



Republic of the Philippines
Department of the Interior and Local Government
National Police Commission
NATIONAL HEADQUARTERS, PHILIPPINE NATIONAL POLICE
DIRECTORATE FOR INVESTIGATION AND DETECTIVE MANAGEMENT
Camp Crame, Quezon City

MEMORANDUM

FOR : **Chief, PNP**

THRU : TDCA _____
TDCO _____
TCDS _____
TDHRDD _____

FROM : TDIDM

SUBJECT : **Conversion of Criminal Investigation and Detective Development Course(CIDDC) to Criminal Investigation Course(CIC) and its Conduct by the Police Regional Offices**

DATE : July 29, 2010

1. Reference:

- a. NAPOLCOM Resolution Memo Cir Nr 97-032 dtd Feb 26, 1997 re Enhancement of Investigation Function of the PNP through the implementation of an Investigation and Detective Management Program.
- b. Training Dir Nr 2001-13 dtd June 29, 2001 re Criminal Investigation and Detective Management Course;
- c. Training Dir Nr 2003-09 dtd Feb , 2003 re Criminal Investigation and Detective Development Course (Revised);
- d. Training Dir Nr 2006-54 dtd July, 2006 re Criminal Undercover Operation and Management Course;
- e. Training Dir dtd March 28, 2008 re Counter Terrorism Investigation and Management Course; and
- f. TDIDM Memo dtd re Case Tracking and Conviction Rate dtd July 28, 2010.

2. In line with SILG's guidance on using conviction as one of the gauge for measuring the efficiency and effectiveness of PNP's investigation of crime incidents, it is imperative that the DIDM lay out plans to address the areas that need immediate attention.

3. One of the areas that needs immediate attention is the **lack of competent and effective field investigators** who possess the skills and the right attitude to work on a case and pursue it until the case is resolved by the courts.

4. Records at the DIDM show that as of June 2010, out of the **7,145** PCO/PNCO's who are assigned as investigators at the PRO's, **2,733** or about **39%** **have not undergone any basic investigation course.**

5. The School for Investigation and Detective Development Division(SIDD) of DIDM currently programs two(2) Criminal Investigation and Detective Development Courses(CIDDC) per quarter for about 100 PNCO's thus churning out only about eight courses or **400 graduates per year**. A regular CIDDC Course conducted by SIDD takes **eight(8) weeks** and has a budget of **P124,000.00 per course**.

6. Moreover, records of SIDD also show that about **90%** of the PNCOs who attend CIDDC Courses conducted here at Camp Crame are either **NHQ-based** personnel who are not assigned with an investigation office or personnel from **Luzon-based** PRO's who are just taking the course to make them eligible for lateral entry. On the other hand, **less than 10%** of CIDDC participants **come from Visayas and Mindanao**.

7. Considering that there are about 2,700 investigators who do not have formal criminal investigation training, and considering that there are **1,700 police stations** nationwide which should have **at least two(2) formally and adequately trained investigators**, the PNP will have to immediately conduct formal training for 3,400 personnel. Mathematically, it would take SIDD about eight(8) years to achieve this alone.

8. It is apparent, therefore, that there is a need to revise the training program of the SIDD. Towards this end, the DIDM conducted a thorough review of the SIDD program for CIDDC vis-a-vis the current thrust of the PNP to raise the standards of its investigative capability. The review revealed following:

a. That the conduct by SIDD of two(2) CIDDC classes per quarter is inadequate to meet the PNP's immediate need for thousands of formally and properly trained investigators;

b. That the CIDDC Course which incorporates investigation and detective work in one course does not encourage or support a dynamic and progressive career or investigative specialization for investigators and future detectives;

c. That the conduct of the CIDDC Course in Camp Crame is not responsive to the need of the field units particularly as each region may have cultural peculiarities and as it makes it financially difficult for PNCOs coming from Visayas and Mindanao. Furthermore, the conduct of the course in Camp Crame denies the investigators the opportunity to develop team work and establish liaisons among their local counterparts; and,

d. That although some regional offices conduct abbreviated CIDDC Seminars, there is no standard training package to ensure uniformity of the conduct of training as well as training materials and methods of instructions, thus, sacrificing the quality standards for training.

9. Against this backdrop, DIDM is convinced that there is a need to regionalize the conduct of the criminal investigation courses for PNCOs so that if each PRO were to conduct even just one(1) course per quarter, the PNP, through the 17 PROs, would technically be able to produce **3,400 formally trained investigators in just one year**. The regionalization of the conduct of the course for PNCOs is not only a management tool for Regional Directors under the dictum of "training your own men" but most importantly it is less expensive for the participants and it will promote team work among the investigators as well as afford them the opportunity to personally know the **SOCO officers, prosecutors and judges** in their respective areas who will be invited as instructors.

10. There is also a need to convert the current CIDDC into a purely basic investigation course of shorter duration of six(6) weeks to be called **Criminal**

Investigation Course(CIC) and which the regional offices or NSUs are capable of conducting. (There shall be a **separate detective course**.) Additionally, it is necessary to standardize the conduct of training by producing a **Standard Training Package(STP)** for CIC and a **Training of Trainers(TOT) for CIC** to ensure uniformity and adherence to quality.

10. In view thereof, this Directorate recommends the following:

- a. **Conversion** of the Criminal Investigation and Detective Development Course(CIDDC) **to Criminal Investigation Course(CIC)** which will be a six(6) week course focused mainly on basic investigation and the utilization of the funds allotted thereto;
- b. Conduct of **Training of Trainers(TOT) for CIC** to be participated by at least **two(2)** selected competent and qualified **PCO's(PSInsp-PSupt)** from each PRO and selected NSUs who will eventually conduct the CIC at their respective offices, and who will also help in preparing **the Standard Training Package(STP) for CIC**;
- c. All **PROs and selected NSUs(CIDG, HPG, MG, AVSEGRP)** to conduct at least **one(1) CIC every quarter** after their selected PCOs finish the Training of Trainers. Funds for the CIC training shall be taken from their respective training funds;
- d. **SIDD, DIDM** to supervise, oversee and sanction all the Criminal Investigation Courses to be conducted by the PROs and selected NSUs to ensure its **adherence to the qualification and training standards**; and,
- e. Approval of attached **Training Directive** and **Program of Instructions(POI)** for Criminal Investigation Course(CIC) and Training of Trainers(TOT) for CIC.

11. Further recommend approval of para 10.


ARTURO G CACDAC JR, CEO VI
Police Director

CC: PNPTS