
INVESTIGATION AND DETECTIVE COMPETENCIES OF THE PHILIPPINE NATIONAL POLICE IN THE PROVINCE OF BATAAN: BASIS FOR PROFESSIONAL DEVELOPMENT PLAN

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Abstract

The carrying into action of police investigation is subject to considerable changeableness in terms of successes and failure. One latent explanation for such variation is the extent to which socio-demographic characteristics associated with effective administration of police investigation.

Efficacious police investigation is considered a significant obligatory for organizational police performance. The purpose of this study was to investigate the relationship of respondents' socio-demographic profile with their investigation and detective skills and competencies. A sample of 130 police officers from the PNP Bataan was taken as respondents using the **Investigation and Detective Competencies Inventory** covering nine (9) skills relative to investigation activities. Descriptive method of research was used and correlation was chosen as the method of analysis.

Results indicated that police-respondents consider themselves **'competent'** in all of the following areas of investigative activities; investigative skills, legal knowledge, law enforcement, organizational awareness, research and analysis, oral communications, partnership and team building, written communications, and influencing and negotiating. Police-respondents who perceived themselves to be competent in investigative works and have attended a number of specialized training in investigation are more likely to have higher level of competency on areas of law enforcement, oral communications, partnership and team building, written communication, and influencing and negotiating.

It was then recommended that PNP administrators should develop and implement formal systems for the early identification of potential effective **Investigating Officers** and their subsequent career development. Senior officers should provide future Investigating Officers with relevant opportunities to ensure that gaps in their skill portfolio are addressed by appropriate training and experiences.

More in-depth studies should be conducted on the profiling of an effective **Investigating Officer** with additional variables on management skills, investigative ability, and relevant knowledge.

Keywords: *Detective Competencies, Investigation, Investigation Officer, Professional Development Plan.*



1. INTRODUCTION

Capturing the knowledge that underpins a police investigation is a key task for an investigator. In fact, catching criminals cannot happen until an investigator first captures the 'knowledge' provided by forensics, intelligence, and interviewing victims, witnesses, and interrogating suspects.

Hence, this paper is a hypothesis building exercises into how to best capture the sort of investigative knowledge which is more likely to promote successful police investigations. We conceptualize from a research point of view how investigative knowledge management systems and the technologies that underpin knowledge creation and transfer.

Given that our focus is limited to the investigative dimensions of policing this does not imply that policing is only about crime control nor does it downplay the importance of community policing, public order maintenance, and the protection of civil liberties and human rights which is policing in a democracy (Engel & Buruss, 2006).

The importance of this paper lies in the set of innovative research propositions presented and discussed which seek to address the missing links in the literature between 'know-what' and 'know-how' relationships between knowledge management and police investigation. 'Know-what' has stressed the importance of knowledge in police work. This paper makes a much-needed agenda about how to capture investigative knowledge in order to better manage police investigations.

This study entitled "Investigation and Detective Competencies of Philippine National Police in the Province of Bataan: Basis for Professional Development Plan".

Specifically, it sought to answer the following:

1. How may the profile of the respondents be described in terms of gender, age, civil status, perception as competent investigator, years in service PNP, educational attainment, and specialized training in investigation?
2. How may the level of Investigation and Detective Competencies of the respondents be described in terms of investigative skills, legal knowledge, law enforcement, organizational awareness, oral communication, responds and analysis, partnership and team building, written communication and influencing and negotiating?
3. Is there a significant relationship between respondents' profile and their level of competencies in investigation and detective skills?

2. METHODOLOGY

This research work has its main focus on the investigative competencies of PNP officers in the province of Bataan. Generally, it sought to answer the relationship between police-respondents profile and their perceived level of competencies in investigation.

The descriptive survey method of research was employed in the study with the questionnaire checklist as the instrument for the data gathering. The questionnaire checklist of **Investigation and Detective Competencies** was administered to the 130 PNP officers in the province of Bataan.

The frequency count, percentage, and weighted mean were the statistical tools utilized to quantify and describe the data gathered while correlation was applied to measure relationship between variables considered using the licensed Version 20 SPSS software.

3. RESULTS AND DISCUSSION

Profile of the Police-respondents

Majority are males, aged 22 to 31, married, consider themselves to be needing technical assistance when it comes to investigative works, been in the PNP organization for 1 to 6 years, with bachelors' degree portfolio, and have not attended any specialized training in the field of investigation.

Skills and Competencies in Various

Dimensions of Investigation

Consider themselves '**competent**' in the following:

Investigative Skills

- Conducts interviews with victims and witnesses
- Evaluates reliability and credibility of statements of witnesses

Legal Knowledge

- Understands Philippine Constitution
- Understands laws on dealing with attorney-represented parties
- Knowledge of the rules of evidence
- Understands the role and use of subpoenas
- Understands authority and methods for taking sworn statements

Law Enforcement

- Recognizes, collects, and preserves physical evidences
- Maintains physical fitness to ensure personal safety and fitness for duty

Organizational Awareness

- Understands complex government programs, policies, and operations
- Understands the agency and department laws, rules, regulations, and objectives

Research and Analysis

- Uses computers and electronic data to collect and analyse evidence
- Analyses, interprets, and evaluates information needed

Oral Communications

- Verbally reports facts accurately in a concise, logical, and objective manner
- Testifies in criminal trials on complex government programs and operations

Partnership and Team Building

- Collaborates with external entities to further investigations

Written Communications

Writes analysis of investigative findings, recommendations for corrective actions, and conclusions

Influencing and Negotiating

Verbally communicates with others to gain their confidence and cooperation. Police-respondents rated themselves '**competent**' in all of the dimensions in investigative competencies

Relationship Between Respondents' Profile and Perceived Level of Competencies

Police-respondents who perceived themselves to be competent in investigative works and have attended a number of specialized training in investigation are more likely to have higher level of competency on areas of law enforcement, oral communication, partnership and team building, written communication, and influence and negotiating.

Conclusions

In the light of the significant findings, the following conclusions were drawn:

Majority are males, aged 22 to 31, married, consider themselves to be needing technical assistance when it comes to investigative works, been in the PNP organization for 1 to 6 years, with bachelors' degree portfolio, and have not attended any specialized training in the field of investigation.

All of the police-respondents perceived themselves to be 'competent' in all dimensions of investigative competencies. Their perception as to their personal investigative competence and number of specialized training in investigation are found significantly related to their perceived level of competencies in law enforcement, oral communication, partnership and team building, written communication, and influencing and negotiating.

Police-respondents who perceived themselves to be competent in investigative works and have attended a number of specialized training in investigation are more likely to have higher level of competency on areas of law enforcement, oral communication, partnership and team building, written communication, and influence and negotiating.

Recommendations

From the conclusions, the following recommendations are forwarded:

Make the recruitment program be more attractive to cater incoming both male and female police applicant. Well planned training and seminars on investigative competencies should be conducted addressing some items found with lower weighted means in the survey. PNP organization should develop and implement formal systems for the early identification of potential Investigating Officer and their subsequent career development. Senior officers should provide future Investigating Officers with relevant opportunities to ensure that gaps in their skill portfolio are addressed by appropriate experience.

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