

---

## DETECTIVES

Version 3

### **1. Policy statement**

A detective is a holder of the office of constable, fully sworn and attested. They have achieved a nationally recognised standard and are accredited to investigate and provide a professional and effective response to serious and series crime.

The Police Federation of England and Wales believes that detectives play a vital role in the fight against crime. It is only right that the public are provided with a first class service where the quality, not the quantity, of investigations is the priority and criminals not the tick boxes are the target in this very important area of policing.

The investigative policing role must be protected. Sadly today there is often a lack of respect and value given to the role of detective. This needs to be addressed urgently if we want to maintain the proud status synonymous with the role of the detective in the hearts of the British public. There needs to be a better standardisation of training and an urgent recognition of the skills gap emerging. If this is not addressed our concern is the excellent work of the detective will be eroded.

### **2. Responsibility**

The INB is responsible for all policy formation.

### **3. Summary**

PFEW believes that being a detective is a vocation.

We are concerned that officers are being put off a career in investigative policing roles because of the long hours, complicated court cases and their work not being given the right value. Potential detectives are instead choosing careers where they can have a better work life balance.

We believe that unless there is greater recognition and support for the role of the detective, the service is likely to suffer a recruitment and retention crisis –this is already happening in some parts of the country. We cannot ignore the potential over-riding consequences of doing more with less, the most significant being public safety.

The service must invest in investigative policing. Crime and threats faced by the public continue to rapidly change and evolve. Criminals are continuing to exploit new technologies and the Service must be equipped to deal with this

We believe fully warranted police officers are essential to perform the role as their warranted status affords them the discretion needed to see investigations often through to a sound or satisfactory conclusion.

The current drive to recruit civilian investigators is aimed at saving forces money, not necessarily at improving performance or the service to the public. Civilian investigators can only do certain roles and the public must be clear on their limitations to avoid a failure in expectation. There must be a standardisation of training for civilian investigators and warranted detectives to ensure consistency and clarity on what they can and cannot do and this must be effectively communicated to the public.

The Federation believes that civilian investigators must not be financially recompensed more than warranted officers as this will leave 24/7 warranted policing with a huge recruitment and retention crisis. It should be borne in mind that many civilian investigators are former police officers and whilst these skills are useful, this resource is not sustainable in the long term as there will be a skills gap between new joiners joining and those officers retiring.

PFEW calls for targets to be abandoned where a serious crime such as murder rates the same target tick as litter.

PFEW fully supports the accreditation of investigative skills through the development of PIP (professionalising investigation programme) level 2, which aligns fully the role of detective with the office of constable and the full use of police powers.

#### **4. Procedures/implementation**

We will work with key stakeholders including the College of Policing to represent, influence and develop the role of the detective.

We will promote the significant role of the detective within policing and for public safety.

We have established a National Detectives Forum to promote the welfare, continued professional development and resilience of detectives.

We will conduct an annual survey of all current detectives and trainee detectives to gather current views on the role of detective and to ensure that we have the most up-to-date picture of investigative policing today.

Responsibility is delegated to the General Secretary and/or appropriate sub-committee.

	Author	Date	Date to be reviewed	Change
Version 1	KP-EP	April 2015	April 2016	
Version 2	KP-EP	April 2016	April 2017	Minor
Version 3	KP-EP	April 2017	April 2018	No change

**Signed by:**



Chairman



General Secretary