



Detective Title Policy (Surrey and Sussex) (1211/2026)

Abstract

This policy applies to officers who are accredited or applying to become accredited with the title of Detective and is applicable to all ranks.

Policy

1. Introduction

1.1 Surrey Police and Sussex Police (hereafter referred to as the Forces) are committed to ensuring that the management and review of serious or complex crimes are conducted in a professional and structured manner by specifically trained officers.

2. Scope

2.1 This policy applies to officers who are accredited or applying to become accredited with the title of Detective and is applicable to all ranks.

3. Policy Statement

3.1 The Forces will work to ensure that specifically trained officers investigate serious and complex crimes whilst maintaining public confidence.

Procedure

1. Introduction

1.1 The term Detective is not a status or rank; it is a descriptive title demonstrating expertise in serious and complex crime related to an officer's current role reflecting the officer's skills, knowledge, training, and experience in a particular field of policing.

1.2 A Detective is 'an accredited officer whose core function is to directly investigate, manage, train or review serious or complex crime'. The accreditation is earned by completing the College of Policing Professionalising investigations programme (PIP) level 1 and 2 curriculum relevant to their role.

1.3 A trainee Detective in any rank, undergoing the PIP accreditation will use the title 'Learner' within the organisation, i.e., Learner Detective Inspector (LDI).

1.4 To achieve PIP 2 (Detective or PIP2 Investigating Officer) accreditation, investigators must:

- Pass the National Investigator Exam

- Complete the PIP 2 Investigator's Development Programme (IDP)
- Complete the Serious and Complex Interviewing Course
- Complete the PIP 2 IDP portfolio

To achieve PIP2 supervisory accreditation, detective supervisors and PIP2 managers must:

- Pass the National Investigator Exam
- Complete the PIP 2 Investigator's Development Programme
- Complete the Serious and Complex Interviewing Course
- Complete the Investigative Supervisors and Managers Course (ISMP)
- Complete the PIP 2 supervisors / PIP2 managers portfolio

1.5 The title Detective is relevant to both the officer and the role. Both the officer and the post are required to fit the specified criteria within this policy and its procedures to allow the title 'Detective' to be used. If the accreditation is not directly associated with or a pre-requisite of the role, they must use the titles associated with their new role (Police Constable (PC), Sergeant, Inspector, etc.)

1.6 An accredited Detective who moves from a Detective role to another role in the organisation where PIP2 or above accreditation is not required, will retain accreditation subject to Continued Professional Development (CPD) but will no longer be referred to as a Detective. This does not ignore or preclude that officer's accreditation or experience as both will be utilised if and when the officer returns to a Detective role at a later date. An officer may also perform on call duties as a Detective to maintain CPD but in their main role / post they will not be permitted to use the Detective title.

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.

Ongoing maintenance of skills is a national and organisational requirement.

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.

1.7 The post must have a core function in the direct investigation, management, training or reviewing of serious or complex crime.

1.8 To retain PIP accreditation, an investigator must provide CPD evidence of current operational activity covering the key elements of the role on at least two occasions (Operational CPD) and at least two other instances of CPD relevant to the role (Role Related CPD). This annual CPD should be recorded on Learn. If they are not an active participant in serious and complex investigations and/or unable to evidence relevant ongoing CPD, their accreditation will lapse after three years

For suggested relevant CPD activities see College of Policing Professional Profiles and the PIP2 CPD User Guide.

1.9 It is the responsibility of the investigator to maintain, document and evidence their CPD and operational competence to ensure they retain their accreditation and the Detective payment. Refer to CPD Guidance.

If the accreditation lapses, individuals must undertake development activities to reaccredit, this could mean resubmitting a relevant portfolio, undertaking appropriate training, or completing a development plan prior to resubmitting their portfolio. This is to be agreed by the individual and the Crime Superintendent on a case by case basis, with final sign off by the relevant Head of Crime for consistency. This could apply to breaks in service, time out from Detective posts or any long periods of abstraction from the Force such as external secondment and until they have been signed off as reaccredited, they will use the 'Learner' title e.g., Learner Detective Constable (LDC).

2. Detective Roles

2.1 The Detective Roles document outline roles within the Forces which are defined as Detective roles. This does not apply to officers that are seconded out of force, and it would be down to the external company to define whether the post is a Detective role. When a new role is created, if it is defined as a Detective role it must be consulted with the relevant Head of Crime.

3. Further Guidance

3.1

Detective Payment Guidance

Detectives – transferees, re-joiners and returnees from career break

Removal of PIP Accreditation Process

Team: Specialist Crime Command