



INVESTIGATIVE ACCREDITATION POLICY

Executive Summary

The role of an accredited Investigator is an important one in building and maintaining public confidence by ensuring investigations are carried out professionally, ethically and to an agreed standard. Investigations should be undertaken using appropriately skilled Officers and 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. WMP is committed to ensuring that Officers and Staff investigating serious and/or complex crime are provided with the appropriate training to enable them to effectively manage risk, deliver a quality investigation to the victim and deal with offenders who threaten the safety of our communities.

This policy details the career pathway and process for WMP Officers and Staff who wish to pursue accreditation within investigative areas. It covers the PIP2 pathway and specialist courses, extending to PIP3 and PIP4 qualifications. This policy also covers the posting principles adopted within WMP for accredited Investigators.

Authorised Professional Practice (APP)

The Code of Practice to the Criminal Procedure and Investigations Act 1996 (CPIA) defines a criminal investigator as "...any police officer involved in the conduct of a criminal investigation. All investigators have a responsibility for carrying out the duties imposed on them under this code including, in particular recording information and retaining records of information and material.'

The CoP are responsible for the PIP Programme. 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:

- PIP 1 – priority and volume crime investigations
- PIP 2 – serious and complex investigations
- PIP 3 – major crime and serious and organised crime investigations
- PIP 4 – strategic management of highly complex investigations

Policy Statements:

This policy enables the Chief Constable of West Midlands Police to be confident that Officers and Staff of WMP have clarity in regards to the expectations for achieving national accreditation and the personal responsibility to maintain that accreditation.

This policy sets out the requirements, level of training and accreditation required by all PIP trained Officers and Staff and also provides a framework in which accredited Officers and Staff are posted within WMP to ensure appropriately trained Investigators are focused on the most serious and/or complex criminality.

This policy is in line with the CoP Policing PIP Policy and other national guidelines recommended by the CoP and NPCC. It is designed to improve investigative standards and ensuring the competency and capability of



INVESTIGATIVE ACCREDITATION POLICY

Officers and Staff working within the investigative arena by providing a clear framework for achievement and development

PIP2 INVESTIGATORS PATHWAY

WMP adopts the following pathways into PIP2 investigation:

- Detective Academy
- Direct entry for Officers and Staff in certain roles
- DC DHEP and DC PCEP Student Officers
- DC Police Now
- PIP2 Transferees

Detective Academy

The Detective Academy is WMP's approach to recruiting and training Detectives outside of direct entry routes and is a bi-yearly process with the following application criteria:

- Police Constable's fully accredited at PIP1 level and signed off as competent within their probationary period;
- PSIO's who have completed their six months' probationary period and PIP1 qualification and in a substantive role which involves the interviewing of suspects and;

Officers and Staff who successfully apply for the Detective Academy are automatically enrolled onto the next NIE and are supported through the accreditation process by working with an experienced Detective and a designated Mentor. They will be posted to an Investigative Department within WMP (see Posting Principles).

Should a candidate be successful in passing the NIE, they will be enrolled onto the DDP which is modular based and delivered by WMP OL&D.

Should a candidate be unsuccessful in passing the NIE, Officers and Staff will have an opportunity, subject to force policy, to re-sit the examination on the next examination date.

If a candidate fails for a second time, WMP follows the CoP guidance and a development meeting must take place between OL&D and the candidate to identify any issues and consideration by both parties as to whether the process is the right pathway at that time for that individual. Candidates can be withdrawn or entered for a further NIE however not within 18 months. The use of a development plan needs to be formally agreed and written down, so that if the candidate fails the NIE a third time, a further meeting can take place to discuss the development and pathway for that individual.

Should an Officer or Staff member fail the exam for a third time, they will be re-posted into a PIP1 investigative role.



INVESTIGATIVE ACCREDITATION POLICY

Direct Entry for Officers and Staff in Certain Roles

Officers who can apply to sit the NIE without going via the Detective Academy are:

- Fast Track Officers;
- Sergeants and above ranks posted to investigative roles who require NIE as a prerequisite to ISMDP courses (see Posting Principles);
- SCIU Officers who have gone through a Force Operations Department selection process and;
- Where a business case has been agreed by the Training Manager of [Investigative Training](#), OL&D.

DC DHEP and DC PCEP Probationary Officers

DC DHEP and DC PCEP Probationary Officers will be invited to register for the NIE at the appropriate point in their Student journey and will form part of the Detective Academy process.

NIE Exam

Officers and staff eligible to apply for the NIE should submit an application form which includes details of the Detective Inspector who has authorised their approval which is sent to the Examinations Officer. A two-hour DDP Induction Course is mandatory for all NIE candidates and is held virtually. Candidates should expect to take the exam between four and six months after attending the induction.

All candidates are contacted with instructions on how to register for the exam when the registration window opens. Candidates who are medically or self-certified unfit for work are not permitted to register for the exam without clearance from the Force Medical Examiner.

Candidates are given 40 duty time hours to prepare for the NIE exam, to be taken over a 5-month period. This averages between 2 to 4 hours per week. The learner should liaise with their Line Supervisor to arrange this and to work out how this will fit in with the operational needs of the department. Learners should not be accruing hours to take as a whole day or booking on MyTime. They should agree with their Line Supervisor of how they will study each week.

Blackstone's Investigators' Manual, Workbook and Q&A are resources WMP make available to anyone in the force regardless of whether or not they are taking the NIE. Candidates studying for the NIE will be offered a 2-day Crammer Course delivered by Checkmate Training. The course is funded by the force; however, it is not permitted to be attended in duty time. Candidates will be offered one opportunity to attend the Crammer Course. Places will not be funded for re-takes.

Detective Development Programme (DDP)

PIP2 Investigator

Following the successful completion of the NIE, Officers and Staff will be enrolled on DDP which is written by the WMP Investigative Training Team and follows the national objectives and curriculum set by the CoP and with the requisite licence to deliver issued by the CoP.



INVESTIGATIVE ACCREDITATION POLICY

A candidate's PIP2 Investigator DDP portfolio is completed online, utilising the WMP City & Guilds platform. The candidate will be given access to the online portfolio at the conclusion of the final DDP Module (Module 6.) The candidate has 12 months from this final course date to complete the portfolio.

Candidates can request a portfolio extension in certain circumstances with an extension request being considered in extenuating circumstances in accordance with the Employment Rights Act 1996 and National PIP Policy.

A Portfolio extension request is requested by submitting a WG 401 endorsed by the candidates' line manager and a Chief Inspector and submitted to the OL&D Investigative Training Supervisor who will review the request in accordance with the PIP extenuating circumstances process and will either approve or decline. If declined this will be escalated to the Investigative training Manager for review. The candidate requesting an extension must submit the request to OL&D at the earliest opportunity and before month ten from when the portfolio was opened to the candidate. Candidates should seek to utilise post course evidence as this would allow practice of new skills and implementation of new learning, however candidates are able to use evidence from investigations that are no more than two years old and the candidate was working or posted within an Investigative role. Assessment of evidence is to be undertaken by an accredited PIP2 Investigator.

Once assessment is completed, the nominated Investigative OL&D Lead will be notified who will then undertake the verification process via the online system. Any candidate evidence that is identified as missing or of insufficient quality will be highlighted to the candidate to rectify. Once completed, the sign-off process can be finalised with the candidate receiving a WMP Certificate of Accreditation and the candidate's training record updated. This final process is managed by the Investigative Training lead.

PIP2 Supervisor

PIP2 Supervisors are generally those at DS rank but may include those at DI rank awaiting further learning and accreditation. PIP2 Supervisors must have passed the NIE, must be accredited as a PIP2 Investigator and be authorised to attend the ISMDP. Notice of the accreditation will be held in Force. The process map for PIP2 Supervisors is found at APPENDIX A.

PIP2 Manager

PIP2 Managers are generally those at DI rank but may include those at higher rank awaiting further learning and accreditation. PIP2 Managers must have passed the NIE, must be accredited as a PIP2 Investigator and must evidence competence as a PIP2 Supervisor and accredited as a Supervisor. The candidate must be authorised to attend the ISMDP. Notice of accreditation will be held in Force and the CoP are notified of those individuals that are duly accredited as PIP2 Managers. The process map for PIP2 Supervisors is found at APPENDIX B.

ISMDP

WMP OL&D deliver ISMDP to combined cohorts of Supervisor and Manager candidates

Following the delivery of the classroom learning, candidates are then expected to complete a PIP level specific portfolio. Those attending the course seeking PIP2 Supervisor status will complete a portfolio that directly reflects the competencies for that PIP level whilst Managers will be expected to complete a different portfolio relating to the level of PIP2 Manager.



INVESTIGATIVE ACCREDITATION POLICY

Candidates have 12 months to complete their portfolios from the end date of the final ISMDP module. Candidates can request a portfolio extension in certain circumstances with an extension request being considered in extenuating circumstances in accordance with the Employment Rights Act 1996 and National PIP Policy.

A Portfolio extension request is requested by submitting a WG 401 endorsed by the candidates' line manager and a Chief Inspector and submitted to the OL&D Investigative Training Supervisor who will review the request in accordance with the PIP extenuating circumstances process and will either approve or decline. If declined this will be escalated to the Investigative training Manager for review. The candidate requesting an extension must submit the request to OL&D at the earliest opportunity and before month ten from when the portfolio was opened to the candidate.

Candidates should seek to utilise post course evidence as this would allow practice of new skills and implementation of new learning, however candidates are able to use evidence from investigations that are no more than two years old and the candidate was working or posted within an Investigative role. Assessment of evidence is to be undertaken by an accredited PIP2 Supervisor/Manager.

Portfolio Extension Appeals Process

In circumstances in which a portfolio extension is not granted, an appeal can be raised by the candidate by submitting a report by the candidate supported by their SLT Lead to the Investigative Training Manager who will forward rationale and reason for refusal of extension to Head of the Major Crime Unit who will either agree with initial decision or they will authorise an extension.

NIE Validity

Candidates should note that from the day of passing the initial NIE examination they have three years (less one day) to gain full PIP 2 accreditation. In practice this means that the candidate when first passing the NIE and then entering onto of a PIP 2 Programme a candidate must complete all stages of PIP 2 learning including the associated portfolio before the expiry of their NIE pass. Any extension of the NIE validity period must be submitted to the Force examinations officer who forward the application to the College of Policing for a decision. Extensions requests to extend the NIE validity period will only be considered under the Employments Rights Act 1996 or the Equality Act 2010.

CV of Competence

WMP recognise that there are supervisors and managers posted to a role either on promotion or through a selection process who have not completed the preferred route for initial PIP 2 accreditation. To support the individual, and to allow them to gain PIP 2 accreditation at the required level WMP follow the lateral process documented within APPENDIX A & B. Candidates will have been posted to an Investigative role responsible for the supervision or management of serious and complex crime and be substantive in role. Supervisors and managers will register for the DDP/NIE induction and will be at this point registered to sit the NIE. On successfully passing the NIE candidates will be asked to complete a CV of competence in accordance with PIP 2 criteria. On completion of CV of competence, the learner will then attend the ISMDP supervisor or manager programme and undergo the required learning and complete portfolio relevant to their rank or role. This process negates either the supervisor or manager having to undergo the initial DDP learning and associated initial PIP 2 portfolio.

Governance



INVESTIGATIVE ACCREDITATION POLICY

Governance of the PIP 2 NIE & PIP 2 Learning and Accreditation is owned by the Head of WMP OL&D Training. The delivery and design of PIP 2 learning and specialist PIP 2 associated products is delegated to the OL&D Investigative Training Manager who has responsibility for the review, verification and IQA of associated PIP 2

PIP3 PATHWAY

PIP3 SIOs must be accredited as a PIP2 Manager and be authorised to attend the SIODP prior to PIP3 training. WMP is a licensed provider of the SIODP. The authorisation will come from

- Head of Crime
- Head of Public Protection
- Detective Superintendent Local Policing
- Head of ROCU/CTU

Candidates register with CoP at the point of their attendance at the SIODP and will be recorded in the National Register as working towards accreditation. Once accreditation is attained in-force, the National Registrar is updated by the WMP in-force Authorising Officer and the National Register will then reflect the Officer or Staff member's PIP3 accredited status.

To attain the accreditation as PIP3 SIO, candidates must attend all relevant modules of the SIODP course:

- Core Module – Specialist Module (Major Crime or SOC) and
- Specialist Hydra Module (Major Crime or SOC).

Once the learning modules are concluded then a candidate is required to complete a professional development portfolio that relates to the specific specialism trained (Major Crime or SOC). Officers are able to attend both the Major Crime and SOC modules and following this become accredited in both areas. The evidence of competence should be sought from post course experience as this would allow practice of the new skills and implement the new learning. Candidates are allowed use of evidence from investigations that are live at the time of ISMDP learning as this would provide evidence spanning the period of relevant learning.

Candidates have 12 months to complete and submit their assessed portfolio. Assessment is to be undertaken by an accredited PIP3 SIO or an accredited PIP4, from the candidate's specific specialism. The assessed portfolio is then forwarded to the OL&D Investigative Training Team lead who will verify and assure the content. The portfolio is then forwarded to the WMP SIO Lead for review and for a professional discussion to be organised and conducted with the candidate. This discussion is for the candidate to satisfy those present of their competencies and skills attained. The SIO Lead will then authorise accreditation, informing the L&D Lead and the National Registrar accordingly. The National Registrar will not authorise final accredited status unless there is clear evidence that the candidate has prior accreditation at PIP2 Manager level.

PIP4 PATHWAY

A Strategic Investigator (PIP4) provides independent advice, support and review for high profile, complex, SOC or major crime investigations. Due to the serious level of criminality which can occur within WMP, it is imperative that the force has a sufficient number of PIP4 Strategic Investigators.



INVESTIGATIVE ACCREDITATION POLICY

PIP4 candidates must have successfully completed the SIO Development Programme and Major Crime or SOC Modules and portfolio and possess an active status on the SIO Register. Candidates should have experience of managing high profile, complex, SOC or major crime investigations and have experience and knowledge of managing media strategies. In addition, experience of safeguarding vulnerable victims, witnesses and suspects during major or SOC investigations.

Candidates should be a minimum rank of Superintendent or Police Staff equivalent and sponsored by a member of the FET to apply.

MAINTAINING ACCREDITATION

Each of the respective PIP accreditations are to be maintained by CPD. Candidates have personal responsibility to attend CPD events, update their knowledge and upskill.

PIP2 Supervisors and Managers will have CPD information recorded within their personal training records and this will provide suitable evidence of continued accreditation.

PIP3 SIOs must inform the CoP of CPD on a yearly basis. WMP guarantee a minimum of three CPD events across the year in addition to the National SIO Conference and other national events. Attendees are issued with correct reporting documentation that must be completed and submitted to the National Registrar who will update their records on the National Register.

PIP4 accreditation requires the demonstration of continued competence against PIP3 and/or PIP4 professional standards as well as evidence of CPD in line with the guidance from the College of Policing.

WMP candidate's information is collated by the in-force Coordinator who dispatches the relevant documents following CPD. WMP records are also updated and reflect the upskilling of candidates and where appropriate store the CDP for future use/viewing.

SPECIALIST COURSES

Officers and Staff will only be placed on Specialist Courses in accordance with CoP guidance. All specialist courses will require the successful completion of the NIE. Specialist investigative suspect and witness interviewing courses will also require PIP2 accreditation prior to attendance.

All specialist courses require the completion of a competency portfolio within 12 months. If the candidate fails to complete the portfolio a three-month initial extension can be applied for, with appropriate rationale, through an Inspector or above with the candidate submitting the request to the OL&D Investigative Training Supervisor who will review the request in accordance with the PIP extenuating circumstances process and will either approve or decline. The candidate requesting an extension must submit the request to OL&D at the earliest opportunity and before month ten from when the portfolio was opened to the candidate. If the candidate fails to complete the portfolio within this initial extension a further three-month extension can be applied for, with appropriate rationale,



INVESTIGATIVE ACCREDITATION POLICY

through a Chief Inspector or above with the Candidate submitting the request to the OL&D Investigative Training Manager who will review the request in accordance with the PIP extenuating circumstances process and will either approve or decline. The candidate requesting a further extension must submit the request to OL&D at the earliest opportunity and before the initial granted authority period expires. If the candidate fails to complete the portfolio at the expiration of this final extension, they will relinquish their ability to undertake the specialist role and may be impeded in attending future specialist courses.

If the candidate disagreed with the refusal of a portfolio extension being granted they can submit a request for review, supported by their SLT Lead to the Investigative Training Manager who will forward rationale and reason for refusal of extension to the Head of Major Crime Unit who will either agree with initial decision or they will authorise an extension.

The full list of Investigative Courses held by WMP OL&D Investigative Training can be found at APPENDIX C.

POSTING PRINCIPLES

PIP2

PIP2 Officers & Staff will be posted into investigative roles across WMP, based on operational need. Account will be taken of officer's experience and learning needs when considering postings, however the overriding factor will be the operational policing requirements and as such, the business need and risk will drive the primary decision making

All postings will consider the normal considerations that are included in all posting exercises throughout the Force and will consider the role and geographic location.

PIP3

Officers & Staff who are PIP2 may be posted into PIP3 posts on the proviso they will obtain the PIP3 qualification at the earliest opportunity and become accredited. WMP however maintains the right to post on an accepted risk basis into critical roles with senior officer approval via the ACC Crime. Critical roles can be determined on a case by case basis.

PIP3 Officers & Staff will be posted into investigative roles across WMP, based on operational need. Account will be taken of officer's experience and learning needs when considering postings, however the overriding factor will be the operational policing requirements and as such, the business need and risk will drive the primary decision making.

All postings will consider all of the normal considerations that are included in all posting exercises throughout the Force and will consider the role and geographic location.

PIP4

Senior Officers and Senior Police Staff equivalents can be posted anywhere within the force and still maintain their PIP4 responsibilities as it is expected that any PIP4 activity will be managed alongside their current role.



INVESTIGATIVE ACCREDITATION POLICY

If a PIP4 Senior Officers or Senior Police Staff is posted outside of WMP e.g. in ROCU WM, CTU WM or on secondment to another agency, the expectation is that they will continue to provide PIP4 services to WMP investigations when called upon.

PIP4 senior officers will be expected to undertake cadre responsibilities on the on call duty Detective Superintendent rota.

Exiting a PIP Role or Relinquishing a PIP Qualification

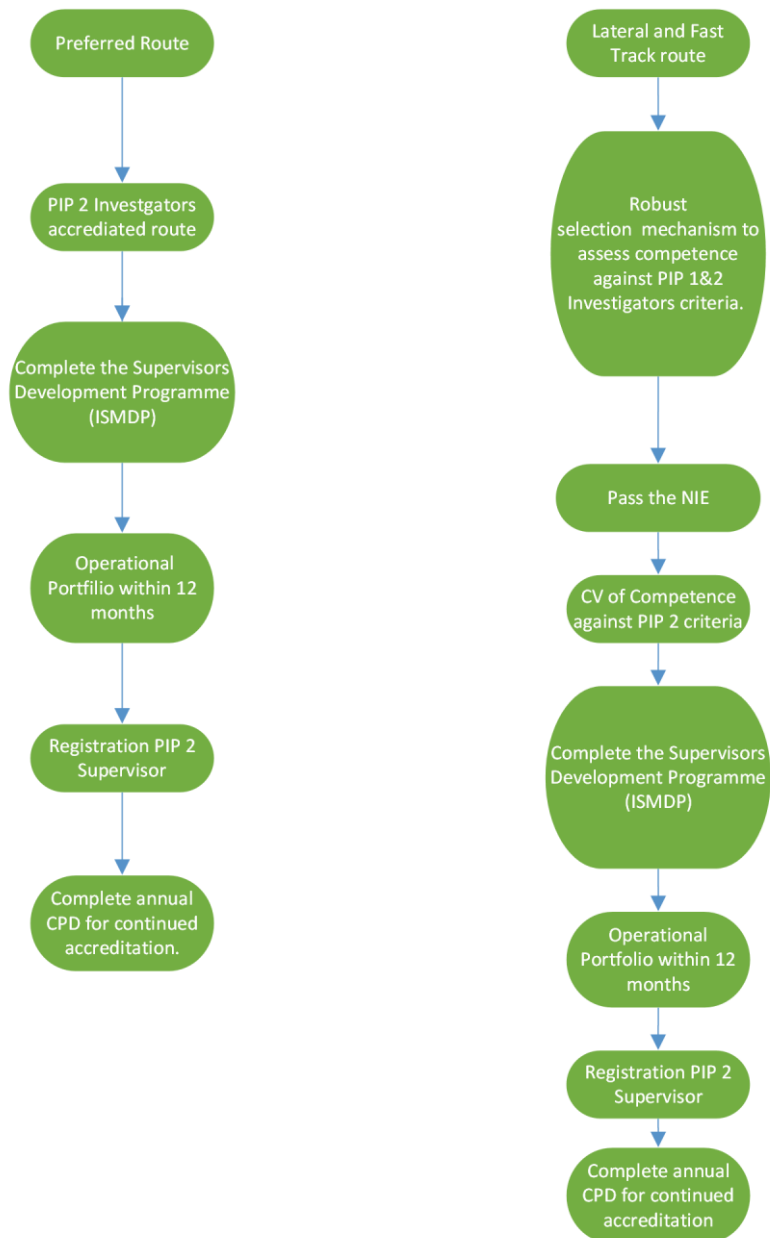
All Officers and Staff that are transferring from a PIP2 or PIP3 role into a non-investigative role or those who have elected not to maintain their PIP qualification can undertake an exit interview with their second line manager. This is to understand the reasons for leaving the post and help in the recruitment and retention of Detectives in the future.

WMP has the right to post an Officer back into a PIP role as required. If accreditation has not been maintained an officer posted back into a PIP role will be required to requalify.



APPENDIX A

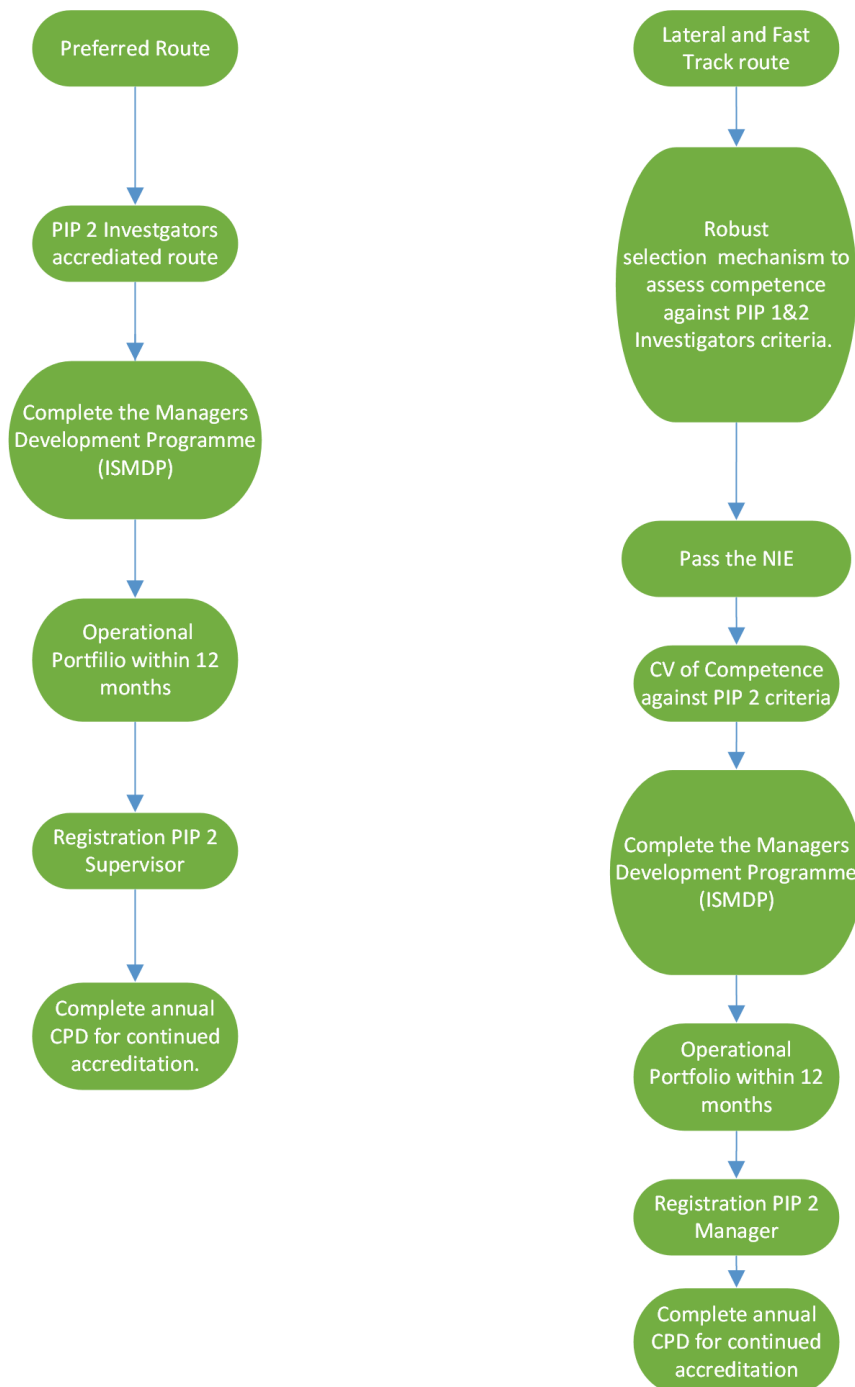
PIP 2 Supervisor Accreditation





APPENDIX B

PIP 2 Manager Accreditation





INVESTIGATIVE ACCREDITATION POLICY

APPENDIX C

Course Acronym	Acronym Meaning	Structure / Duration	Accreditation	Current Status
DDP	Detective Development Programme (previously ICIDP / CID Foundation Course)	Induction – 1 day Modular: 6 Modules Module 1 – 4 days – <i>Conducting Investigations into Serious & Complex Crime</i> Module 2 – 4 days – <i>Public Protection</i> Module 3 – 2 days – <i>Digital Investigations</i> Module 4 – 3 days – <i>Wider Investigative Enquiries</i> Module 5 – 5 days – <i>Witness Interviewing</i> Module 6 – 5 days – <i>Suspect Interviewing</i>	PIP 2 Investigator Portfolio to be completed within 12 months for accreditation <i>(Awarded & held within Force – CoP notified of PIP2 resource numbers)</i> <i>Requires CPD every 12 months</i>	Delivered to student detectives across FCID/PPU/CTU/ROCU/PSD Students required to have passed the NIE and enrolled via the Detective Academy. <i>Other pathways for enrolment are bespoke to individual needs; e.g. Fast-Track candidates, Officer's on promotion or posting (see Posting Principles).</i>
ISMDP	Investigation Supervisor & Managers Development Programme (combination of former programmes ISDP & MSCIDP – DS & DI Courses) <i>NB: ISDP has previously been entitled the IMSC and the DS Course</i>	Modular: 5 Modules Module 1 – 1 day Module 2 – 4 days Module 3 – 3 days Module 4 – 3 days Module 5 – 4 days	PIP 2 Supervisor & PIP 2 Manager Portfolio to be completed within 12 months for accreditation <i>(Awarded & held within Force – CoP notified)</i> <i>Requires CPD every 12 months</i>	Currently delivered 4 times a year based on demand.
SIODP	Senior Investigating Officers Development Programme	Modular – 4 weeks:	PIP 3 SIO Portfolio to be completed within	Currently delivered 3 times a year based on demand.





INVESTIGATIVE ACCREDITATION POLICY

		Core Module – 2 weeks – all SIO candidates Specialism – Major Crime – 1 week - SIO candidates within FCID / PPU / PSD Specialism – Serious & Organised Crime (SOC) – 1 week - SIO candidates within CTU / ROCU / PSD Hydra - Major Crime - 1 week Hydra - SOC – 1 week	12 months for accreditation <i>(Awarded within Force & ratified by CoP – National PIP3 register held by CoP – WMP hold in-force record of WMP accredited PIP3 SIOs)</i> <i>Requires mandated CPD twice a year</i>	
ISCD	Investigating Sudden Child Death	1 week (5 days) (N.B. candidates' eligibility – to be PIP accredited and or PIP3 SIO accredited - or authorised by Head of Crime/PPU)	ISCD accredited (Awarded & held within Force – CoP notified of accreditation)	Delivered twice yearly
SSAIDP	Specialist Sexual Assault Investigator Development Programme	Core module – 12 days	National SSAIDP accreditation awarded by COP and verified by Learning and Development. Portfolio to be completed within 12 months for accreditation Mandated yearly CPD. Learner must be PIP 2 accredited	New updated Product from CoP will be delivered by L&D in September 24 in accordance with Op. Soteria. Adult Complex is target audience- Learner must also obtain Specialist witness accreditation.
SCAIDP	Specialist Child Abuse Investigator	Core module – 10 days	National accreditation	New updated Product will be delivered by L&D from



INVESTIGATIVE ACCREDITATION POLICY

	Development Programme		awarded by COP and verified by Learning and Development. Portfolio to be completed within 12 months for accreditation Mandated yearly CPD. Learner must be PIP 2 accredited.	October 24. Will be delivered 3 times a year based on demand. Learner must also obtain specialist witness accreditation.
MOSOVO	Management of Sexual Offenders & Violent Offenders	8- Days	MOSOVO trained (Awarded & held within Force)	Being delivered.
PEQF	Policing Education Qualifications Framework	The new national framework for the professional training and qualifications of police officers. This framework includes police officers from Constable to Chief Officer rank; however, currently only directly influences recruitment and training of new recruit student officers. Incorporates the PCDA & DHEP programmes	University Degree qualifications	Currently delivering across PCDA & DHEP related programmes for student officers
DCDHEP	2- year Detective Degree programme	Student Learners sit NIE in month 9 and have 3 attempts to pass the NIE whilst completing the	PIP 2 accreditation Portfolio to be completed within	Being delivered with Final cohort to finish on the 08/02/26 and has been replaced by the



INVESTIGATIVE ACCREDITATION POLICY

		University modules. Portfolio opened in month 12. If portfolio not completed within 2 nd year learner graduates with DHEP only and are not PIP 2 accredited.	12 months for accreditation	DCIPLDP/DCPCEP programmes.
DCIPLDP/DCPCEP which replaces the DCDHEP programme. Delivery commenced in July 23.	3-year Detective Programme	Learners complete the same initial training as officers on the non-detective entry routes; they are posted to an investigation teams for half of their tutored phase. NIE taken at month 18, 2 attempts are allowed to pass the exam; if successful learners will then be enrolled on to the Detective Development Programme during their 3 rd year with WMP.	Awarded by Learning and Development and held within Force PIP 2 accreditation. Portfolio to be completed within 12 months for accreditation	Being delivered.
Specialist Witness Interviewer	Previously known as: Advanced Witness Interviewing	2- weeks	Awarded & held in Force. Must be PIP 2 accredited	New updated product to be delivered from September 24.
Specialist Suspect Interviewer	Previously known as Tier 3 or Advanced Interviewing	2-weeks	Awarded & held in Force. Must be PIP 2 accredited	Being Delivered.
Specialist Interview Advisor	Previously known as Tier 5 interview Advisor	1-week	Awarded & held in Force. Must be PIP 2 accredited and hold a Specialist Interviewer accreditation.	New product to be launched in November 24.





INVESTIGATIVE ACCREDITATION POLICY

Definitions/Acronyms:

WMP	West Midlands Police
PIP	Professionalising Investigations Programme
CoP	College of Policing
NPCC	National Police Chief's Council
DCDHEP	Detective Constable – Degree Holder Entry Programme
PSIO	Police Staff Investigating Officer
PCDA	Police Constable Degree Apprenticeship
NIE	National Investigators Exam
OL&D	Organisation Learning & Development
DDP	Detective Development Programme
ISMDP	Investigation Supervisor & Manager Development Programme
SCIU	Serious Collision Investigation Unit
MCU	Major Crime Unit
PPU	Public Protection Unit
CAI	Child Abuse Investigation
DC	Detective Constable
DS	Detective Sergeant
DI	Detective Inspector
DCI	Detective Chief Inspector
SIO	Senior Investigating Officer
ISDP	Investigation Supervisors Development Programme
MSCIDP	Management of Serious Crime Investigations Development Programme
DC PCEP	Detective Constable Entry Programme
SIODP	Senior Investigating Officer Development Programme
SOC	Serious & Organised Crime



INVESTIGATIVE ACCREDITATION POLICY

CPD	Continual Professional Development
FET	Force Executive Team
NPPF	National Police Promotion Framework

Reference documents:

Publication Instructions:

✓ Suitable for publication to public

Version: 1.0

Initial Policy Implementation Date: 24/01/25

Version Date: 24/01/25

Review Date: 24/01/27

Policy Author: DCS [REDACTED]

Any enquiries in relation to this policy should be made directly with the policy author shown above.

Force Executive Approval:

Approved by ACC Mattinson 24/01/25



INVESTIGATIVE ACCREDITATION POLICY

Monitoring & Review

Version	Date Reviewed	No change / Minor Changes / Major Changes (<i>detail</i>)	Amended / Agreed by
0.1	27.07.2024	Draft document for key stakeholder feedback.	DCS [REDACTED]
0.2	08.08.2024	Incorporating feedback – shared with ISG.	DCS [REDACTED]
3	27/11/24	Issued for consultation comments	

