

Professionalising Investigations Programme (PIP) Accreditation POLICY & PROCEDURE

OFFICIAL

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Policy

Precis

The Professionalising Investigations Programme (PIP) provides a nationally recognised framework for developing and accrediting investigative competence across policing. It ensures that officers and staff possess the skills, knowledge, and professional standards required to investigate crime effectively, ethically, and in line with statutory obligations. The programme supports consistent investigative quality by aligning local practice with College of Policing standards, Authorised Professional Practice, and the expectations of HMICFRS.

National Context

[Authorised Professional Practice](#) (APP) is produced by the College of Policing as the official source of professional practice on policing. All officers and staff are expected to have regard to APP in discharging their responsibilities. Essentially, our “policy” is to comply with APP as it develops to cover all areas of policing.

The Professionalising Investigations Programme sits within a national push to improve investigative standards, strengthen public confidence, and ensure policing is equipped to meet modern crime challenges. It is driven by statutory obligations, inspectorate findings, workforce reforms, and the evolving complexity of crime.

Rationale

A Professionalising Investigations Programme policy is essential for Merseyside Police to maintain high investigative standards, comply with national requirements, and deliver effective, victim-focused policing. Aligning with the College of Policing ensures consistency, professionalism, and accountability across all investigative functions. The policy strengthens workforce capability, supports organisational resilience, and enhances public confidence in the force’s ability to investigate crime thoroughly and fairly.

Aims

The aim of this policy is to ensure that officers and staff have clarity around the expectations for achieving national accreditation as a detective. It will ensure alignment with National Guidelines recommended by the College of Policing and National Police Chiefs Council.

The policy will aim to improve investigative standards by ensuring competency and capability of officers and staff working within the investigative arena by providing a clear framework for development.

Objectives

- a) Ensure Investigators are appropriately trained and accredited
- b) Improve the quality and consistency of investigations
- c) Strengthen supervisory oversight and accountability especially with portfolio completion
- d) Enhance victim-focused outcomes
- e) Ensure compliance with legal, ethical and National standards
- f) Support workforce wellbeing, retention and professional development
- g) Embed Continuous Professional Development and organisational learning

Application and Scope

All police officers and police staff, including the extended police family and those working voluntarily or under contract to Merseyside Police must be aware of, and are required to comply with, all relevant policy and associated procedures.

Outcome Evaluation

The Academy will monitor the effectiveness of this and procedure.

This will include monitoring timescales in which those successful at NIE are on-boarded to the PIP2 programme and it will monitor portfolio compliance across the BCUs and CPD recording where appropriate.

The policy falls in line with the requirements of the College of Policing requirements for PIP and compliance will be monitored through inspection by the College and HMICFRS inspections.

Procedure

Version History

Version Number	Date	Detailed rational behind amending/updating policy or procedure.	Policy Owner Details	Policy Author Details
1.0	01/07/26	(new policy) – published Aug 26	Supt Coombs Head of Academy, People Services	Sgt. Victoria Grant, EPA Coordinator

1. Professionalising Investigations Programme (PIP) 1

To obtain accreditation, investigators (police officers or police staff) follow the career pathway below:

- 1) Complete an initial entry route into policing or the PIP1 standalone programme as appropriate.
- 2) Complete supported work-based assessment and operational competence portfolio to PIP1 assessment criteria.
- 3) Complete annual CPD requirements to retain accreditation, to be documented on the e-PDR system.

All candidates must complete a portfolio demonstrating full operational competence in the role (if done as part of an initial entry route, the portfolio will include PIP1 operational competence as part of a wider programme of learning).

2. Professionalising Investigations Programme (PIP) 2 Programme

2.1 Entry Route

- 2.1.1 Officers and staff who wish to apply to work in a PIP2 role (CID or PPU) must be fully accredited at PIP1 and be able to show Continued Professional Development within their role. Student Officers must be signed off as competent within their probationary period. Police Staff Investigators must have completed the PIP1 training course and work-based assessment portfolio. Once accredited at PIP1, officers may then apply to enter the PIP2 programme.

2.1.2 Applications are via the NIE Eligibility Form ([NIE Eligibility Form](#)) which must evidence aspirations to entry the PIP2 pathway and work in a PIP2 Investigative role. The Eligibility Form must be endorsed by the applicants BCU Commander or Department Head.

2.1.3 Once working in a PIP2 role, supervisors will update candidates DMS and Oracle HR to identify them as a Trainee Detective Constable (T/DC) or Trainee Police Staff Investigator (T/PSI).

2.2 Expectations

2.2.1 Candidates wishing to become a Detective Constable wishing to become PIP2 accredited and follow a career in PIP2 Investigations should:

- Register an expression of interest via Line Manager and attend a PIP2 induction
- Sit and pass the National Investigations Examination (NIE)
- Complete the College of Policing Initial Crime Investigators Development Programme (ICIDP)
- Complete the Tier 2 interviewing course
- Complete the Digital Training course
- Complete the relevant E-Learning training package(s)
- Complete the College of Policing PIP2 portfolio

2.2.2 Candidates working within a PIP2 role will identify themselves as Trainee Detective Constable (T/DC) or Trainee Police Staff Investigator (T/PSI). This title will remain until all elements of the PIP2 programme are complete or a candidate withdraws from the programme. Once PIP2 qualified they will be Detective Constable (DC) or Police Staff Investigator (PSI).

2.3 National Investigators Examination Registration

2.3.1 Prospective PIP2 candidates firstly need to sit and pass the National Investigators Examination. Candidates must register their interest to sit the exam with the Force Examinations Officer via email.

2.3.2 Candidates will be sent a date for the next PIP2 induction session which will be held approximately 12 weeks before the examination date. Candidates will receive information on the PIP2 process, assistance available to assist them and the expectations of the force.

2.4 National Investigators Examination (NIE)

2.4.1 The National Investigators Exam is a prerequisite for PIP2 and entry to the Initial Crime Investigators Development Programme (ICIDP). The NIE is designed to give the

applicant the knowledge and understanding to perform as a trainee investigator and exams are held every 3 months at the direction of the College of Policing.

- 2.4.2 The cost of enrolment onto the NIE with the College of Policing is covered by Merseyside Police.
- 2.4.3 The NIE is a 2-hour multiple-choice exam consisting of 80 questions, the pass rate is 55.7% (39 correct answers out of 70, 10 questions are pilot questions used for future exams and do not count towards your mark.) Candidates scoring 85.7% and above in the examination will be awarded an exceptional grade in the exam.
- 2.4.4 A pass in the NIE remains valid for 3 years. Once passed the candidate will move to the next stage of the PIP2 programme which is the course elements.

2.5 Examination Failures

- 2.5.1 Candidates who fail on their first and second attempts at the NIE should discuss their career options with their line manager. A developmental plan will be issued regarding following a failed examination and support offered to the individual and an individualised plan to assist them to pass on the next occasion.
- 2.5.2 If they remain in a PIP2 role, they will sit the next available NIE.
- 2.5.3 Candidates who are unsuccessful on the third occasion will require written Superintendents support from their direct Command Team which will be noted for decision to the Assistance Chief Constable of People Services.
- 2.5.4 A maximum of five attempts at undertaking the NIE will be allowed in total.
- 2.5.5 Staff who are not currently enrolled on the Trainee Investigators process may also register for the NIE as detailed below.
- 2.5.6 All applicants must be cognisant of the requirements of this pathway and the requirements of this policy. They should be asked to consider if they are able to invest the time and effort required to undertake the pathway prior to applying for the role.
- 2.5.7 Line Managers supporting staff through the PIP2 process should be aware of the requirements of this policy and should contact the Academy (Academy.Training.Administrators@mersyeside.police.uk) for any clarification needed. The Academy will keep a record of candidates NIE results and percentages and will monitor candidates attempts to feedback to Line Mangers and BCU Commanders.

2.6 Organisational Support

- 2.6.1 Candidates on the PIP2 pathway will be granted two days study leave for the National Investigators Exam for their first attempt only. This will be taken subject to the needs of the organisation and approval of the candidate's line manager. Candidates will be given one day authorized absence for the examination day.

2.7 Sickness

- 2.7.1 Rules around sickness are set out in the College of Policing National Investigators Handbook ([NIE candidate handbook | College of Policing](#))
- 2.7.2 If a candidate is off sick, either self or medically certified or is on restricted duties through illness or injury, they must provide, in advance, a medical certificate confirming they are fit to sit the examination, if they do not present the medical certificate, they will not be permitted to sit the examination at any location including at their home address.
- 2.7.3 If a candidate becomes sick or unfit to take the examination on the day of the exam itself, it will be their choice as to whether they sit the examination. If a candidate becomes unwell during the examination, it is an individual decision they choose to continue with the process, no alternative date will be offered to the candidate if they are sick or become sick on the day of the examination.

2.8 Withdrawal from the PIP2 programme / National Investigators Exam

- 2.8.1 Candidates should seriously consider if they wish to embark on a career within PIP2 and should attend a PIP2 Induction Day to ensure they understand all elements of PIP2 and what is required of them before they embark on the programme.
- 2.8.2 Should a candidate decide to withdraw from the programme they will need to complete a F104 endorsed with Command Team approval, this should be sent to the Academy Admin at Academy.Training.Administrators@merseyside.police.uk so the removal can be actioned.
- 2.8.3 If a candidate has registered for the NIE and wishes to withdraw from the exam, they must inform their Command Team and Force Examinations Officer as soon as possible to negate the Force being charged.
- 2.8.4 If the candidate chooses to take the examination in the future, they must re-apply, they will not automatically be given a place on the next available examination.

2.9 Extenuating Circumstances

- 2.9.1 If a candidate believes extenuating circumstances apply to them following:

- An unsuccessful third attempt at the NIE
- Failing to pass the NIE within 18 months of starting on the PIP2 pathway; OR
- Failure to complete their PIP2 portfolio within mandatory timescales

They should complete an extenuations circumstances form and have it reviewed by their line manager and area DCI or D/Supt. This will then be escalated to the candidates BCU Commander or Departmental Head for a final decision on whether the candidate will be granted dispensation for an additional fourth attempt at the NIE or a further time extension for their portfolio

3. Professionalising Investigation Programme PIP2 Accreditation

3.1 Initial Crime Investigators Development Programme (PIP2 Course)

- 3.1.1 Once a candidate has passed the NIE they will be emailed the dates for the next available Initial Crime Investigators Development Programme (ICIDP) course. It is the candidate's responsibility to book a place on the next available course. Failure to book a course date will result in escalation to the candidates Line Manager / Command Team.
- 3.1.2 The ICIDP course is a four-week programme taught by the crime trainers and guest speakers.
- 3.1.3 The aim of the course is to provide the candidate with the knowledge and understanding to investigate serious and complex crimes, placing the victim at the center of all actions and decisions with a view to achieving an appropriate investigative outcome.

4. Professionalising Investigations Programme Level 2 Portfolio

4.1 Timescales

- 4.1.1 When candidates complete the PIP2 course they will be assigned their work-based College of Policing PIP2 portfolio which is completed on One File, and an assessor with knowledge of the portfolio requirements. The candidate will also be issued with a supportive Development Plan which will be added to the E-PDR by their Line Manager, and a copy added to One File. Candidates will remain a Trainee Detective Constable until the portfolio is signed off and certificate issued.
- 4.1.2 Candidates have 12 months from date of issue to complete the PIP2 portfolio, this includes criteria being assessed, the Internal Quality Assurance process and application to the College of Policing for the certificate. Candidates should submit all elements of the portfolio within 9 months of issue to ensure completion within the 12 months' timeframe.

- 4.1.3 In any case, the PIP2 portfolio must be completed before the candidate's NIE pass expires, which is 3 years from the National Investigators Examination pass date.
- 4.1.4 Candidates' supervision will be required to meet with the candidate every 3 months to check on the candidate's progress and offer support, this will be documented on the One File Learning Journal and E-PDR system. The Academy will also remain in contact with the candidates during the 12 months to offer support and guidance. Where candidates fail to progress or disengage from the process, this will be reviewed, and where appropriate, discussed with their line manager. Escalation to the candidates Command Team, Academy supervision, and the Internal Quality Assurer will take place to ensure appropriate support and oversight.
- 4.1.5 Once the portfolio has been completed in full the candidate will be issued with a certificate for PIP2 accreditation confirming competence, they will then become a qualified Detective Constable and force systems will be updated to reflect this.

4.2 Protected Learning Days

- 4.2.1 Candidates completing PIP2 portfolios are entitled to 4 protected learning days over the 12-month period.
- 4.2.2 The Academy Crime Assessors will arrange Protected Learning Days (PLDs) throughout the year. There will be an assessor present to assist candidates with their evidence submissions. Candidates should arrange to attend the PLDs via supervision and attendance should be entered onto DMS to avoid abstractions.
- 4.2.3 If a situation arises where candidates have attempted to book onto a PLD but have not been able to unable to attend PLDs due to operational commitments, lack of supervisory support or any other issues; the candidates should email their assessor and raise this as soon as possible. The assessor will escalate this to Academy supervision who will liaison with the candidate's supervision and Command Teams to ensure all candidates are supported through the portfolio process.

4.3 Failing to complete the portfolio

- 4.3.1 If a candidate fails to complete their portfolio within 12 months or after any extension that has been granted, they will be removed from the PIP2 programme.
- 4.3.2 The candidates Command Team will then decide on an appropriate course of action for the candidate. The candidate could remain in a PIP2 post or take up a PIP1 vacancy (Police Officer). Police Staff will be subject to the redeployment policy to a PIP1 post.

4.4 Sickness / Absences / Exceptional Circumstances

- 4.4.1 If the candidate is absent from work for an extended period, they can apply for an extension to their PIP2 portfolio for the period they were absent. The candidates should

email their assessor to request an extension and provide the dates they have been absent for consideration by the Crime Trainer Supervision. If a candidate requires an extension to their NIE pass they should email the Force Examinations Officer (forceexaminationsofficer@merseyside.police.uk)

4.4.2 The circumstances that are usually highlighted when applying for an extension to the NIE pass or the portfolio or both are:

- Sickness
- Pregnancy / Maternity leave
- Other equality duty factors

Further details are available in the NIE Course handbook available here - [NIE candidate handbook | College of Policing](#)

4.4.3 Candidates in the process of completing a PIP2 portfolio must declare this when applying for a lateral move. It is at line manager's discretion whether to support an application for lateral movement considering the candidates development and the stage of progression of their portfolio. Candidates who have been issued with a portfolio must complete it and be confirmed as competent in their role before they can apply for a promotion to a higher rank or grade.

4.5 Serious and Complex Interviewing course

4.5.1 Police officers and staff working towards PIP2 accreditation must complete a Serious & Complex (Witness & Suspect) interview course, taught by the Crime Trainers, the course is usually held at Mather Avenue. There is no separate portfolio for this course, interviewing units are contained within the PIP2 portfolio.

4.6 Digital course

4.6.1 Police officers and staff working towards PIP2 accreditation must complete a Digital course. There is no separate portfolio for this course.

4.7 Student Officers – Detective Degree Holder Entry Programme (DDHEP)

4.7.1 DDHEP Students follow a two-year core learning programme via The Academy and Liverpool John Moore's University (LJMU). At the student's substantive date following 2 years training they must have completed both their standard Occupational Competence Portfolio of a PIP1 Officer and have passed their Graduate Diploma in Professional Policing Practice.

4.7.2 Once a DDHEP Student Officer is confirmed in rank, they must then complete 12 months in a PIP2 role before they can request to be deployed to another role, either in PIP1 or to a Specialist Crime role.

- 4.7.3 Once confirmed in rank, the candidate will have 6 months preserved learning period to attend the PIP2 Induction Day, pass the National Investigators Exam and complete the PIP 2 course.
- 4.7.4 BCUs will manage the support and abstraction during this period as they will be substantively posted to a PIP2 post at this point as a Trainee Detective Constable – this will be reflected on force systems.
- 4.7.5 The Trainee Detective Constable will then have 12 months to complete their PIP2 portfolio. Once the portfolio has been completed, they will be fully competent in the role of Detective Constable, this will be reflected on force systems, and they will receive their PIP2 accreditation certificate.
- 4.7.6 Throughout their programme, those on the DDHEP students can book onto protected learning days planned by the Crime Portfolio Assessors at Mather Avenue for support. The protected learning days should be booked onto DMS by the candidate's line manager to ensure that the time is 'protected.' Full details can be found in the below attachment.
- 4.7.7 Student Officers must be PIP1 accredited before they apply to sit the National Investigators Examination, the same rules apply should they fail the examination.

5. Promotion to Detective Sergeant / Detective Inspector

5.1 PIP2 Investigative Supervisor and Manager Development Programme (ISMDP) Course

- 5.1.1 Upon successfully passing a promotion board candidates must book on to the first available PIP2 Investigative Supervisor and Manager Development Programme (ISMDP) for Detective Sergeants and Detective Inspectors. Candidates must have completed the PIP2 investigators accredited route prior to applying for promotion.

5.2 PIP2 Investigative Supervisor and management Development Programme (ISMDP) Portfolio

- 5.2.1 All specialist and promotional courses require the completion of a competency portfolio.

Detective Sergeants

- 5.2.2 A candidate promoted to Trainee Detective Sergeant (T/DS) is required to attend the next available ISMDP course.
- 5.2.3 Once the ISMDP course has been completed, candidates will be assigned their work-based College of Policing Investigative Supervisor portfolio which is completed on One

File. They will also be allocated an assessor with knowledge of the portfolio requirements. The candidate will also be issued with a supportive Development Plan which will be added to the E-PDR system and One File. Candidates will remain a T/DS until the portfolio is signed off and certificate issued.

- 5.2.4 Candidates have 12 months from date of issue to complete the Investigative Supervisor portfolio, this includes criteria being assessed, the Internal Quality Assurance process being completed and application to the College of Policing for the certificate. Candidates should aim to submit all elements of the portfolio within nine months of issue to ensure completion within the 12 months' timeframe.
- 5.2.5 Candidates' supervision will be required to meet with the candidate once every three months to check on the candidate's progress and offer support, this will be documented on the One File Learning Journal and E-PDR system.
- 5.2.6 Candidates who fail to progress and/or do not engage with the process will be escalated to their line managers and ultimately command team, as well as the Academy supervision and Internal Quality Assurer to ensure appropriate support and oversight.
- 5.2.7 Once the portfolio has been completed in full the candidate will be issued with a certificate for Investigative Supervisor accreditation confirming competence, they will then become a qualified Detective Sergeant and force systems will be updated to reflect this.

Detective Inspectors

- 5.2.8 If a candidate is promoted to Trainee Detective Inspector and has completed the ISMDP course as a Detective Sergeant within the past 3 years they do not need to re-attend the course. Temporary Detective Inspectors will be allocated the Investigative Manager portfolio on One File when they are promoted.
- 5.2.9 When issued with the portfolio, a supportive development plan will also be issued which will be added to the E-PDR system and One File. Candidates will remain a T/DI until the portfolio is signed off and certificate issued.
- 5.2.10 Candidates have 12 months from date of issue to complete the Investigative Manager portfolio, this includes criteria being assessed, the Internal Quality Assurance process being completed and application to the College of Policing for the certificate. Candidates should aim to submit all elements of the portfolio within 9 months of issue to ensure completion within the 12 months' timeframe.
- 5.2.11 Candidates' supervision will be required to meet with the candidate once every 3 months to check on the candidate's progress and offer support, this will be documented on the One File Learning Journal and E-PDR system.

5.2.12 Candidates who fail to progress and/or do not engage with the process will be escalated to their line managers and ultimately command team, as well as the Academy supervision and Internal Quality Assurer to ensure appropriate support and oversight.

5.2.13 Once the portfolio has been completed in full the candidate will be issued with a certificate for Investigative Manager accreditation confirming competence, they will then become a qualified Detective Inspector and force systems will be updated to reflect this.

5.3 Failure to Complete ISMDP Portfolios (T/DS and T/DI)

5.3.1 If a T/Detective Sergeant or T/Detective Inspector fails to complete their portfolio within 12 months, they may be deployed to a post commensurate with their qualifications.

5.3.2 Candidates in the process of completing a PIP2 portfolio must declare this when applying for a lateral move. Candidates who have been issued with a portfolio must complete it and be confirmed as competent in their role before they can apply for a promotion to a higher rank or grade.

5.4 Sickness / Absences / Exceptional Circumstances

5.4.1 If the candidate is absent from work for an extended period, they can apply for an extension for the period of time they were absent for. The candidate should complete an Extenuating Circumstances form and submit to the Academy Training Administrators email via their Line Manager and Command Team for consideration.

5.4.2 The circumstances that are usually highlighted when applying for an extension to the NIE pass or the portfolio or both are:

- Sickness
- Pregnancy / Maternity leave
- Other equality duty factors

5.4.3 Further details are available in the NIE Course handbook available in the [NIE candidate handbook | College of Policing](#).

6. Process for non-PIP2 Promoted to a Detective Sergeant or Detective (Chief) Inspector Role

6.0.1 Any non-PIP2 police officer who is promoted to a PIP2 role will follow the promotion process and attend the National Police Promotion Framework (NPPF) Step 4 Workplace Assessment input. This is a 1-day course at Mather Avenue. Once the

course has been attended the candidate will be given their One File promotion portfolio for completion within 12 months.

- 6.0.2 The candidate would also be expected to book a place on the National Investigators Examination. Once the candidate has passed the examination; they will be required to book onto the next available PIP2 course. Once the course is completed, they will embark on the PIP2 portfolio which will need to be completed within 12 months of the date of issue.
- 6.0.3 The candidate will then be required to attend the next available PIP2 Investigative Supervisor and Management Development Programme course. Once completed the candidate will be allocated their One File Investigative Supervisor (T/DS) or Investigative Manager (T/DI) portfolio on One File for completion within 12 months.

6.1 Organisational Support

- 6.1.1 Candidates will receive up to a maximum of four protected learning days within a 12-month period for completion of a specialist / promotional portfolio. This equates to one day every three months. This should be agreed with their supervisor and will be determined based on operational requirements. It should then be placed onto the duty management system via the Force Resourcing Unit in advance.
- 6.1.2 A maximum of one day a month can be allowed regardless of the number of portfolios outstanding.

6.2 Temporary / Substantive Promotion

- 6.2.1 Officers seeking promotion to a Detective Sergeant or Detective Inspector rank, must have successfully completed all elements of the PIP2 course and portfolio i.e. – be a fully accredited DC or DS before they can be considered for a temporary or substantive DS or DI role.
- 6.2.2 Promotion to Detective Sergeant – requires PIP2 accreditation including a completed portfolio alongside the National Police Promotion Framework (NPPF) requirements which includes the ISMDP course and portfolio.
- 6.2.3 Promotion to Detective Inspector – requires completion of the PIP2 accreditation and attendance on the ISMDP course and completion of the Investigative Supervisors (T/DS) portfolio alongside NPPF portfolio requirements which includes completion of the Investigative Manager portfolio.
- 6.2.4 Promotion to Detective Chief Inspector – requires completion of the Detective Inspector portfolio alongside NPPF portfolio requirements.

6.3 Maintaining PIP1 and PIP2 accreditation

- 6.3.1 The former NPCC PIP Board established that there is a lack of consistency across all forces nationally regarding continuous professional development (CPD) for PIP-accredited investigators.
- 6.3.2 The College require all investigators to show competence each year to maintain PIP1 and PIP2 status, there is no defined requirement as to what the College require this to be other than

“As a professional investigator, you should seek to maintain your current competence and develop your skills and knowledge to improve your personal performance”

- 6.3.3 CPD is an integral part of accreditation/reaccreditation of detectives and without it there is a risk, officers’ knowledge and skills are out of date and ultimately will not be able to properly investigate crimes, support victims and bring offenders to justice.
- 6.3.4 There is also a misconception that CPD is something formal, delivered by means of organised events, rather than self-motivated identification of opportunities to maintain and enhance knowledge and competence. It is not only about what an individual has learned – it is also about how they reflect on that learning and consider how they can put it into practice in their current (or future) role.

Definition of CPD

- CPD is ongoing; it enables the individual, in collaboration with their organisation, to maintain, develop and gain recognition for existing and new professional skills, knowledge and competence.
 - PDR facilitates regular (not just once per year), honest and open conversations between the officer and line manager. It can be used to discuss and plan the CPD activity, and to assess its relevance to the current or future role. It is the officer’s responsibility to proactively seek out opportunities for your development.
- 6.3.5 Registering CPD for PIP1 and PIP2 competency will involve This would involve each PIP1 and PIP2 officer documenting on their E-PDR evidence that they have investigated 2 crimes at PIP1 or PIP2 dependent on their role and attended 1 CPD input.
- 6.3.6 The CPD document will be uploaded on to the officers e-PDR, without this document the PDR cannot be signed as completed as they will not be deemed competent in their current role. Non-compliance may result in the officer of Police Staff Investigator losing their PIP status. The officer’s or Police Staff Investigators skill set will be updated onto the Oracle system.

- 6.3.7 This process is to be completed by all ranks within CID / PPU that hold PIP1 or PIP2 status, compliance will be monitored and failure to complete this process annually will deem that the officer does not have PIP status and maybe removed from their role.

7. PIP3 – Senior Investigating Officer Development Programme

7.1 Pre-Requisites

- 7.1.1 Candidates must be PIP 2 competent having attended the PIP2 course and completed the PIP2 portfolio and must have completed the PIP2 Investigative Supervisor and Manager Development Programme course and both the Investigative Supervisor and Investigative Manager portfolio.
- 7.1.2 Candidates must have an awareness of HOLMES 2 or Major Incident Room Standardised Administrative Processes (MIRSAP) principles for effective case management and experience managing serious and complex investigations.
- 7.1.3 Candidates undertaking the serious and organised crime module will also have experience of managing covert operations and because of the sensitive nature of the course content, a minimum vetting level of SC or equivalent is required.

Course Content

7.2 Core Major Crime Investigation Module

- 7.2.1 This module will develop the knowledge and skills learnt during the PIP2 programme. The knowledge gained will allow candidates to undertake the role of a senior investigating officer (SIO) for either major crime or serious and organized crime investigations.
- 7.2.2 The core module will cover:
- The identification and development of appropriate investigative strategies
 - Working with partner agencies
 - Safeguarding
 - Developing the investigative team relationships
 - The importance of disclosure and completing case reviews

7.3 Major crime or serious and organised crime module

- 7.3.1 Having chosen their pathway and completed the core module, the candidate will then complete either the major crime module or the serious and organised crime module.
- 7.3.2 Major crime consists of the following modules:

- The strategic management of a major crime investigation
- Working with the pathologist
- Deployment of family liaison officers (FLO)
- Management of corporate manslaughter investigations
- The role of expert witnesses in an investigation

7.4 Serious and organised crime modules

- Organized crime group mapping
- Firearms threat and risk
- How internal and external specialists and organisations can assist.

7.5 PIP Level 3 Hydra Module

- 7.5.1 This 1-week module allows candidates to practice the skills they have acquired during the course in a safe working environment through simulated immersive training.

8. Senior Investigating Officer Development Programme (SIODP) Portfolio

- 8.0.1 Candidates who successfully complete the course will be issued with a workplace competency portfolio.
- 8.0.2 This portfolio will be logged on One File, so a record is held in force. The portfolio itself is completed on paper via the College of Policing.
- 8.0.3 Once the portfolio is complete the candidates will attend a panel where they will attend a three-person professional discussion panel. This is the final opportunity for the candidates to demonstrate professional knowledge and competence. The questions will be based on any gaps in the candidate's portfolio and feedback should inform ongoing CPD.

8.1 Accreditation

- 8.1.1 Once all elements have been completed the candidate will inform The Academy Administrators (Academy.Training.Administrators@merseyside.police.uk) who will inform the College of Policing and they will be registered on the national SIO database either as a major SIO or SOC SIO.

8.2 Continuous Professional Development

- 8.2.1 Those who have attained the PIP 3 accreditation must demonstrate Continued Professional Development. For this to be recorded candidates must submit their CPD log annually to the Academy Training Administrators

(Academy.Training.Administrators@merseyside.police.uk) who will register their CPD in force and with the College of Policing. The CPD must demonstrate evidence of oversight of at least 2 investigations.

8.3 PIP 4 – Strategic Management of Complex Cases

8.3.1 The PIP4 course addresses 5 core themes that characterise successful policing operations:

- Strategic command and leadership
- Strategic partnerships
- Resource management
- Strategic management of information and intelligence
- Public confidence

8.3.2 Having completed the 5-day course, candidates will be able to:

- Meet the demands of the most critical and challenging investigations being equipped with a high level of knowledge understanding and skills.
- Demonstrate enhanced strategic awareness including executive and business skills to operate at this level of investigation.
- Manage high-impact, complex cases that attract high levels of political and public scrutiny including Article 2 inquests and public enquiries.

8.4 Prerequisites

8.4.1 Candidates must have completed all elements of PIP level 3 – senior investigating officer development programme and have their application endorsed by their respective chief officer.

8.4.2 The course is designed for Assistant chief constables, detective chief superintendent and selective detective superintendents.

8.5 Course Content

8.5.1 Candidates will attend a 5-day course run by the College of Policing; their core objectives are as follows:

- strategic command and leadership
- strategic partnerships
- resource management
- strategic management of information and intelligence
- public confidence

8.5.2 The themes addressed during the course of the programme are constantly refreshed to ensure they keep pace with developing practice.

8.5.3 After attending this course, the participant will be able to:

- meet the demands of the most critical and challenging investigations being equipped with a high level of knowledge, understanding and skills
- demonstrate enhanced strategic awareness including executive and business skills to operate at this level of investigation
- manage high-impact, complex cases that attract high levels of political and public scrutiny including Article 2 inquests and public enquires
- consider the investigative issues beyond operational expedience, including aspects of consequence management.

8.6 Continued Professional Development

8.6.1 Candidates who have attained the PIP 3 accreditation must demonstrate Continued Professional Development. For this to be recorded candidates must submit their CPD log annually to the Academy Training Administrators (Academy.Training.Administrators@merseyside.police.uk) who will register their CPD in force and with the College of Policing. The CPD must demonstrate evidence of oversight of at least 2 investigations.