serious collision investigator learning content by an independent assessor who is currently competent in a PIP 2 role.
- A superintendent should agree and endorse evidence of their status.
- If a candidate fails the assessment, they should be offered Option 2.

Option 2: Staff already in role who **do** want to achieve PIP 2 accreditation

- These are also staff already in role as a serious collision investigator at 1 July 2021.
- They have voluntarily elected to achieve PIP 2 accreditation as part of their role.
- They should be subject to a skills assessment against the PIP 2 assessment criteria, taking recognition of prior learning into account.
- A PIP 2 development plan should be agreed in line with the existing PIP policy. This will include taking the NIE and completing the portfolio as a minimum.
- A superintendent should support and agree their inclusion on this development path.

New entrants after the implementation date

- All new starters in a serious collision investigation unit, or equivalent, must obtain and maintain PIP 2 accreditation process in line with the PIP policy.
- They should also complete the PIP 2 serious collision investigator module.

Career pathway

The Serious Collision Investigation Programme elective is aimed at individuals working in roads policing units who have responsibility for investigating collisions resulting in death or serious injury on the roads.

All candidates wanting to undertake the serious collision investigator elective must either:

- be an accredited PIP 2 investigator, having followed the PIP 2 investigator career pathway (or equivalent)

- have completed the relevant grandparent rights

Following successful completion, an investigator will be able to:

- classify the offences relating to causing death or serious injury under the Road Traffic Act 1988, and differentiate between them and those of homicide
- evaluate the considerations to be taken prior to attending a collision scene, as well as where advice and support can be gained from
- explain and demonstrate the initial actions on arrival at the scene, including identifying and securing evidential material, as well as the appropriate process for recording and providing of information
- produce and implement effective policies and strategies during the incident
- explain and implement effective procedures for managing the recording and dissemination of decisions, as well as for disclosing and presenting evidence throughout the investigation

PIP 2 supervisors

The investigative supervisor provides daily supervision, specialist guidance and support to a team of investigators working on serious and complex (PIP 2) investigations, while also undertaking an investigative role using their specialist skills and technical knowledge.

- Professional profile – [Investigative Supervisor PIP 1 and PIP 2](#)

To obtain PIP 2 supervisor accreditation, there are two career pathways. The preferred route is for existing PIP 2 accredited detectives. The second route is for substantive or temporary sergeants moving laterally from a uniformed to an investigation supervision role.

Preferred route

1. Complete PIP 2 investigators accredited route.
2. Complete the Investigation Supervisors and Managers Development Programme (ISMDP) or previous equivalent – Investigation Supervisors Development Programme (ISDP).

3. Complete a robust workplace assessment and complete portfolio against PIP 2 supervisors assessment criteria as a temporary investigative supervisor.
4. Register as a PIP 2 supervisor.
5. Complete annual CPD requirements to retain accreditation.

Lateral route

1. Complete a robust assessment and selection process to assess competence against assessment criteria for PIP 1 and 2 investigators.
2. Pass the NIE.
3. Complete the ISMDP or previous equivalent.
4. Complete a robust workplace assessment and complete portfolio against PIP 2 supervisors assessment criteria as a temporary investigative supervisor.
5. Register as a PIP 2 supervisor.
6. Complete annual CPD requirements to retain accreditation.

Supervisors posted to a PIP 2 role under the NPPF should complete the requirements for PIP 2 pathway within the twelve-month NPPF assessment period.

Existing supervisors moving laterally into a PIP 2 supervisory role should complete the requirements for PIP 2 pathway within twelve months of being placed in role. In all cases, candidates should complete their portfolio for assessment and sign-off within six months of completing the ISDP. Twelve months is allowed where circumstances dictate – for example, to accommodate delays in opportunities, courses or abstractions from force. Part-time working shouldn't be a barrier to completing the programme within the expected time, as it shouldn't limit the opportunities available to an individual.

Supervisors will be required to show competence against the PIP 2 supervisors' assessment criteria.

If training calendars do not allow an individual to complete their portfolio within the twelve-month period or prior to NPPF sign-off, an individual will not be registered as a PIP 2 supervisor until their PIP 2 portfolio has been submitted.

On completing the PIP 2 supervisor's portfolio, and when signed off as an accredited PIP 2 supervisor, only those who have successfully completed the process will be able to use the title of a substantive detective.

On completion, it is the candidate's responsibility to retain a copy of their final signed portfolio. A record of its completion must also be retained on any force recording systems.

For individuals currently in role who have not accredited or re-registered, see the [Grandparent rights for those currently in role](#) section of this document.

If individuals fail the NIE or do not demonstrate competence against the PIP 2 assessment criteria, line managers should provide them with a development plan and relevant support. If an individual is unable to meet these requirements, they will not be accredited at PIP 2 and should be removed from a PIP 2 role.

Individuals must complete annual CPD to retain accreditation. Failure to do so will result in the investigator being registered as 'PIP inactive' in the relevant role.

PIP 2 investigative managers

The investigative manager PIP 2 leads and coordinates multiple teams of investigators working on serious and complex criminal investigations. They plan, monitor and manage serious and complex investigations, including the issues surrounding threat, risk and harm, as well as directing the deployment of resources in an effective and efficient manner.

The investigative manager PIP 2 will also lead on the most serious and complex investigations that fall within the remit of their area, using their own specialist knowledge, skills and experience base to ensure an effective outcome for the investigation(s).

- Professional profile – [Investigative manager PIP 2](#)

To obtain PIP 2 investigative manager accreditation, there are three possible career pathways.

Preferred route

1. Complete PIP 2 investigators and supervisors accredited route.

2. Complete the ISMDP or previous equivalent(s), the Management of Serious Crime Investigations Development Programme (MSCIDP) or Detective Inspectors Development Programme (DIDP).
3. Complete a robust workplace assessment and complete a portfolio against PIP 2 managers assessment criteria as a temporary investigative manager.
4. Register as a PIP 2 manager.
5. Complete annual CPD requirements to retain accreditation.

Lateral route

1. Complete a robust assessment and selection process to assess competence against PIP 2 supervisors assessment criteria.
2. Pass the NIE.
3. Complete the ISMDP or previous equivalent(s), the Management of Serious Crime Investigations Development Programme (MSCIDP) or Detective Inspectors Development Programme (DIDP).
4. Complete a robust workplace assessment and portfolio against PIP 2 managers assessment criteria as a temporary investigative manager.
5. Register as a PIP 2 manager.
6. Complete annual CPD requirements to retain accreditation.

Direct entry

1. Complete a robust assessment and selection mechanism for skills to manage serious and complex investigations.
2. Complete a robust assessment process against assessment criteria for PIP 2 supervisors.
3. Pass the NIE.
4. Complete the ISDP or have completed the previous equivalent, the MSCIDP.
5. Complete a robust workplace assessment and portfolio against PIP 2 managers assessment criteria as a temporary investigative manager.
6. Register as a PIP 2 manager.
7. Complete annual CPD requirements to retain accreditation.

Managers posted to a PIP 2 role under the NPPF should complete the requirements for PIP 2 pathway within the twelve-month NPPF assessment. Existing managers moving laterally into a PIP 2 role should complete the requirements for PIP 2 pathway within twelve months of being placed in a role.

In all cases, individuals should submit their portfolio for assessment and sign-off within six months. Twelve months is allowed where circumstances dictate – for example, to accommodate delays in opportunities, courses or abstractions from force. Part-time working shouldn't be a barrier to completing the programme within the expected time, as it shouldn't limit the opportunities available to an individual.

If training calendars do not allow an individual to complete their portfolio within the twelve-month period or prior to NPPF sign-off, they will not be registered as PIP 2 manager until their PIP 2 managers' portfolio has been submitted.

Investigators must show competence against the PIP 2 managers' assessment criteria.

On completing the PIP 2 managers portfolio and when signed off as an accredited PIP 2 manager, only those who have successfully completed the process will be able to use the title of substantive detective.

On completion, it is the candidate's responsibility to retain a copy of their final signed portfolio. A record of its completion must also be retained on any force recording systems.

If individuals fail the NIE or do not demonstrate competence against the PIP 2 assessment criteria, line managers should provide them with a development plan and relevant support. If an individual is unable to meet these requirements, they will not be accredited at PIP 2 and should be removed from a PIP 2 role.

Individuals must complete annual CPD to retain accreditation. Failure to do so will result in the investigator being registered as 'PIP inactive' in the relevant role.

PIP 3 senior investigators, major crime or serious and organised crime

The senior investigator leads as the SIO on specified crime investigations. They are accountable to chief officers for the conduct of the investigation.

They manage the investigative response and all resources associated with the investigation. They develop and implement strategies, procedures and systems that underpin the investigation and that ensure the management and assessment of threat, risk and harm.

- Professional profile – **Senior investigator PIP 3**

To obtain accreditation as a senior investigator, there are two separate career pathways for those operating in either major crime or serious and organised crime situations. All candidates complete a common entry route followed by separate routes depending on specialism. Both routes then complete a common pathway to accreditation.

If an investigator who has been accredited in one specialism wishes to accredit in the other, there is no need to undertake a core module for a second time, unless there have been substantial changes to the module in the intervening period. The candidate must, however, complete one pathway before embarking on the second.

Common entry route

1. Complete PIP 2 managers preferred, lateral or direct route.
2. Be supported and selected by the head of crime.
3. Complete the SIODP Core learning module.

Major crime or serious and organised crime specialism

1. Complete either:
 - a. the Major Crime Investigations learning module and Hydra
 - b. the Serious and Organised Crime Investigations learning module and Hydra
2. Complete a work-based assessment and portfolio.

Common accreditation pathway

1. Professional discussion or challenge panel approval.
2. Register with the College of Policing via the head of crime as PIP 3 senior investigator.
3. Complete annual CPD requirements to retain accreditation.

Individuals should be selected to enter the SIODP only where they meet the pre-requisites, have the potential and are able to achieve the required assessment criteria.

The selection of senior investigators is a matter of organisational policy.

All candidates entered onto the SIODP must:

- be PIP level 2 competent, having completed the PIP manager's programme (or equivalent)
- have an understanding of HOLMES 2 and/or major incident room standardised administrative processes (MIRSAP) principles for effective case management
- have experience of managing serious and complex investigations

In addition, candidates accessing the major crime programme must:

- have completed the SIODP Core learning
- complete the relevant outcomes of the Disaster Victim Identification (DVI) Core Knowledge and DVI Senior Identification Manager learning
- have access to major crimes – for example, homicides, high-profile and complex investigations into serious sexual offending, acquisitive, organised and other violent crime

Candidates accessing the serious and organised senior investigators programme must have:

- completed the SIODP Core learning
- experience of managing covert operations
- completed the Management of Major Counter Terrorism Investigations (counter terrorism SIOs only)
- have access to investigations of serious organised crime – for example, organised crime group target operations, counter terrorism or corruption

Note: The College of Policing reserves the right to reject candidates if they cannot evidence the programme requirements.

A senior investigator will be required to show competence against the assessment criteria relevant to their chosen programme. The work-based assessment portfolio

for the full programme should be completed within six to twelve months of commencing the SIODP Core learning.

Where circumstances dictate, 18 months is allowed – for example, to accommodate sickness, absences or maternity leave.

Final assessment will be a professional discussion or challenge panel prior to accreditation and entry onto the professional register. This approach provides flexibility for aspiring SIOs who will come through the programme from a variety of disciplines and may not have access to the full breadth of work-based learning opportunities to demonstrate competence by way of a portfolio alone.

The professional discussion will allow the portfolio content to be tested and any gaps to be theoretically examined. This, coupled with CPD, will ensure that delegates achieve and maintain competence relevant to their role.

The 'PIP Level 3 – Recommendation for registration' page only must be sent via force heads of crime to the College PIP 3 registrar for registration (SIO@college.police.uk).

On completion, it is the candidate's responsibility to retain a copy of their final signed portfolio in addition. A record of its completion must also be retained on any force recording systems.

Only those who have successfully completed the process and registered with the College PIP registrar will be able to use the titles associated with the role.

If individuals do not demonstrate competence against the assessment criteria, line managers should provide them with a development plan and relevant support. If an individual is unable to meet these requirements, they will not be accredited as a PIP 3 senior investigator.

Individuals must complete annual CPD to retain accreditation. Failure to do so will result in the investigator being registered as 'PIP inactive' in the relevant role. If an individual moves away from a relevant investigative role – for example, through posting, sickness or maternity leave – and is unable to complete their CPD, they will be registered as 'inactive' for that period (see the [Registration – all levels](#) section of this document).

Counter terrorism SIO specialist elective

The counter terrorism SIO (CTSIO) specialist elective is aimed at senior investigators operating in counter terrorism (CT) units.

All candidates wanting to undertake the CTSIO specialist elective must:

- be an accredited SIO, having followed the SIODP career pathway for either major crime or serious and organised crime
- have experience in investigating serious crime
- be able to use experience, knowledge and resources when exploiting opportunities for gathering covert or overt evidence in CT investigations
- be able to identify and manage safeguarding issues

Following successful completion, a CTSIO will be able to do the following.

- Manage critical or imminent threats to life.
- Manage covert CT investigations in conjunction with.
- Manage Terrorism Act 2000 (TACT) arrests and executive action.
- Manage other covert CT investigations, such as undercover officer deployments.
- Work with a CT operations room or fusion cell environment.
- Manage or coordinate smaller-scale executive actions, such as Police and Criminal Evidence Act 1984 (PACE) arrests for TACT offences, with oversight and support from relevant partners.

Counter terrorism SIO career pathway

1. Complete PIP 2 managers preferred, lateral or direct route.
2. Supported and selected by regional head of investigations.
3. Gain accreditation as an SIO major crime or serious and organised crime.
4. Complete initial CTSIO module.
5. Complete annual CPD requirements to retain accreditation recording via the Counter Terrorist Policing (CTP) Operational Development Unit (ODU) training and development.

PIP 4 strategic investigators

The strategic investigator (PIP 4) provides independent advice, support and review for high-profile, complex, serious and organised or major crime investigations.

This pathway is open to current PIP 3 SIOs who have significant experience of managing linked high-profile, complex, serious organised crime or major crime investigations, as well as experience and knowledge of managing high-profile media strategies. They must normally be of at least detective superintendent rank and be supported by the head of crime. In exceptional circumstances, candidates of substantive detective chief inspector rank may be considered if their application is supported by an officer of assistant chief constable rank or above

- Professional profile – [Strategic investigator PIP 4](#)

To obtain accreditation as a PIP 4 strategic investigator, the career pathway is:

1. Be supported and selected by the head of crime.
2. Complete the PIP 3 senior investigators career pathway.
3. Hold active status on the SIO register at the point of entry onto the programme.
4. Complete the PIP 4 development programme.
5. Register with the College of Policing via the head of crime on completion of the development programme.
6. Complete the annual CPD requirements to retain accreditation.

Individuals should be selected to enter the strategic investigators development programme (PIP 4) only where they meet the pre-requisites. While it is recognised that it is impractical to set a minimum time spent in a PIP 3 role before entering this programme, it is unlikely that a candidate will have gained sufficient experience in leading relevant investigations within less than two years.

Ordinarily, a strategic investigator will be a minimum rank of superintendent, unless determined otherwise by their chief officers.

There are no accreditation requirements for this role. However, investigators are expected to undertake annual CPD in the role of a PIP 4 strategic investigator. This should include maintaining knowledge of issues relevant to the PIP 3 SIO role, although evidence of maintaining operational competence in this role is not

compulsory. If an individual wishes to retain active status as a PIP 3 SIO, they must also comply with the CPD requirements of that role.

Registration – all levels

Following assessment and sign-off against the relevant assessment criteria, the candidate's details will be placed on a local or national professional register, as relevant. This will be maintained to identify the PIP registration status of all individuals who have successfully achieved accreditation.

Local force registers should be maintained by the organisation of PIP 1 and PIP 2 investigators by the force SPOC or representative. At PIP 3 and PIP 4, registration is maintained by the College of Policing.

Registration status

There are five categories of registration that apply to all levels:

- under assessment – initial registration
- active – annual CPD completed
- inactive – failed to submit CPD, but within three-year window
- unregistered – failed to submit CPD, outside three-year window but less than five years
- archived – failed to submit CPD and/or re-register over five years

Workplace assessment extensions

The head of crime or force PIP SPOC should consider any request for an individual to extend the period for completing their portfolio to ensure consistency – for example, to allow for part-time working. They should record the rationale for this appropriately.

Re-registration and CPD

Re-registration and CPD are linked at all levels of PIP.

Individuals must retain accreditation by completing annual CPD and checking competence against the relevant assessment criteria on an annual basis. Assessors

must check that the evidence submitted is valid, reliable and sufficient. Failure to do so will result in the investigator being registered as 'PIP inactive'.

PIP accreditation will remain current for a maximum of three years from last registration. If an individual is not an active participant in investigations and is not able to evidence ongoing CPD within this three-year period, their accreditation will expire. To re-register after this three-year period, an individual will need to re-accredit based on a skills assessment and development plan.

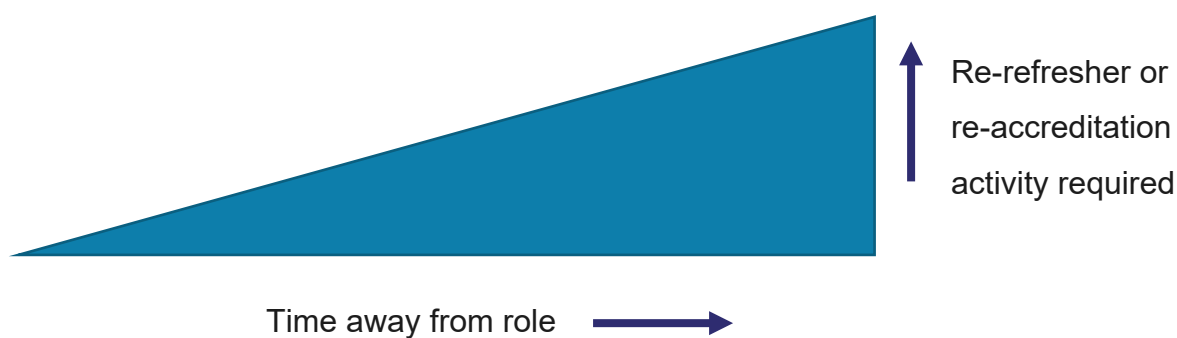
To generate ownership, corporate and personal responsibility officers and staff must maintain their accreditation through their CPD and, where required, undertake activities to achieve re-registration. Failure to do so will result in losing their accreditation and PIP status. Ongoing maintenance of skills is a national and organisational requirement.

For example, if an individual moves out of an investigative role, they can develop themselves annually through CPD to retain accreditation and annual registration. Where the absence from role is due to maternity, they could maintain accreditation through completing CPD on their 'keeping in touch days'.

On deployment back to an investigative role, there should be an initial supervisor appraisal of competence against the relevant assessment criteria. This should be supported by a development plan where required, with evidence of competence recorded through a work-based assessment portfolio.

After three years of inactivity, the individual will be designated unregistered and a new portfolio will be required to re-register. After five years of inactivity, their status will show as archived and a development plan will be required to re-register.

The development plan will be bespoke to the individual and will depend on how long it has been since last registration. Activity may include re-completing a portfolio, undertaking targeted refresher activity and a portfolio, or completing the whole development programme and portfolio again. These options should be considered as a sliding scale, where the amount and complexity of refresher activity is increased in proportion to the time spent away from the role.



If an individual is unable to fulfil all the assessment criteria requirements and/or has not completed their CPD, any accreditation and PIP branding associated with their title and investigative role should be removed.

Specialist roles – retaining accreditation

There are a wide range of specialist and support skills that can be applied to any category of investigation. This includes individuals who have developed additional skills – for example, interviewing, family liaison or supporting serious sexual offence investigations.

At PIP 2 and PIP 3, there are additional portfolios to be completed by those with specialisms – for example, serious child abuse (SCAIDP) at PIP 2, and kidnap and extortion at PIP 3. These portfolios are not separate PIP accreditation levels but are specialist electives required to demonstrate competence for these business areas.

Some individuals will have specialised to such a degree within their role that they do not meet the core assessment criteria for a period – for example, in a major investigation team.

Where such specialisation is evident, the following applies.

- To retain PIP accreditation, investigators should be competent in the assessment criteria at the level at which they investigate.
- Where an individual is performing a specialist role or is in an investigative role not using all the relevant assessment criteria for their PIP level, they must maintain accreditation through annual CPD that is focused on the assessment criteria where weaknesses have been identified.

For example, if an individual with a major crime role is not a specialist interviewer and therefore does not undertake suspect interviews, CPD could be focused on a short attachment to a general investigation department, to maintain this skill and to promote sharing skills and knowledge across departmental areas.

Having gained accreditation, an individual does not immediately lose their skills in this specialism. To remain accredited, however, an individual must show continued competence in the relevant assessment criteria. Within specialist investigative roles, there will be ample opportunity to show competence against PIP 2 standards.

This policy also applies to those who have moved to a non-investigative role for an extended period.

Grandparent rights for those currently in role

PIP 1

All employees involved in any element of investigating priority and volume crime, from initial response and initial investigation to finalisation, should be PIP 1 accredited. This includes all individuals not accredited to a higher level, as well as their respective supervisors and managers.

Individuals currently in role, or who require development to meet the assessment criteria for the role, will work to a development plan set by their supervisors using the PIP 1 standalone programme and/or CPD. This allows the individual to demonstrate competence against the assessment criteria and for any areas of weakness to be managed.

Individuals should be able to meet the assessment criteria and complete their portfolio within six months of a development plan being set.

PIP 2

The fact that individuals are working within an investigative arena does not in itself automatically show competence.

Individuals currently in a PIP 2 role who have not followed the career pathway will need to complete the following to obtain accreditation.

PIP 2 investigator

- Individuals should complete the PIP 2 investigators pathway.
- Individuals who have not been working in an investigative role for more than three years will, as a minimum, need to resubmit their portfolio if they return to a PIP 2 role. See the [Re-registration and CPD](#) section of this document.

Serious collision investigator

- See the [Serious Collision Investigation Programme specialist elective](#) section of this document for information on grandparent rights for this role.

PIP 2 supervisor or manager

Individuals should:

- have been working as an investigative supervisor or manager for a minimum of two years
- provide evidence of knowledge through successfully completing the NIE or a previous equivalent
- provide evidence of competence through the work-based assessment portfolio for the assessment criteria they are currently working against
- have areas of weakness in achieving the assessment criteria identified, as well as a personal development plan and CPD set by their supervisor or manager
- be able to meet these standards within six months of being set a development plan

Assessment and verification

Assessment against any of the assessment criteria will be based on the candidate's demonstration of their capability in a work context, drawing on their access to workplace and organisational experience.

The professional development portfolio is an integral part of the programme and allows competence to be tested in the workplace.

The assessor will usually be the individual's first line supervisor. Under the PIP 2 investigators programme, tutors may carry out the assessor's role.

Assessor

An assessor must:

- understand the content and meaning of the standards against which an assessment is carried out
- know and be able to explain the assessment and registration process
- know the assessment documentation
- demonstrate that they have sufficient occupational competence to evaluate and judge evidence for the PIP level they are assessing (demonstrated by being currently accredited in a role that reflects the PIP level being assessed)
- follow the assessment process – for example, provide advice on evidence collation, make judgements and give feedback to the investigator
- determine that sufficient evidence of competence exists for both performance and knowledge requirements of the assessment criteria
- ensure consistency of the assessment for different types of investigators – for example, differing service length – and be consistent in assessment between other assessors
- ensure consistency of assessment decisions with other assessors
- be familiar with the terminology and requirements of the standards assessed
- have completed assessor training, either standalone or in another programme

The College of Policing has developed a [professional profile](#) and [curriculum](#) for those carrying out an assessor role.

Assessors should remind candidates that it is the candidate's responsibility to retain a copy of their final signed portfolio on completion. This is in addition to the portfolio being retained on any force recording systems.

Tutor (PIP 2 investigators)

Trainee detectives and investigators should be tutored throughout their programme. The tutor will be a role model with a proven investigative background and who constantly demonstrates best practice.

They are selected on the following criteria:

- PIP 2 accredited
- able to communicate effectively with individuals, orally and in writing
- attended an approved national training course and/or a recognised programme for PIP 2 investigators
- attended an in-force development programme for tutor officers

To ensure consistency and support throughout an individual's tutorship, one tutor should, where possible, be used during this period.

The College of Policing has developed a [professional profile](#) and [curriculum](#) for those carrying out the tutors role.

Mentor

At any PIP level, candidates may choose to have a mentor if they believe it will assist their assessment process.

The mentor must:

- know the content and meaning of the relevant assessment criteria against which assessments are to be carried out
- know the assessment and registration process
- know the assessment documentation
- demonstrate that they have sufficient technical competence to identify evidence that will support accreditation
- provide advice, information and feedback to the investigator
- demonstrate that they have sufficient technical competence to identify development opportunities
- be occupationally knowledgeable and competent
- have undertaken training in mentoring practice

The College of Policing has developed a [professional profile](#) for those carrying out the mentor role. The National Policing Curriculum (NPC) [Tutor curriculum](#) is designed to cover the requirements of this role.

Internal verifier

The internal verifier role is critical to the assessment process. They are responsible for carrying out the internal quality assurance process. This role is performed, in most circumstances, by the investigator's second line supervisor.

The head of crime should be the internal verifier for all PIP 2 managers and PIP 3 SIOs or should appoint a delegate with occupational competence and accreditation of a higher level than that being verified.

The role of the internal verifier is to:

- ensure that all assessors are working in line with PIP assessing standards
- dip sample action and development plans (at least 10%) to ensure that the assessor is complying with the process
- quality control the assessment process, checking such matters as equal opportunities and assessment decisions, and ensuring that quality feedback is being provided
- ensure consistency of the assessment by the assessor for different types of investigator – for example, differing service length, disability and ethnic minority
- ensure consistency of assessment between assessors
- provide advice and guidance for assessors on the assessment process
- manage the PIP appeals process

The College of Policing has a [professional profile](#) and [curriculum](#) for those carrying out an internal verifier role.

Quality assurance

As with all assessment processes, quality assurance provides support to ensure the smooth running of the process.

The role of quality assurance is to:

- administrate PIP assessment, verification and registration processes
- ensure ongoing reviews
- ensure quality assurance checks of the PIP assessment, verification and registration processes

- provide the focal point for all information linked to the PIP assessment and registration process, and disseminate information as appropriate
- ensure that all assessors, verifiers and mentors meet the requirements of the role
- maintain an investigator tracking system, ensuring that sign-off for registration is recorded for each candidate, and that a complete and up-to-date registration database for the force is maintained

External verification

The College reserves the right to conduct external verification and quality assurance.

Appeals procedure

The PIP appeals procedure does not preclude an individual from invoking force grievance procedures where necessary. Candidates should be provided with a fair and transparent process to appeal any assessment or verification decision made by their assessor or verifier.

Most disputed decisions will be resolved without resorting to the appeals procedure and such resolutions do not need to be recorded. The appeals procedure should only be invoked where initial dialogue between candidates and assessor fails to lead to a resolution.

Individuals must submit all appeals in writing to their line manager within three months of the issue in question.

The verifier's role is to gather information surrounding the complaint and to conduct a full investigation in a timely manner.

Verifiers should:

- confirm receipt of the appeal within seven days of personally receiving it
- convene a meeting with the complainant to establish facts
- attempt to resolve the issue informally
- create an appeal file, incorporating relevant evidence

- invite the complainant to a PIP stage 2 appeal meeting to discuss findings, providing adequate notice and reminding of them of their right to representation by trade unions, the Police Federation or a work colleague
- provide a decision within 28 days, unless an extension is provided

If the complainant disputes the appeal decision, the PIP SPOC will convene an independent stage 3 appeal panel within two weeks. As chair, the PIP SPOC or representative will consider the grounds for appeal and will make the final decision.

The PIP SPOC or their appointed delegate is responsible for monitoring the process at each stage. They must ensure that it is handled effectively, that timescales are followed and that all parties are kept informed.

Unsatisfactory performance procedure

Failing to demonstrate competence does not necessarily mean a candidate should be the subject of an unsatisfactory performance procedure (UPP). UPP will usually only be invoked when a personal development plan and CPD have not enabled performance to be improved to a consistently satisfactory level.

Once the formal stage of UPP has been invoked, the PIP assessment and accreditation process will be suspended until the outcome of the UPP is known. At that stage, depending on the outcome of the period under UPP, the accreditation process will resume.

Police staff investigators

This section provides forces with advice on employing police staff investigators, designating police powers, and the Policing and Crime Act 2017 ('the 2017 Act').

Police staff investigators can join the police service at any level and can progress through the PIP development programme alongside warranted colleagues.

Part 3 of the 2017 Act relates to the powers of police staff and police volunteers. Section 38 amended the 2002 Act to replace the categories of investigating officer, detention officer and escort officer into the single category of policing support officers, who would then be designated with the necessary powers to carry out their

particular roles. This does not preclude continuing to refer to policing support officers as police staff investigators.

Learning and development

A police staff investigator joining the police service is expected to do so as either a PIP 1 or PIP 2 investigator. Their learning and development should reflect that given to warranted officers in those roles.

If joining in a PIP 1 role, police staff will be required to complete the learning outcomes for the PIP 1 programme. This should include knowledge-based classroom learning and a practical work-based assessment, including completing PIP 1. Police staff investigators are bound by the same registration requirements as warranted officers.

Those joining in a PIP 2 role must complete PIP 1, the NIE and PIP 2 learning. On completion, forces may wish to consider further specialist electives relevant to deployment – for example, specialist SCAIDP training.

Designated powers

The 2017 Act amended the 2002 Act regarding the powers and duties that can be conferred on a person designated under section 38 of the 2002 Act. The amendment provides that such a person may be given any power or duty of a constable, other than a 'core' power, as specified in Part 1 of new Schedule 3B to the 2017 Act (see annex A). The extent to which these police powers or duties may be exercised can be limited by the chief officer.

Transitional provisions have been made in the commencement regulations, so that designations made prior to 15 December 2017 remain effective until they are amended, repealed or revoked.

The Chief Constables' Council has approved a decision by chief constables to allow police staff investigators to operate across borders in each other's force areas. This enables all chief constables to write this into their designations, allowing police staff investigators to operate anywhere in England and Wales.

The below list is indicative of the powers that can be designated. Forces should always refer to the primary legislation for the full list of relevant powers. See also the commencement regulations for the 2017 Act.

Powers

Applying for a warrant for entry and search

The individual may apply as if they were a constable for a warrant under section 8 of PACE (warrants for entry and search) in respect of any premises, whether in the relevant police area or not.

Safeguards following an application for a warrant

Section 15 of PACE (safeguards) has effect in relation to issuing a warrant to the individual, in the same way as issuing a warrant under section 8 of PACE to a constable.

Seizing and retaining items

Section 8(2) of PACE enables a constable to seize and retain things authorised in a search of any premises or the relevant police area.

Executing warrants

Section 16 of PACE has effect in relation to any warrant to enter and search premises that is issued to a designated person or any other person, but in respect of premises in the relevant police area only, as if references in section 16 to a constable included references to the designated officer.

General power to seize property and request information from a computer

Section 19 of PACE creates a general power to seize property. Section 20 relates to seizing computerised information. It also relates to the power to require any information stored in any electronic form that is accessible from the premises to be produced in a form in which it can be taken away and in which it is visible and legible, or from which it can readily be produced in a visible and legible form.

Entry and search after arrest

The designated person may enter and search premises after arrest, and may seize and retain anything for which they can search under section 18 of PACE. The power to search premises after arrest but before arrival at a police station falls under section 18(5) of PACE.

General powers of seizure

Paragraph 19 of Part 2 of Schedule 4 to the 2002 Act enables a suitably designated person, when lawfully on any premises, to exercise the same general powers to seize things as are available to a constable under section 19 of PACE. In addition, there is power to require, in certain circumstances, the production of electronically stored material in a form that can be taken away. The standard PACE protections and obligations apply.

Accessing and copying material

Section 21 of PACE and paragraph 20 of Part 2 of Schedule 4 to the Police Reform Act 2002 provide a person, from whom material has been lawfully seized by the police, with certain rights to access to and/or copies of it. This confers the same powers as a constable for supervising access to material and photocopying such material.

Extended powers of seizure

Paragraph 24 of Part 2 of Schedule 4 of the 2002 Act and section 50 of the Criminal Justice and Police Act 2001 allow for seizing bulk material and sifting through it at another place, where it is not reasonably practicable for it to be sifted through in the place where it was found. Investigators can remove the material in its entirety, where it is not reasonably practicable to separate the part legally seized from the rest – for example, where the material is on a computer.

Access to excluded and special procedure material

Section 9 of PACE provides the procedures to be adopted to gain access to excluded material and special procedure material. The individual may obtain access to excluded material or special procedure material for the purposes of a criminal investigation by making an application under Schedule 1 and in accordance with

section 9 of PACE. They may seize and retain anything for which a search has been authorised.

Power to require arrested persons to account for certain matters

The power to request a person to account for objects, marks or substances found on them at the time of arrest falls under section 36 of the Criminal Justice and Public Order Act 1994 (CJPOA). The power to request a suspect to account for their presence in suspicious circumstances at the time of arrest falls under section 37 of the CJPOA.

Control of detainees while in custody

Paragraph 22A of Part 2 of Schedule 4 of the 2002 Act, inserted by section 122 and Schedule 8 of the Serious Organised Crime and Police Act 2005, places a general duty on investigating officers to assist officers and other designated staff with keeping control of a detainee or preventing them from escaping. This applies regardless of whether that individual is under their control at the time and enables the designated officer to use reasonable force. In the case of investigation officers, this power can only be used in the police station.

Power to transfer a detained person into the custody of an investigating officer

Paragraph 22 of Part 2 of Schedule 4 of the 2002 Act grants the custody officer for a designated police station in the relevant police area the power to transfer, or to permit the transfer to them, of a person in police detention for an offence that is being investigated by the person to whom this paragraph applies.

Exercising designated powers

When a chief officer designates powers to a police staff investigator, the following must be considered.

Evidence of designation

Under section 42(1) of the 2002 Act, a person who exercises or performs any power or duty with reliance on their designated powers, or who purports to do so, must be

able to produce evidence of their designation if requested. Therefore, police staff investigators must carry evidence of the powers they have been designated, so that they can produce it on request.

Uniform

Under section 42(2) of the 2002 Act, the individual needs to wear a uniform at any time they are exercising any designated power. In this context, the uniform will be determined or approved by the chief of police and identified in the designation.

The only exception to this is section 42(2A), when a police officer of, or above, the rank of inspector can authorise for a specific operation that a uniform should not be worn where it would be undesirable for anyone to be obviously identifiable as a member of the police.

A uniform is only required when exercising a designated power. If the individual is not exercising a designated power – for example, taking a witness statement – then plain clothes may suffice.

When deciding what constitutes a uniform, forces may wish to consider the legislative requirements in other cases where, for example, a constable may only exercise their powers when in uniform:

- section 163 of the Road Traffic Act 1988 (stopping vehicles)
- section 60 of CJPOA (stop and search powers)
- section 47A of TACT (stop and search powers)
- section 17(1)(c)(ii), (iv) or (vi) of PACE (entry and searching premises to arrest)

A uniform should be no less distinctive than that worn by a constable or a PCSO when in uniform.

A chief officer needs to decide whether a particular style of clothing would be sufficiently distinctive to be a uniform and, if unsure, should seek legal advice.

Exercising powers outside their force area

Under section 38(6F) of the 2017 Act, police staff can exercise their powers in another force area where the chief constable includes this in the designation, and they have the agreement of the other forces identified.

The changes in the 2017 Act are intended to preserve the current situation in sections 38B and 38C of the 2002 Act, as inserted by Paragraph 3 of Schedule 13 of the Police Reform and Social Responsibility Act 2011. In this case, chief constables can designate powers for use in other force areas, but only where a collaboration agreement exists. The new power will not require a formal collaboration agreement (a more informal agreement would be acceptable).

Frequently asked questions

Is the PIP accreditation mandatory for police staff investigators?

The College of Policing cannot mandate PIP as a development programme for police staff investigators. It is a decision for individual forces and agencies whether they wish to develop police staff in this way.

The College provides the opportunity for police staff to progress their investigative career in a manner that is equitable with warranted officers. If forces decide that this is something they wish to adopt locally, they must ensure that they consider the implications for their staff.

Police staff who do not pass the NIE will not be able to progress to PIP 2 or above.

What if you are employing someone who was previously PIP accredited?

- Individual competence should be assessed against current assessment criteria or the National Occupational Standards.
- See the [Grandparent rights for those currently in role](#) section of this document.

What if the role requires NIE but the individual fails the exam?

- For external candidates, consider whether the exam should be taken prior to taking up role or as a condition of recruitment or probation.
- For internal candidates, consider holding previous roles open until they successfully complete the NIE, or require completion of the NIE before transfer.

What staff conditions could affect costs?

- Consider working locations – keep them central and flexible, as these can affect pay and conditions.
- Consider hours of operation – would they require out of hours or shift allowance?
- Consider what level PIP and powers are required for the role – additional accreditation and powers can enhance pay.

Can staff who aren't in these roles study or prepare?

- PIP 1 is licensed for local delivery and so is only available in force. As part of an individual's professional development review (PDR) or CPD, consider mentoring or attachments.
- For PIP 2, support from the local force will be required to register for the NIE. Currently, individuals cannot apply without support. As part of an individual's PDR or CPD, consider mentoring or attachments.

Review and ownership

The content of this policy is owned by the College of Policing and PIP national policing lead. It will be reviewed regularly to ensure it is current.

Annex A: Policing and Crime Act 2017

Schedule 10 to be inserted as schedule 3B to the Police Reform Act 2002

Part 1

Excluded powers and duties of constables

1. Any power or duty of a constable to make an arrest.
2. Any power or duty of a constable to stop and search an individual or a vehicle or other thing.
3. The power of a constable, under section 36(4) of the Police and Criminal Evidence Act 1984, to perform the functions of a custody officer at a designated police station if a custody officer is not readily available to perform them.
4. Any power that is exercisable only by a constable of a particular rank.
5. Any power of a constable under—
 - a. the Terrorism Act 2000;
 - b. the Terrorism Act 2006;
 - c. the Counter-Terrorism Act 2008;
 - d. the Terrorism Prevention and Investigation Measures Act 2011;
 - e. the Counter-Terrorism and Security Act 2015.
6. Any power of a constable under the Official Secrets Acts 1911 to 1989.
7. The power of a constable to make an application on behalf of the Commissioner of Police of the Metropolis under section 19 or 21 of the Investigatory Powers Act 2016 (applications for warrants under Chapter 1 of Part 2 of that Act).

Part 2

Application of legislation

8. (1) Where a power or duty of a constable is conferred or imposed on a person designated under section 38—

- a. a reference to a constable (however expressed) in legislation relating to the power or duty includes a reference to the person designated under section 38;
- b. a reference in legislation to anything done in the exercise or purported exercise of the power, or in the performance or purported performance of the duty, includes a reference to anything done in the exercise or purported exercise of the power, or the performance or purported performance of the duty, by the person designated under section 38.

(2) The Secretary of State may by regulations make provision for legislation relating to a power or duty of a constable specified in the regulations to apply in relation to a person designated under section 38 in a way that modifies or supplements the effect of subparagraph (1).

(3) In this paragraph, “legislation” means any provision of—

- a. an Act;
- b. subordinate legislation within the meaning of the Interpretation Act 1978;
- c. a Measure or Act of the National Assembly for Wales or an instrument made under a Measure or Act of that Assembly.

Annex B: Initial entry routes into investigation

Route	Delivery	Pre-entry or co-entry	Year 1	Year 2	Year 3	Year 4
<p>Police Constable Degree Apprenticeship (PCDA)</p> <p>Degree in Professional Policing Practice</p>	<p>Police constables only</p> <p>Three-year probation</p> <p>Higher education institution (HEI) or force</p>	<p>Standard recruitment and selection</p> <p>Must achieve level 2 Maths and English by end year 3</p>	<p>Complete PIP 1 learning and portfolio (level 5 learning) to achieve PIP 1 accreditation</p> <p>(Complete NIE as gateway to PIP 2, but separate to degree assessment)</p>		<p>Investigative elective</p> <p>Complete PIP 2 learning (level 6 learning)</p>	<p>Complete work-based assessment (WBA) for PIP 2 accreditation post-qualification</p> <p>(NB: Students can start their portfolio in year 3)</p>
<p>Degree holder entry programme (DHEP)</p> <p>Graduate Diploma in Professional Policing Practice</p> <p>Police Now</p>	<p>Police constables only</p> <p>Two-year probation</p> <p>HEI or force</p>	<p>Degree in a subject other than policing (but can be policing-related, such as criminology)</p>	<p>Two-year programme covering police constable syllabus, including PIP 1 and PIP 2 learning if undertaking PIP career path (level 6 learning)</p>		<p>Complete WBA for PIP 2 accreditation post-qualification</p> <p>(NB: Students can start their portfolio in year 2)</p>	

Route	Delivery	Pre-entry or co-entry	Year 1	Year 2	Year 3	Year 4
<p>Post-degree induction programme for pre-join degree entrants</p> <p>Degree in Professional Policing</p>	<p>Police constables and/or police staff</p> <p>Two-year probation after joining</p> <p>HEI</p>	<p>Pre-join degree in Professional Policing</p>	<p>Two-year programme covering the practical elements of the police constable syllabus, including the PIP 1 and PIP 2 learning to transfer the learner's degree learning to an operational setting (level 6 learning)</p>		<p>Complete WBA for PIP 2 accreditation post-qualification</p> <p>(NB: Students can start their portfolio in year 2)</p>	
<p>Non-academic standalone product</p>	<p>Police staff investigators, PC to DC progression, CPD</p> <p>HEI and/or forces</p>	<p>Standard recruitment and selection</p>	<p>One-year to two-year programme (no formal qualification attached to this entry route, but this is level 5 or 6 learning)</p> <p>Work-based assessment to achieve PIP 1 or 2 accreditation</p> <p>Skills for Justice are currently developing a level 6 diploma qualification to reflect the learning achieved through this route</p>			

About the College

We're the professional body for the police service in England and Wales.

Working together with everyone in policing, we share the skills and knowledge officers and staff need to prevent crime and keep people safe.

We set the standards in policing to build and preserve public trust and we help those in policing develop the expertise needed to meet the demands of today and prepare for the challenges of the future.

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