

An Assessment of Criminal Investigation Competencies in Caloocan City Police Station: Basis for An Innovative Professional Development Plan

Nelson C. Dizon¹, Donald B. Narra²

¹Assistant Section Chief, IDMS-N, CCPS, Philippine National Police

²Dean of University of the Visayas

ABSTRACT

The study assessed the level of criminal investigation competencies in the Caloocan City Police Station to develop an innovative professional development plan. The study is a quantitative approach to research measuring the level of criminal investigation competencies, the degree of seriousness of the challenges encountered, and the necessity of the suggestions offered to enhance the criminal investigation competencies of police personnel. The respondents of the study were the PNP personnel assigned to the investigation, first responders and force multipliers. The assessment revealed that the police personnel demonstrated high competency in areas such as the proper preparation of investigative reports and observing the chain of custody. However, there were areas for improvement, including the need to strengthen control over crime scenes, enhance investigation strategies, and improve the taking of sworn statements. The assessment also highlighted the challenges encountered by police investigators, including the reluctance of witnesses to provide information and the inadequate budget and resources hindering thorough investigations. Furthermore, the study emphasized the necessity of training, the incorporation of the latest techniques and technologies, and continuous learning and development in legal knowledge, oral and written communication skills, and critical thinking. Based on these findings, the study proposed tailored training programs, comprehensive strategies to address investigative challenges, and ongoing professional development to enhance the competencies of police personnel at Caloocan City Police Station. The recommendations aim to address the identified competency gaps, challenges, and areas for improvement, ultimately contributing to the enhancement of criminal investigation competencies within the Caloocan City Police Station.

Keywords: Criminal Investigation, Competencies, Innovative Professional Development Plan

INTRODUCTION

Criminal investigation is an essential part of the criminal justice system. It signifies that the system performs appropriately and that criminals are properly prosecuted while preserving the values of justice, fairness, and the protection of individual rights. As one of the police's primary functions is criminal investigation, it could be assumed that people in positions of leadership, administration, and supervision place a high value on their investigative skills and competencies. However, this kind of competency is

seldom examined in the promotion process, and what little information is available indicates that people in these roles are frequently held accountable for criminal investigative failures. For police managers, investigative proficiency is crucial for two reasons. Initially, the police force remains a strictly bureaucratic institution wherein individuals in higher positions have direct control over operational results. Second, police leaders determine criteria for service delivery as well as the technical competence of investigators, in contrast to other occupations where employers define (and frequently restrict) technical competency.

Investigative proficiency is crucial for police managers for two reasons. First, high ranks have direct influence over operational outcomes because the police force is still a technically bureaucratic institution. Second, police leaders set both the technical competence of investigators and service delivery standards, in contrast to other occupations where technical competence is defined (and frequently controlled) independently of employers. As a result, they are in a unique position of influence over how investigations are conducted as well as how well the agency can look into crimes.

A criminal investigation is a methodical and comprehensive process used by law enforcement to look into and professionally handle any alleged criminal conduct while preserving the public's trust in the police agency. The main goals of a criminal investigation are to identify and gather evidence of criminal activity, as well as to help law enforcement locate, detain, and convict the offender. The investigation's secondary objectives are to recover stolen property, prevent and clear more crimes, acquire intelligence, and train police officers (Nusura, 2022).

Criminal investigation is a complex problem-solving endeavor. When an officer responds to a crime scene, they frequently have to act quickly to make life-saving judgments in a dynamic setting where events are constantly changing. Their decisions are generally made with little information. Following a criminal incident, the investigator's duties include documenting the crime scene, gathering evidence, and creating a plan of investigation that will enable reasonable suspicion to be raised against the perpetrator(s) and result in their identification and arrest (Gehl & Plecas, 2016). Police investigators are trained and experienced to establish investigative strategies and prioritize replies by learning investigative processes, which equips them to tackle these issues.

Research is limited concerning criminal investigation, particularly the competency of police stations towards an effective and efficient crime solution. Thus, the researcher is interested in conducting a study about the criminal investigation competency of the Caloocan City Police Station toward an effective and efficient crime solution.

Literature Review

Criminal investigation is taught in the field of criminal justice education as the gathering of data to fulfill three objectives: to locate the guilty party, to identify the guilty party, and to present proof of guilt. It is expected to be completed by a criminal investigator, who is a public safety officer assigned to investigate all criminal matters as specified by the Criminal Laws and Special Laws that are criminal, as well as the Revised Penal Code. A professional with extensive training, discipline, and experience in criminal investigative duties and obligations is an investigator (PNP Manual, 2011).

In the PNP Criminal Investigation Manual (2011) they enumerated 14 Protocol in Investigation, as enumerated below: Protocol 1: Jurisdictional Investigation by the Territorial Unit Concerned; Protocol 2: Official Police Blotter; Protocol 3: Investigation Team: Organization and Equipment; Protocol 4: Duties of the First Responder; Protocol 5: Duties and responsibilities of the Investigating Team; Protocol 6:

Investigation of Suspects; Protocol 7: Taking of Sworn Statements of Suspects; Protocol 8: Taking of Sworn Statement/s of the Witnesses; Protocol 9: Preparation of Reports and Filing of Charges; Protocol 10: Procedure in the Release of Crime Scene; Protocol 11: Follow-up of Case; Protocol 12: Preparation of Case Investigation Plan (CIPLAN); Protocol 13: Attendance to Court Duties; and Protocol 14: Uniform of the Investigator.

The same manual enumerates the standard methods of recording investigative data, such as a. Photographs; b. Sketching crime scenes; c. Written notes (what you have seen or observed); d. Developing and lifting fingerprints found at the crime scene, e.g., gathering physical evidence; f. Plaster cast; g. Tape recording of sounds; h. Videotape recording of objects; and i. Written statements of the subject(s) and witnesses.

According to Gundhus, Talberg, and Wathne (2022), the following qualities are required of an investigator in the Philippines: the ability to observe, the capacity for rational thought, the knowledge of crime laws, evidence, arrest procedures, investigative concepts, techniques, scientific aids, laboratory services, and information about criminals and their methods of operation; the capacity for cooperation and the ability to work with others; the observance of professional ethics; the capacity for leadership; and the capacity for dependability; sincerity, as well as psychologically and physically well.

According to DIDM Investigative Directive Number 2017-16, the following are some of the shortcomings of the investigation units and offices, including unit commanders: frequent reassignment of investigators, inadequate documentation and record-keeping, improper turnover of the case and case folder between the outgoing and incoming investigators, and no investigator assigned to the case that has been handed over and left by previous investigators. Since 2011, the PNP-wide conduct of investigation competency training has been implemented by the DIDM to raise the caliber of the effectiveness of police investigators' work as well as raise public trust in their abilities.

Erwinwijaya et al. (2022), a study on competency development in investigation performance through work creativity, responsibilities, and HR capacity aims to discover and elaborate on new models in investigative performance that are influenced by development by creating the work, responsibility, and human resources capacity of police members (POLRI) at the West Sulawesi Daerah Level Police (POLDA). Their research was carried out at the West Sulawesi Regional Police, lasting for two months, namely June to July 2021. The population of the study is West Sulawesi Police investigators. Data collection techniques are carried out through observation, interviews, questionnaires, and documentation, while data analysis uses path analysis. The results showed that the performance of the West Sulawesi Regional Police investigation could be positively and significantly affected by the development of competence, work creativity, responsibility, and human resources capacity. The variable of responsibility contributes the most to improving the performance of the investigation as an investigator. There is a value of integrity and responsibility in the self that can fairly provide evidence so that the parties do not feel aggrieved that they increasingly believe that the investigator is very professional in expanding his duties and responsibilities. In addition, work creativity is also able to affect the performance of the investigation with the critical thinking power of the investigator in facing diverse situations, as well as the capacity of human resources, where investigators with appropriate educational qualifications contribute well to the performance of the investigation.

In another study by Maureen Malone (2016), Skills and Qualities Necessary to be an Effective Investigator, during an investigation, they will gather information from physical evidence and witnesses and analyze the evidence to solve the crime or problem, such as communication and interview skills,

control of emotions, honesty, and ethics, technical skills and knowledge, knowledge of the law, critical thinking and problem-solving, research skills, and report writing.

The Department of Interior Office of the United States (2020) conducted a revalidation study on the criminal investigation competency model. The goal of this study was to identify the critical competencies and tasks for the successful performance of law enforcement work across the department. The occupations included in the study were: GS-1811 Criminal Investigation. They measure the following: general competencies for assessment and selection; required proficiency levels for competencies; behavioral examples for competencies; and competencies by assessment tool. The results of this study establish a common set of criminal investigation tasks and competencies across the department, which can be used to create assessment and selection techniques and tools and establish common practices and terminology for recruitment, performance management, workforce planning, training, and employee development. This work provides DOI with current, validated information that can be used to ensure its workforce has the tools to meet future challenges.

Donque (2023), based on the conclusions of his study on the mediating effect of investigators' competence on the relationship between efficiency and accomplishments of police investigators, says: First, criminal justice education may provide opportunities for police investigators to maintain their excellent accomplishments by providing merits and incentives for those police officers doing their job efficiently and excellently. The Police City Director may provide benchmarking of the Philippine National Police programs, needs, and problems regarding the quality of police performance from different police stations in the region. The study's results will provide some insights and information in the course of carrying out the functions of leaders as key players in the operation of the police station. It would help them understand the impact of efficiency and accomplishment to make the institution competent.

In the study by Pascua (2019), entitled "The Criminal Investigation Procedures of Piat Police Station: The Level of Awareness and Compliance," he assessed the investigation procedures at the police station. The informants were members of the investigating team of the said station. This study used a descriptive research design to determine and describe the level of awareness of the respondents about the investigative procedures. Moreover, the actual investigative procedures were inquired about by the investigators and compared to the prescribed procedures indicated in the PNP Criminal Investigation Manual to determine their compliance. Information on the problems that arise in each step of the procedure was also described. Findings revealed that the respondents are extremely aware of the procedures in criminal investigation and further revealed that the investigating team follows almost all of the provisions of the PNP Criminal Investigation Manual. All steps are compiled by the investigating team in each of the stages of the investigation. Moreover, the problems being encountered in the criminal investigation procedure are limited to the knowledge or expertise of the officer-in-charge and uncooperative or reluctant witnesses. Furthermore, the investigators conduct follow-up investigations that are not expressly prescribed in the manual as part of the procedure. It is therefore proper that investigators undergo continuous training and attend school to enrich their knowledge and expertise, and regular monitoring of the conduct of these procedures must be ensured to confirm their strict implementation.

Bragado (2017) cited other features of a good investigator: perseverance, endurance, incorruptibility, honesty, and integrity; the intelligence and wisdom of Solomon; the knowledge of psychology and other natural sciences; acting ability; mastery of oral and written communication; the keen power of observation and description; courage; working knowledge; a sense of justice and fair play; the power to "read between the lines"; and proficiency in martial arts and firearms. Furthermore, he stated that training is one of the

fundamentals of investigation, is a vital ingredient in the creation of a total investigator. “Training is the road to freedom from the bondage of ignorance.” Ignorance, therefore, is unwanted merchandise in the field of investigation.

Theoretical Framework

Performance theory serves as an appropriate guide in this study. The Theory of Performance defines the core components of performance as identity, learning skills, knowledge, context, personal factors, and fixed factors. This theory provides the basis for analyzing performance, defining performance criteria, and developing meaningful performance measures. The Theory of Performance was also integral in the development of Learning to Learn: Becoming a Self-Growth, with a primary focus on the growth and development of key areas of performance: (as a) self-grower, master learner, self-assessor, time manager, problem solver, team player, reader, reflective practitioner, mentee, risk-taker and self-challenger, public performer, and self-motivated professional (Performance Model, 2007).

Likewise, this study relies on an investigation plan based on the Criminal Investigation Manual (revised 2011) and the Field Manual on Investigation of Crimes of Violence and Other Crimes (2011) that promotes a strategic plan that requires a proper format that includes tools to be used in managing investigations by applying the basic “SMECAC” (situation, mission, execution, contingency administration, logistic cost, command, and communication). This strategy is an extremely important tool for an investigator. It identifies the objectives of the investigation and what processes, procedures, and policies will be used to measure the alleged conduct.

To better comprehend the SMECAC, the situation includes a general description of what incident occurred, an outline of offenses, the details of the offender(s), the resources available, and other agencies involved in the conduct of the investigation. The mission is the action or method to be taken to get the best solution and decision for the matter being investigated. Execution is the proper strategic action to be taken in order to attain the specific mission during the conduct of the investigation by determining the proper time and taking the proper action by setting coordination in handling the case to be investigated. The contingency must identify the hindrances or troubles that may occur during the conduct of the investigation that must be considered and find an immediate and precise solution. Administration and logistics are the proper designation of personnel for a particular task assigned by determining their capabilities and limitations, as well as considering the available resources to be used during the operation and investigation in order to attain the objective. While command and communications are the proper coordination of personnel by considering all the available communication resources as well as the proper channeling of the information gathered that is useful and material to the case or crime being investigated, each component must work together effectively to exercise the investigating function.

Significance of the Study

Department of Interior and Local Government. The research will direct the department regarding the important roles that police investigations play in arresting criminals and providing justice to those harmed by unlawful activities, therefore bolstering the application of current anti-criminality statutes.

National Police Commission. The study's findings and conclusions will be beneficial to the Commission since they will help them understand the current responsibilities of police officers in managing crime scenes and carrying out efficient investigations to provide victims of crimes with justice.

Philippine National Police. The results of this study will help the PNP as a whole understand its role in carrying out an effective and efficient criminal investigation to deliver justice to the victims.

Caloocan City Police Station. It is the PNP's responsibility to serve the populace, ensuring their comfort and safety as they live in a modest and peaceful society. Several PNP initiatives have been created to meet the requirements and expectations of the populace to carry out this objective.

Investigation Unit of Caloocan CPS. The personnel may be able to evaluate their competencies in terms of criminal investigation in the conduct of their duties and responsibilities.

Policymakers. This study will contribute to these initiatives through the action plan or innovative program to be proposed based on the findings of the study.

Community. They will be beneficial as the end users of this study. Through this research, they can gain a wider range of understanding and appreciation for the issues and concerns being studied. Further, they can be assured that the investigation will become comprehensive before referring the complaint to the proper authority.

Future Researchers. The findings of this investigation will motivate future researchers into in-depth interpretation and appreciation, and comparable studies may be conducted with factors other than those employed by the researcher.

Researcher Himself. Through this study, the researcher helped him explore further the competencies as well as the innovative professional development plan to be a more competent investigator.

Statement of the Problem

This study assessed the level of criminal investigation competencies in the Caloocan City Police Station as the basis for an innovative professional development plan.

Specifically, it sought to answer the following questions:

1. What is the level of criminal investigation competencies of the police personnel in terms of:
 - 1.1 Investigative Procedure;
 - 1.2 Legal Knowledge;
 - 1.3 Oral and written communication;
 - 1.4 Training and equipment; and
 - 1.5 Critical thinking and decision-making?
2. Is there a significant difference in the perceptions of the three (3) groups of respondents regarding the different aspects of criminal investigation competencies?
3. What is the degree of seriousness of the challenges encountered by the police investigators in terms of:
 - 3.1 Gathering of information
 - 3.2 Interview and interrogation;
 - 3.3 Instrumentation;
 - 3.4 Crime scene process;
 - 3.5 Court duty; and
 - 3.6 Financial and logistical requirements?
4. Is there a significant difference in the degree of seriousness of the challenges encountered by the three (3) groups of respondents in terms of the identified variable?
5. What is the degree of necessity of the suggestions offered to enhance the criminal investigation competencies of police personnel in terms of:
 - 5.1 Investigative procedure;

5.2 Legal Knowledge

5.3 Oral and written communication;

5.4 Training and equipment; and

5.5 Critical thinking and decision-making?

6. Is there a significant difference in the degree of necessity of the suggestions offered by the three (3) groups of respondents in terms of the identified variables?

7. Based on the findings of the study, what innovative professional development plan can be developed to enhance the criminal investigation competencies of police personnel at Caloocan City Police Station?

METHODOLOGY

In this area, the research design used in this study and the total number of respondents involved, including the population and sampling techniques. It described the research instruments and how these instruments were executed and validated. It also discusses the procedures and methods for gathering the data and the different statistical treatments.

Research Design

The researcher utilized a quantitative approach to the research design. According to Bhandari (2020), quantitative research is the process of collecting and analyzing numerical data. It was used to find patterns and averages, make predictions, test causal relationships, and generalize results to wider populations. In this study, the competencies of the criminal investigation at Caloocan City Police Station were assessed as the basis for an innovative professional development plan.

Research Method

A descriptive-evaluative research method was used in this study. It was a methodological approach that aimed to gather information about prevailing conditions or situations for description and interpretation (typeset.io). Descriptive evaluative research was used to describe the assessment of the competencies of criminal investigators at the Caloocan City Police Station in terms of investigative procedure, legal knowledge, oral and written communication, training and equipment, and critical thinking and decision-making.

Population of the Study

The respondents for this study were composed of three (3) groups of respondents; the first group was personnel assigned and supervised directly to the investigation. The second group was the first responders, which included the patrollers, desk officers, crime registrars, barangay officials, and employees. The third group was the force multipliers, composed of non-government organizations and security guards.

The researcher utilized universal sampling techniques for the 1st group (PNP personnel assigned to the investigation) and the 2nd group (1st responders: desk officers, crime registrars, and patrollers). While the researcher utilized the stratified random sampling technique, Julia Simkus (2023) defined stratified random sampling as a method of selecting a sample in which researchers first divide a population into smaller subgroups, or strata, based on shared characteristics of the members and then randomly select members from each stratum to form the final sample. In this study, from the three 2nd groups (barangay officials) and the 3rd group (force multiplier). The same was applied to the third group, specifically the

force multipliers, because non-government organizations (NGOs) and security guards have large populations.

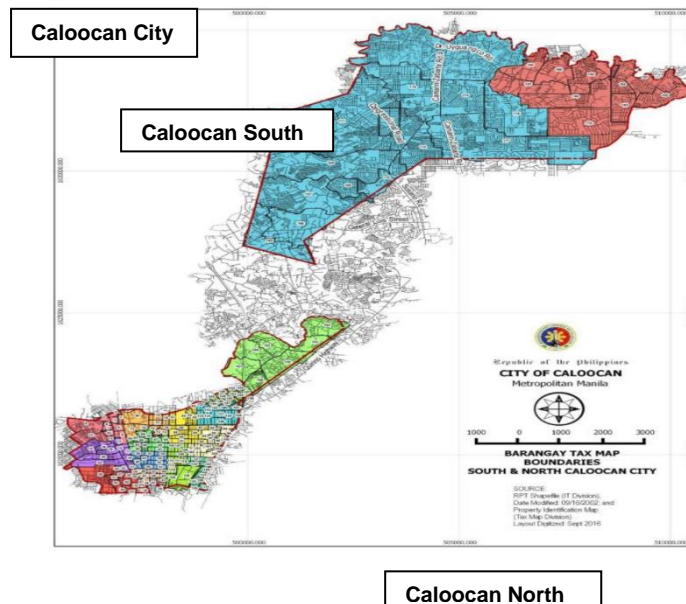
**Table 1
Respondents & Population**

Group of Respondents	Population	No. of Population N	Percentage	Respondents
1st group of respondents (PNP personnel assigned in investigation)	Police Officers Supervising in investigation	30	100%	30
	Investigators assigned in IDMS	40	100%	40
	Investigators assigned in Substation 1 to 15	45	100%	45
Subtotal respondents & population		125	100%	125
2nd group of respondents (First responders)	Desk Officers	30	100%	30
	Crime Registrar	20	100%	20
	Patrollers	450	10%	45
		No. of Population N	Percentage	Sample Size n
	Barangay Officials & Tanods	4,000	2.63%	105
Subtotal respondents & population		4,500	4.44%	200
3rd group of respondents (Force Multipliers)	NGOs,	3,500	5%	175
	Security guards	1,000	5%	50
Subtotal respondents & population		4,500	10%	225
GRAND TOTAL RESPONDENTS		9,125	6.03%	550

Locale of the Study



The study was conducted in Caloocan City. The researchers chose this locale since it has the third largest population of 16 cities and one (1) municipality in Metro Manila (the first is Quezon City, followed by Manila City, and the next is Caloocan City) and is the second largest city when it comes to land area (the first is Quezon City, followed by Caloocan City). Further, Caloocan City is unique among all cities and municipalities in Metro Manila; it is divided into two geographic locations: South Caloocan, with an area of 1,362.50 hectares, and North Caloocan, with an area of 3,970.90 hectares.



Caloocan City, aside from having a huge population, has a large number of PNP personnel in terms of police-to-population ratio and a large crime rate. That is why it is best to assess criminal investigation competencies as the basis for an innovative professional development plan.

Data Gathering Tools

The primary research instrument for this study was a self-made survey questionnaire. The questionnaire's content was meticulously designed and structured based on the statement of the problem from the study. To ensure the validity, reliability, and relevance of the questionnaire, it underwent a rigorous two-step validation process: face validation. This initial validation step involved experts and professionals in the field to assess the questionnaire's overall structure, clarity, and alignment with the study's objectives. Feedback from this process was used to make necessary adjustments to the questionnaire. Content Validation: In this phase, experts in the field thoroughly examined the questionnaire's content to verify its alignment with the study's objectives. The aim was to confirm that the questions effectively captured the data required for the research.

Additionally, the questionnaire's reliability was assessed using Cronbach's alpha, with a score of .948, a statistical measure that evaluates the internal consistency of the questionnaire. This test determined how well the questions included in the survey collectively measured variables of interest. The goal was to achieve a high level of reliability, ensuring that the questionnaire consistently measured what it was intended to. Before the actual data-gathering procedure, the survey questionnaire was pilot-tested with 30 respondents. This pilot test ensures the reliability of identifying and rectifying any ambiguities or issues that may arise during the data collection process. The gathered data was processed and analyzed using JASP (Jeffrey's Amazing Statistical Program) v0.18.3, an open-source project supported by the University of Amsterdam.

Data Gathering Procedures

By employing a combination of survey questionnaires and unstructured interviews, coupled with stringent validation, reliability testing, and pilot testing, this research aimed to ensure the collection of comprehensive and dependable data, thus upholding the quality of the information gathered for analysis. Prior to the distribution of the questionnaire, the researcher sought approval from the dean, and once approved, the researcher asked permission from the Chief of Police of Caloocan City Police Station to allow him to administer the instrument of the study. Upon approval of the request, he administered the questionnaire to the respondents. The researcher also personally retrieved the questionnaire to ensure a high percentage of return.

Subsequently, the processed data was scrutinized to extract valuable insights and findings, which were presented in a detailed report or presentation.

Statistical Treatment of Data

After the questionnaires were gathered, the responses were tallied, tabulated, and statistically treated for analysis and interpretation using the following tool:

Weighted mean and descriptive rating were used to answer specific problem numbers 1, 3, and 5 to analyze the assessments on competencies, challenges encountered, and solutions in criminal investigation. Part I of the questionnaire, for the assessment of the competency of the investigation at Caloocan City Police Station, used the following scale:

<u>Rating</u>	<u>Range Values</u>	<u>Descriptive Rating</u>
4	3.26 - 4.00	Very competent (VC)
3	2.51 - 3.25	Moderately competent (MC)
2	1.76 - 2.50	Slightly competent (SC)
1	1.00 - 1.75	Not competent (NC)

Part II of the questionnaire, for the challenges encountered by the respondents at Caloocan City Police Station, the following scale was used:

<u>Mean scale</u>	<u>Range value</u>	<u>Descriptive rating</u>
4	3.26 - 4.00	Very serious (VS)
3	2.51 - 3.25	Moderately serious (MS)
2	1.76 - 2.50	Slightly serious (SS)
1	1.00 - 1.75	Not serious (NS)

Part III of 3 the questionnaire, for the degree of necessity of the suggestion offered, the following scale was used:

<u>Mean Scale</u>	<u>Range value</u>	<u>Descriptive Rating</u>
4	3.26 - 4.00	Very necessary (VN)
3	2.51 - 3.25	Moderately necessary (MN)
2	1.76 - 2.50	Slightly necessary (SN)
1	1.00 - 1.75	Not necessary (NN)

Kruskal-Wallis one-way ANOVA: This inferential statistical tool was used to test the significant differences among the three groups of respondents in terms of competencies, challenges encountered, and suggestions on criminal investigation.

Ethical Considerations

The informed consent process for the dissertation “An Assessment of Criminal Investigation Competencies in Caloocan City Police Station: A Basis for an Innovative Professional Development Plan” is a vital part of the research process. The informed consent process should include full explanations of the research project, the purpose of the research, the explanations of the research participants, and the procedures they were required to follow.

In addition, the researcher ensured that participants were aware of their right to privacy and confidentiality and that any information obtained from them was kept confidential and secured. The answers of the respondents were collected voluntarily and executed with no use of force, deceit, or fraud. Any uncomfortable question was skipped, and the respondents did not receive any form of reward. Respondents are expected to answer questions about their personal information and opinions through a survey questionnaire. The researcher honored the respondents’ wishes regarding processing the information they provided; the data acquired was kept private. Moreover, the research must be conducted ethically.

RESULTS AND DISCUSSION

Level of Criminal Investigation Competencies of the Police Personnel

The level of criminal investigation competence plays a crucial role in ensuring effective law enforcement and crime prevention. In the context of an assessment of criminal investigation competencies in Caloocan

City Police Station, it is essential to evaluate the proficiency of law enforcement officers in various aspects such as investigative procedure, legal knowledge, oral and written communication, training and equipment, and critical thinking and decision-making.

Table 2
n=550

Indicator	PNP personnel assigned in Investigation	DR	First Responder	DR	Force Multiplier	DR	AW M	Descriptive Rating
1. Investigative Procedure	3.53	VC	3.62	VC	2.94	MC	3.40	Very Competent
2. Legal Knowledge	3.55	VC	3.43	VC	3.31	VC	3.43	Very Competent
3. Oral and written communication	3.46	VC	3.08	MC	2.53	SC	3.02	Moderately Competent
4. Training and equipment	3.47	VC	2.73	MC	1.66	NC	2.62	Moderately Competent
5. Critical thinking and decision making	3.62	VC	3.38	VC	2.34	SC	3.11	Moderately Competent
Average Weighted Mean	3.53	VC	3.25	MC	2.55	NC	3.11	Moderately Competent

The assessment of criminal investigation competencies among the police personnel at Caloocan City Police Station revealed several important findings. Overall, the police personnel demonstrated a high level of competency in areas such as the proper preparation of investigative reports, observing the chain of custody, and being well-versed in assessing crime scenes.

These competencies are essential for ensuring thorough and accurate investigative procedures. However, there are areas for improvement, including the need to strengthen personnel's ability to assume full control over crime scenes, enhance the understanding and implementation of investigation strategies, and improve the proper taking of sworn statements. In terms of legal knowledge, the personnel showed high levels of

competence, but there were specific aspects, such as knowledge of different laws and the application of legal knowledge throughout the investigative process, that could benefit from further focus and training. Additionally, the assessment revealed varying levels of competency in oral and written communication, indicating the need for targeted training in specific areas. Furthermore, the assessment highlighted the need for significant improvement in training, possession of complete equipment, and availability of office supplies. Finally, there were identified competency gaps in critical thinking, decision-making, and ethical conduct, emphasizing the need for tailored training programs to enhance these skills among the personnel.

Table 3 Significant difference in the perceptions of the three (3) groups of respondents along the different aspects of Criminal Investigation Competencies

Ranks			
	Position	N	Mean Rank
MEAN _RESPONSE	PNP personnel assigned in Investigation	125	254.28
	First responder	200	287.31
	Force Multiplier	225	253.70
	Total	550	

Test Statistics^{a,b}

	MEAN RESPONSE
Kruskal-Wallis H	6.505
df	4
Asymp. Sig.	.062

a. Kruskal Wallis Test

b. Grouping Variable: Position

Based on the Kruskal-Wallis test results, the obtained p-value of 0.062 is greater than the significance level of 0.05. Therefore, there is not enough evidence to conclude that there is a significant difference in the perception of the three groups of respondents (PNP personnel assigned to the investigation, first responder, and force multiplier) along the different aspects of criminal investigation competencies. This suggests that the three groups may have similar perceptions regarding criminal investigation competencies, and further analysis may be needed to explore any potential nuances or similarities in their perceptions. The average weighted mean scores for various indicators across the three groups demonstrate a high level of consensus on the degree of necessity of the suggestions offered to enhance criminal investigation competencies. While there may be slight variations in the ratings for specific indicators, the overall trend indicates a shared recognition of the importance of training, legal knowledge, communication skills, and specialized training programs across the three groups.

Degree of Seriousness of the Challenges Encountered by the police investigators

As part of the assessment of criminal investigation competencies in Caloocan City Police Station, it is essential to consider the current practices, training programs, and skill levels of the investigators. This assessment provides valuable insights into the strengths and weaknesses of the gathering of information, interview and interrogation, instrumentation, crime scene process, court duty, and financial and logistical requirements. Based on this assessment, an innovative professional development plan can be formulated

to address any identified areas for improvement and to enhance the overall competencies of the investigative team.

Table 4
n=550

Indicator	PNP personnel assigned in Investigation	DR	First Responder	DR	Force Multiplier	DR	AWM	Descriptive Rating
1. Gathering of information	3.33	VS	3.35	VS	3.27	VS	3.28	Very Serious
2. Interview and interrogation	3.30	VS	3.25	MS	3.27	VS	3.28	Very Serious
3. Instrumentation	3.18	MS	3.43	VS	3.59	VS	3.40	Very Serious
4. Crime scene process	3.08	MS	3.32	VS	3.37	VS	3.26	Very Serious
5. Court duty	3.54	VS	3.55	VS	2.67	MS	3.25	Moderately Serious
6. Financial and logistical requirement	3.54	VS	3.39	VS	3.55	VS	3.54	Very Serious
Average Weighted Mean	3.32	VC	3.38	VC	3.38	VC	3.36	Very Serious

The assessment of criminal investigation competencies at Caloocan City Police Station revealed a high degree of seriousness in the challenges encountered by police investigators. The findings from the assessment highlighted critical issues in various aspects of the investigative process, including the gathering of information, interview and interrogation, instrumentation, crime scene process, court duty, and financial and logistical requirements. These challenges ranged from the reluctance of witnesses to provide information, mishandling of physical evidence, uncooperative witnesses in court proceedings, and inadequate budget and resources hindering thorough investigations. The weighted mean scores consistently indicated that these challenges are considered very serious, emphasizing the urgent need for comprehensive strategies and improvements to enhance the overall effectiveness of investigative procedures.

Degree of Necessity of the Suggestions Offered to Enhance the Criminal Investigation Competencies of Caloocan City Police Personnel

When considering the investigative procedure concerning the assessment of criminal investigation competencies in the Caloocan City Police Station, it is essential to emphasize the degree of necessity. By

understanding the current level of expertise, the police department can then formulate an innovative professional development plan that addresses any deficiencies or areas requiring improvement. This plan should focus on enhancing investigative techniques, evidence collection, legal understanding, and other pertinent competencies to ensure that the officers are well-prepared to handle the demands of criminal investigations in Caloocan City.

Table 5
n=550

Indicator	PNP personnel assigned in Investigation	DR	First Responder	DR	Force Multiplier	DR	AWM	Descriptive Rating
1. Investigative Procedure	3.54	VN	3.68	VN	3.54	VN	3.59	Very Necessary
2. Legal Knowledge	3.71	VN	3.45	VN	3.38	VN	3.51	Very Necessary
3. Oral and written communication	3.56	VN	3.54	VN	3.39	VN	3.49	Very Necessary
4. Training and equipment	3.56	VN	3.40	VN	3.50	VN	3.48	Very Necessary
5. Critical thinking and decision making	3.47	VN	3.65	VN	3.41	VN	3.51	Very Necessary
Average Weighted Mean	3.57	VN	3.55	VN	3.44	VN	3.52	Very Necessary

Based on the assessment of criminal investigation competencies in the Caloocan City Police Station, it is evident that there is a strong consensus among the PNP personnel on the degree of necessity of the suggestions offered to enhance their competencies. The findings indicate that training and incorporating the latest techniques and technologies in forensic science and criminal investigation, establishing stronger

ties with the community, and implementing a robust system for quality assurance are perceived as highly necessary.

Additionally, there is a recognized need for continuous learning and development in legal knowledge, oral and written communication skills, and specialized training programs that focus on critical thinking and ethical standards. These findings emphasize the importance of ongoing professional development and resource allocation to ensure that police personnel are well-prepared to handle the demands of criminal investigations effectively.

Proposed Innovative Professional Development Plan To Enhance The Criminal Investigation Competencies Of Police Personnel At Caloocan City Police Station Rationale:

The proposed professional development program, PROJECT LEGIT, aims to address crucial aspects of investigative work within the Caloocan City Police Station. It focuses on enhancing the competencies of investigators by providing training in legal knowledge, ethical standards, professionalism, report-writing skills, and investigative techniques. This program is designed to ensure that the investigators have a comprehensive understanding of the legal and ethical considerations involved in their work and are equipped with the necessary skills to conduct thorough and effective investigations. By focusing on these key areas, the program seeks to elevate the standards of criminal investigation competencies within the Caloocan City Police Station, laying the groundwork for an innovative professional development plan.

Scope and Objectives:

The scope of PROJECT LEGIT encompasses a comprehensive approach to professional development, covering legal aspects of investigations, ethical standards and professionalism, grammar competency, logical content in report writing, and improved investigative techniques. The objectives of the program include:

1. Enhancing investigators' understanding of legal frameworks and regulations relevant to investigative work.
2. Fostering ethical decision-making and behavior within investigative processes.
3. Cultivating professionalism and adherence to standards of conduct in law enforcement.
4. Improving grammar competency and ensuring logical, coherent report writing.
5. Enhancing investigative techniques to ensure thorough and effective processes

Key Results Area	Key Performance Indicator	Innovative Action Plan	Persons Responsible	Timeliness	Resources Needed and Budget	Means of Verification	Quality Objectives Deployment
A. Legal Training Effectiveness	Comprehensive understanding and application of legal principles	Integrate virtual reality (VR) technology for an interactive	1. VR technology specialists,	3 weeks	1. VR headsets, simulated crime scene scenarios,	Assessment of trainees' decision-making skills and understand	1

	and procedures demonstrated by trainees.	case study analysis of legal challenges in investigations, providing a dynamic and immersive learning experience.	2. Legal experts for debriefing and guidance.		2. Technical support for VR implementation and troubleshooting. *Budget: – P1000,000.00	ing of legal considerations through feedback, observation during VR simulation, and debriefing sessions.	
--	--	---	---	--	--	--	--

Key Results Area	Key Performance Indicator	Innovative Action Plan	Persons Responsible	Time line	Resources Needed and Budget	Means of Verification	Quality Objectives Deployment
B. Ethical Standards and Professionalism Training	Demonstrated understanding and application of ethical principles and decision-making models by all participants.	Implement interactive case study analysis and group discussions using real-world ethical scenarios, fostering collaborative learning and	1. Training program coordinators, 2. Guest speakers on ethics, and 3. Facilitators for case study discussions.	3 weeks	1. Real-world ethical scenarios and 2. case studies, *Budget: P50,000.00	Assessment of participants' responses and approaches to ethical challenges through case study discussions, feedback from participants, and review of insights shared	2&3

		critical thinking.				during open forum discussions.	
--	--	--------------------	--	--	--	--------------------------------	--

Key Results Area	Key Performance Indicator	Innovative Action Plan	Persons Responsible	Timeline	Resources Needed and Budget	Means of Verification	Quality Objectives Deployment
C. Writing Competency and Report Quality Improvement	Demonstrated improvement in grammar competency, logical content, and report presentation skills by all participants.	Integrate collaborative writing workshops, technology-enhanced writing tools, and visual communication techniques to enhance grammar competency and logical content in report writing.	1. Training program coordinators, 2. Writing workshop facilitators, technology specialists, 3. Visual communication experts.	3 weeks	1. Writing enhancement tools and software, infographic creation tools, 2. Facilitators for collaborative writing workshops and peer review sessions. *Budget– P200,000.00	Assessment of improved report quality and presentation skills, feedback from peer review exercises, and observation of participants' engagement in writing and presentation activities.	4

Key Results Area	Key Performance Indicator	Innovative Action Plan	Persons Responsible	Timeline	Resources Needed	Means of Verification	Quality Objectives Deployment
D. Enhanced Investigative Techniques and Skills Development	Demonstrated proficiency and practical application of advanced investigative techniques by all participants.	Introduce practical scenario-based training and incorporate the latest investigative technology to enhance participants' skills and knowledge in forensic analysis, cognitive interviewing, cybercrime investigation, and risk assessment.	<ol style="list-style-type: none"> 1. Training program coordinators, 2. Expert trainers in forensic technology, cognitive interviewing, cybercrime investigation, and risk assessment. 	3 weeks	<ol style="list-style-type: none"> 1. Access to forensic technology tools, role-playing materials for cognitive interviewing and deception detection , 2. Training resources for cybercrime investigation methods, and scenario-based training materials . <p>*Budget: P500,000.00</p>	Observation of participants' practical application of investigative techniques, assessment of their approach in practical scenarios, feedback from comprehensive debriefing sessions, and evaluation of skill development over the training period.	5

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Based on the findings from the assessment of criminal investigation competencies in the Caloocan City Police Station, it is evident that while the police personnel demonstrated a high level of competency in certain areas, there are clear areas for improvement. These include the need to strengthen control over crime scenes, enhance investigation strategies, improve sworn statement procedures, and provide targeted training in legal knowledge and oral and written communication skills. Additionally, there is a recognized need for significant improvement in critical thinking, decision-making, and ethical conduct, emphasizing the importance of tailored training programs to enhance these skills among personnel.

The assessment also highlighted the high degree of seriousness of the challenges encountered by police investigators, emphasizing the urgent need for comprehensive strategies and improvements to enhance the overall effectiveness of investigative procedures. The identified challenges, ranging from the reluctance of witnesses to inadequate budget and resources, underscore the critical nature of these issues and the necessity for immediate attention and resolution.

Furthermore, the strong consensus among the PNP personnel on the degree of necessity of the suggestions offered to enhance their competencies underlines the importance of ongoing professional development and resource allocation. The perceived high necessity of training, incorporation of the latest techniques and technologies, establishment of stronger community ties, and implementation of quality assurance systems reflects a collective understanding of the crucial areas that require attention and improvement.

In conclusion, the findings underscore the importance of targeted training and comprehensive strategies to address the identified competency gaps and challenges. By prioritizing these areas for improvement and aligning professional development initiatives with the shared needs and priorities of the personnel, the Caloocan City Police Station can effectively enhance its criminal investigation competencies and ensure a higher standard of investigative procedures and outcomes.

Recommendations

Based on the findings and conclusions provided, the following recommendations can be made:

1. **Tailored Training Programs:** Develop and implement tailored training programs that focus on critical thinking, decision-making, and ethical conduct. These programs should address the identified competency gaps and emphasize the application of legal knowledge throughout the investigative process. Additionally, targeted training in oral and written communication skills should be provided to enhance competency in these areas.
3. **Comprehensive Strategies:** Establish comprehensive strategies to address the challenges encountered by police investigators. This may include developing protocols for gathering information, handling physical evidence, conducting interviews and interrogations, and managing logistical and financial requirements. Furthermore, initiatives to foster cooperation from witnesses and facilitate court proceedings should be prioritized.
4. **Ongoing Professional Development:** Emphasize ongoing professional development and resource allocation to ensure that police personnel are well-prepared to handle the demands of criminal investigations effectively. This includes continuous learning and training in forensic science, the incorporation of the latest techniques and technologies, and the establishment of stronger ties with the community. Moreover, the implementation of a robust system for quality assurance should be a key focus to maintain high investigative standards.

5. These recommendations aim to address the identified competency gaps, challenges, and areas for improvement, ultimately contributing to the enhancement of criminal investigation competencies within the Caloocan City Police Station.
6. A proposed project law for the professional development of investigators will focus on the legal aspects of investigations, develop **ethical** standards and professionalism, increase **grammar** competency and logical content in report writing, and improve **investigative technique**.

REFERENCES

Book

1. Dela Cruz, M. (2019). Advanced Data Analysis Tools in Criminal Investigation. *Philippine Police Review*, 36(4), 78-91.
2. Directorate for Investigation and Detective Management (2011) *Philippine National Police Criminal Investigation Manual (Revised 2011)*. Philippine National Police Quezon City: pp.2-1 – 2.14
3. Garcia, J. (2017). Training and Development in Forensic Science. *Journal of Philippine Law Enforcement*, 25(3), 112-125.
4. Jones, B. (2019). Ensuring Adequate Resources for Effective Investigations. *Law Enforcement Quarterly*, 12(2), 45-58.

Online Sources

1. Bhandari, P. (2020), *An Introduction to Quantitative Research*. Retrieved date March 19, 2024 from <https://www.scribbr.com/methodology/quantitative-research>.
2. Brandl, S.G. (2014). *History of Criminal Investigation*. In: Bruinsma, G., Weisburd, D. (eds) *Encyclopedia of Criminology and Criminal Justice*. Springer, New York, NY. Retrieved date from December 20, 2023 https://doi.org/10.1007/978-1-4614-5690-2_421
3. Donque, J.P. (2023). *The mediating effect of Investigators' competence on the relationship between efficiency and accomplishments of police investigators*. *European Journal of Education Studies*. Volume 10, Issue 7. Retrieved date from December 15, 2023 <https://oapub.org/edu/index.php/ejes/issue/view/317>
4. Erwinwijaya, U.F. et.al (2022). *Competency Development on Investigation Performance through Work Creativity, Responsibilities, and HR Capacity*. Proceedings of the First Australian International Conference on Industrial Engineering and Operations Management, Sydney, Australia, December 20-22, 2022. Retrieved date from March 20, 2024 <https://ieomsociety.org/proceedings/2022australia/538.pdf>
5. Gehl, Rod & Plecas, Darryl. (2016). *Introduction to Criminal Investigation: Processes, Practices and Thinking*. New Westminster, BC: Justice Institute of British Columbia. Retrieved date from December 3, 2023. Retrieved date from January 8, 2024 <https://pressbooks.bccampus.ca/criminalinvestigation/>
6. Gundhus, H. O., Talberg, N., & Wathne, C. T. (2022). From discretion to standardization: Digitalization of the police organization. *International journal of police science & management*, 24(1), 27-41.
7. Nusura, K. (2022). *Conflict Management Strategies and Operational Efficiency in Criminal Investigations* (Doctoral dissertation, Kampala International University).

8. Pascua J.R. (2019). *The criminal investigation procedure of Piat Police Station: The level of awareness and compliance*. International Journal of Advanced Research in Management and Social Sciences. Online ISSN : 2278-6236. <https://www.indianjournals.com/ijor.aspx?target=ijor>
9. Paoline, E. A., & Terrill, W. (2013). *Police culture: Adapting to the strains of the job*. University of North Carolina Press. *Police Quarterly*, 7, 205–236. Retrieved date from January 20, 2024 <https://doi.org/10.1177/1098611103257074>
10. Quiape J.V. and Painaga E.F. (2022). *The extent of forensic practices of police investigators: A basis for enhancement plan*. JPAIR Multidisciplinary Research Volume 5. Retrieved date from December 7, 2023 <https://doi.org/10.7719/jpair.v5i1.601>
11. Reynolds, P. D., Fitzgerald, B. A., & Hicks, J. (2018). *The expendables: A qualitative study of police officers' responses to organizational injustice*. *Police Quarterly*, 21(1), 3–29. Retrieved date from December 7, 2023. <https://doi.org/10.1177/1098611117731558>
12. Rowe, M. (2007). *Rendering visible the invisible: Police discretion, professionalism and decision making*. *Policing and Society*, 17(3), 279– 294. Retrieved date from January 7, 2024 <https://doi.org/10.1080/10439460701497352>
13. Simkus, J. (2023). Stratified random sampling: definition, method and example. Retrieved date March 19, 2024 from <https://www.simplypsychology.org/stratified-random-sampling.html>
14. U.S. Department of the Interior Office of Human Capital (2020) *Criminal Investigation Competency Model*. Retrieved date from March 22, 2024 <https://www.doi.gov/sites/doi.gov/files/gs-1811-criminal-investigation-competency-model-final.pdf>