

# Detective DHEP - FREQUENTLY ASKED QUESTIONS

## How long is the training?

It is a two-year training programme.

## What does the training programme include?

You'll cover all the training required to be a police constable, plus the training required to be an Investigator (Detective Constable).

## You've been advertising for a Police Constable Degree Holder Entry Programme as well – what's the difference?

Police Constables generally work in uniform either patrolling an area and responding to incidents or working within a community as part of a Safer Neighbourhood Team. This Detective Constable Degree Holder programme is for people who know they want to work as Investigators (Detective Constables). Investigators do not wear a uniform, they work in Investigation Units focussed on investigating and solving crimes.

## Tell me more about the training programme?

You'll start with 20 weeks' training at Derbyshire Constabulary Headquarters in Ripley. This will include First Aid, Officer Safety Training and law as well as core skills such as arrest and interviewing. After this you will spend some time in a uniform role, initially with a tutor but then working independently, to develop your core skills and give you an understanding of the wider organisation. You will undertake a Level 6 Diploma in Policing awarded by Derby University which you'll start during this time – you should be aware that you must pass the Diploma, otherwise you cannot remain as a police officer. At this stage, you will also need to complete an Operational Competence Portfolio (OCP) to gain accreditation at PIP Level 1 (PIP is the series of professional qualifications for Investigators).

At around 8-9 month's service you will join an Investigation Unit. You will start studying for the National Investigators' Exam which you will be required to take when you have around 12 months' service. Your second year will be spent working on an Investigation Unit whilst you also work on your Level 6 Diploma, undertake the Investigative Skills Training course, and work towards submitting an Operational Competence Portfolio (OCP), this time to gain accreditation at PIP Level 2, which is required for you to work as an Investigator.



**This chart helps to explain the training required in both the Police Constable and Detective Constable programmes:**

	Police Constable	Detective Constable
Basic training including law, core skills, Safety Training, First Aid.	Yes Weeks 1-20	Yes Weeks 1-20
Time with a tutor on uniform duties, being signed off as competent in key skill areas	Yes Weeks 21 – 30	Yes Weeks 21-30
Time working independently on uniform duties	Yes From week 31 to the end of the two-year training period	Yes From week 31 for 6-8 weeks, before moving to an Investigation Unit.
Compile and submit Operational Competence Portfolio at PIP Level 1	Yes	Yes
Study for and pass Level 6 Diploma	Yes Five modules are programmed in. You will start the first of these at around 7 months' service and complete your Diploma at around 23 months' service. You must pass.	Yes Five modules are programmed in. You will start the first of these at around 7 months' service and complete your Diploma at around 23 months' service. You must pass.
Study for and pass National Investigators Exam	No	Yes You will start studying for the exam at around 9 months' service and take the exam at around 12 months' service. You must pass the exam but can have up to four attempts if needed.
Undertake Investigative Skills Training course	No	Yes You will be allocated a place on the course once you have passed the National Investigators Exam.
Compile and submit Operational Competence Portfolio at PIP Level 2	No	Yes

### **Will I wear a uniform?**

You will be issued with a uniform and will wear it during your initial training and whilst you are working in a uniform role. Once you move into an Investigation Unit you are not required to wear uniform.

### **What shifts will I work?**

For the first 20 weeks you will be in training working daytime shifts only (usual hours are 8.30am to 5pm). You will then move onto a uniform team where you will work rotating shifts of 2 early shifts, 2 late shifts, 2 night shifts, followed by 4 rest days.

When you move into an Investigation Unit you will have a new pattern of day shifts and late shifts. Investigation Unit shifts extend into the early hours of the morning, but you will rarely be rostered for a full night shift. You will need to be prepared however for long days, and evening and weekend working, as well as overtime when required – either pre-planned or at short notice.

### **Do I get time off to study for my Diploma?**

Yes. In Year 1 of your training you are given 80 hours – 24 of these are pre-allocated as part of your initial learning period, leaving 56 for you to book during the rest of Year 1. In Year 2 you are allocated 120 hours of time for you to book as needed to complete your Diploma studies.

### **Do I get time off to study for my National Investigators' Exam?**

In addition to undertaking your Diploma, you also need to take your National Investigators' Exam after 12 months' service. We will allocate you an additional 56 hours of time off towards the end of your first year to help you in studying for this.

### **What if I don't pass my Diploma?**

It is a new national requirement for all new police officers to pass a Level 6 qualification. Therefore, if you do not pass your Diploma by the end of the two-year training programme then we will have to consider ending your employment.

### **What if I don't pass the National Investigators' Exam or training?**

If you have passed your Diploma but are struggling with any element of the Investigative Training, then we will discuss the situation with you.

The National Investigators' Exam takes place four times per year. You will have your first attempt at around 12 months' service in June 2023. National guidance says that if you fail the exam on four occasions then you should not continue as a Trainee Investigator but should work instead in a uniform role. But be reassured that most people do pass on their first or second attempt.

If you have passed the National Investigators' Exam but not completed the Investigative Skills Training or your Operational Competence Portfolio by the end of your two-year training period then we can consider confirming your position as a police officer and giving you an extension to the time limit for submitting your Portfolio - as long as you have made good progress and are working well as an Investigator.

### **What if I decide I don't want to be an Investigator?**

This programme is designed for candidates who are confident they do want to become Investigators. However, we recognise that it isn't the job for everyone. If you join the programme and later decide it really isn't for you then we will discuss with you the option of staying in service but as a Police Constable on uniform duties.

### **Can I be required to work in a uniform role e.g. on patrol?**

The aim of this programme is to fill our Investigator vacancies, so that's where we would rather place you. However, you will be trained in general policing duties and if we need additional people on the front line then all our Investigators can be required to work in a uniform role at any time – although in practice this rarely happens.

### **Will I always be an Investigator?**

If that's what you want, then it is likely that will be possible. However, if you want to be promoted then you'll need to spend some time in uniform in a more operational role. You might also choose to spend some time in another role to get a wider experience of the organisation and the many exciting opportunities that are available.

### **Is there a difference in pay?**

No, the salary and rank are the same for Police Constables and Detective Constables. The only difference is for any candidates who already hold the PIP2 accreditation (Professionalising Investigation Programme Level 2) who will be appointed one point higher up the salary scale to recognise their prior training and experience.

### **What is the pay?**

The general starting salary is currently £24,777, progressing to £24,780 after 7 months (subject to satisfactory progress) and £25,902 after 19 months. For PIP2 accredited candidates the starting salary is £24,780 with progression to £25,902 after 12 months. All candidates then progress by one point on the salary scale every 12 months.

### **Can I be promoted?**

Yes, you can apply to be promoted. You will need to take the national promotion exam and then apply and go through an internal assessment and interview. If you are successful, you will spend the first 6-12 months of your promotion in a uniform role to enhance your understanding of the wider organisation. After that you will have a choice to remain in uniform or return to an Investigation Unit when there is a suitable vacancy at your new rank.

### **I'm already working as an Investigator, in a civilian capacity - what extra training do I need?**

All our Investigators need to be accredited at PIP Level 2 under the Professionalising Investigation Programme. If you hold any other investigative training or experience, then you will need to re-train with us. If you are already PIP2 accredited, then we will put you on a fast-track training programme which by—passes the need for the full Investigative Skills Training and the OCP PIP Level 2 portfolio in year 2; we may do refresher training depending how long it is since you became accredited.

### **Are there other ways I can become an Investigator?**

Yes. This is a fast-track programme for people who are sure they want to be Investigators. It is an intense programme which combines the normal 2-year Police Constable training with the training to become an Investigator.

An alternative is to join through our Police Constable Degree Holder Entry Programme and undertake the usual 2-year training and probation period. At the end of that time, you can decide whether you want to apply to an Investigation Unit and start your Investigative Skills Training or pursue one of the many other

roles available.