

Supporting forensic practitioners worldwide



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5years of CSI competency assessments

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Chartered Society of Forensic Sciences

Forensic Landscape



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Forensic Science Regulator - **Requirement 1;**
(Annual Report Jan 18)

That **appropriate quality standards** are in place for all forensic science disciplines, which apply equally whether the services are delivered by small or large organisations, private companies, public laboratories, police forces or individuals.

Chosen mechanism to provide evidence is **'Accreditation'**



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Independent assessment by UKAS

(Guidance for assessment RG 201)

Deadline for

Incident scene examination(ISO/IEC 17020):

1st Oct 2022 (to include the codes & RG201)

NOTES - Covers all aspects of incident scene investigations including but not limited to assessment, search, identification, recovery and recording (e.g. photography). See also digital forensics

ISO/IEC 17020



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- 6.1.7 The training required shall depend upon the ability, qualifications and experience of each inspector and other personnel involved in inspection activities, and upon the results of monitoring.
- 6.1.8 Personnel familiar with the inspection methods and procedures shall monitor all inspectors and other personnel involved in inspection activities for satisfactory performance. Results of monitoring shall be used as a means of identifying training needs.
- Monitoring can include a combination of techniques, such as on-site observations, report reviews, interviews, simulated inspections and other techniques to assess performance, and will depend on the nature of inspection activities.

Competency



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FSR CoPC: Issue 7

- 19.1.1 The **competence** of staff shall be routinely reassessed at intervals to ensure that it has been maintained and is up to date

ILAC G19:08/2014:

- 2.1 - **Competence** is the demonstrated ability to apply knowledge and skills and, where relevant, demonstrated personal attribute
- 3.3 The forensic unit shall have a policy that ensures all staff working in the forensic unit are competent to perform the work required

FSR CoPC v7



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- 19.1.2. Policies and procedures for on-going competency should consider any adverse judicial comments and complaints that may undermine an individual's credibility.
- 19.1.3. The provider shall have policies and procedures for taking remedial action when competence is found to have lapsed.
- 19.1.4. The provider shall determine the appropriate competence framework** for technical roles.

***Recommended frameworks include the National Occupational Standards, such as produced by Skills for Justice® (a registered trade mark of the Justice Sector Skills Council)*



CSFS - Competence

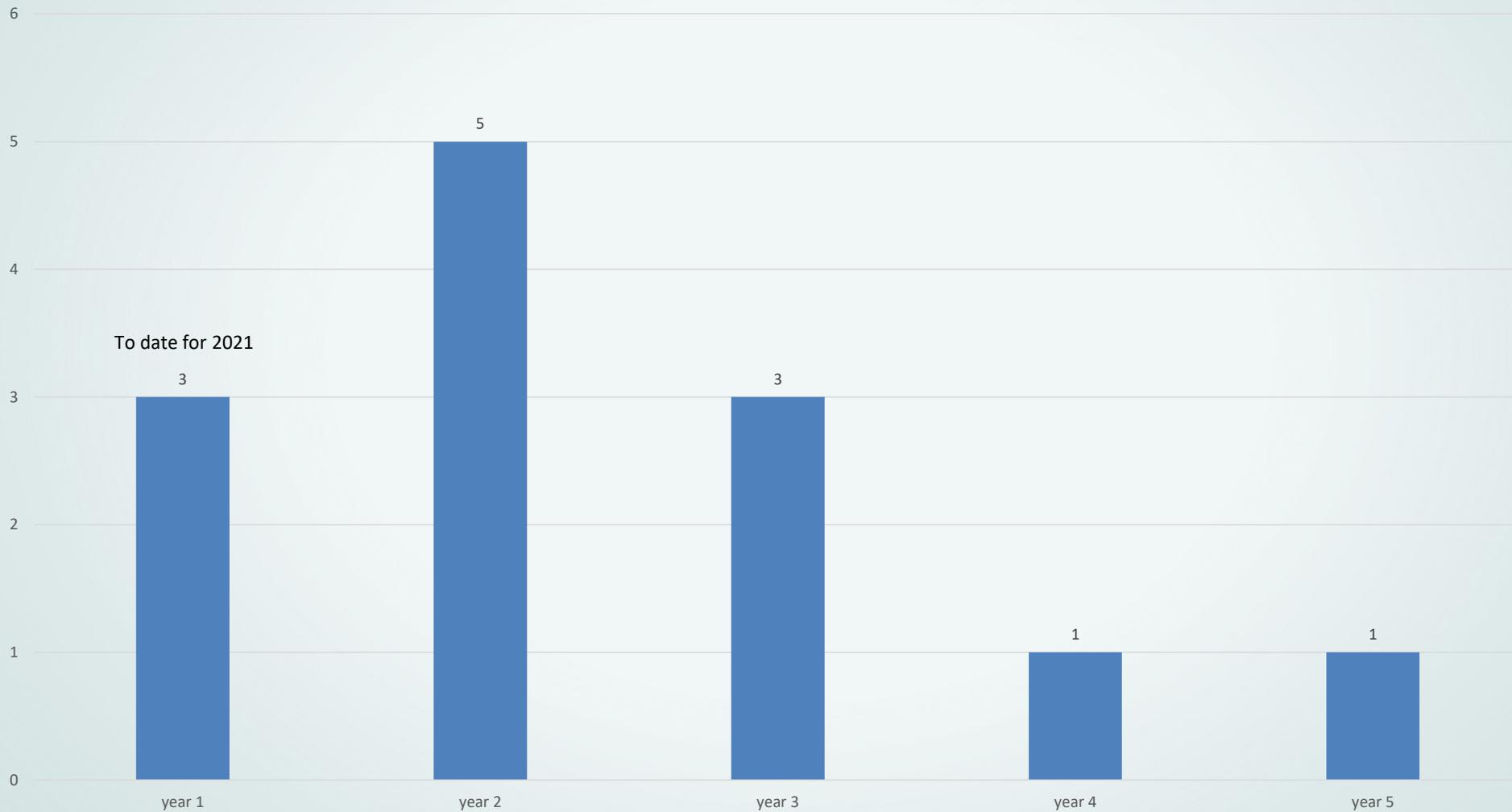
- Knowledge & understanding & practical assessments for staff new to role and re-assessments.
- Identify forensic unit strengths and areas that could benefit from unit wide CPD
- Identify areas of strength for individual practitioners in new roles and areas in which individuals could develop further
- Assist in production/ongoing development of Standard Operating Procedures to formally standardise good practice

No of consecutive years of assessment

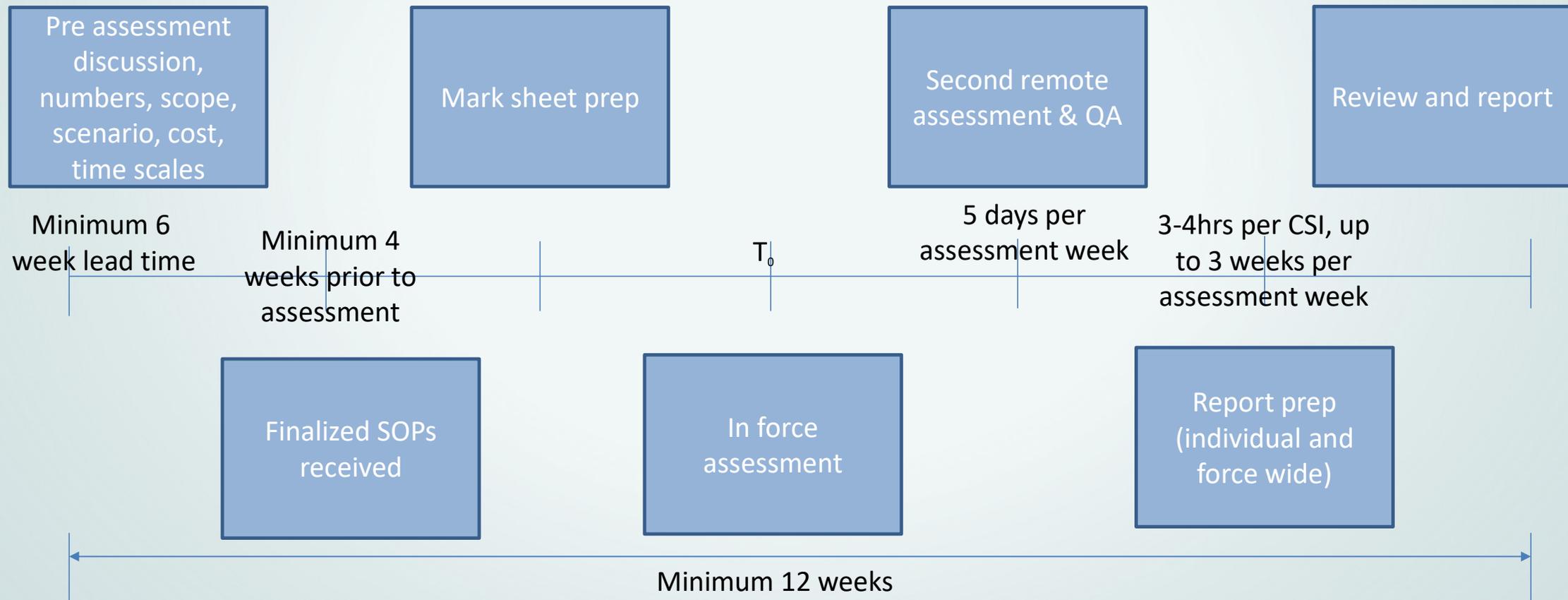
(plus 1 force completed 3 year cycle and 1 assessment in non consecutive years),



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Timeline



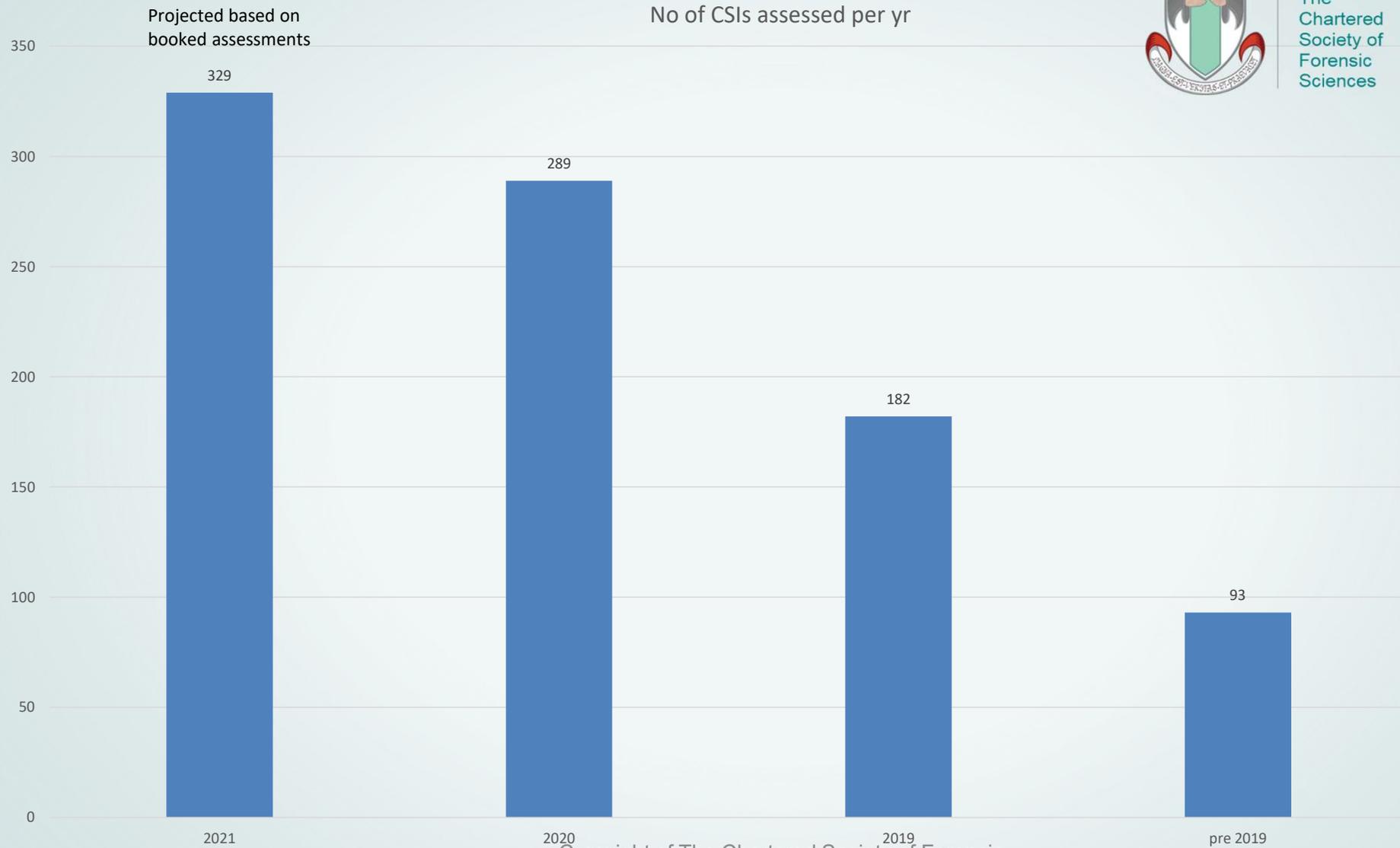
The time line

- A 3 person assessment team usually assess 2-6 CSIs a day with a 2-3hr bespoke scenario based assessment (max 6 tasks plus overarching competencies ie anti contamination and general scene recording)
- Assess up to 22 CSIs a week with time for travel, prep and cleanup
- Finalised SOPs required at least 4 full weeks before start of assessment week (7-10 days work to prep and QA bespoke mark sheet)



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No of CSIs assessed per yr

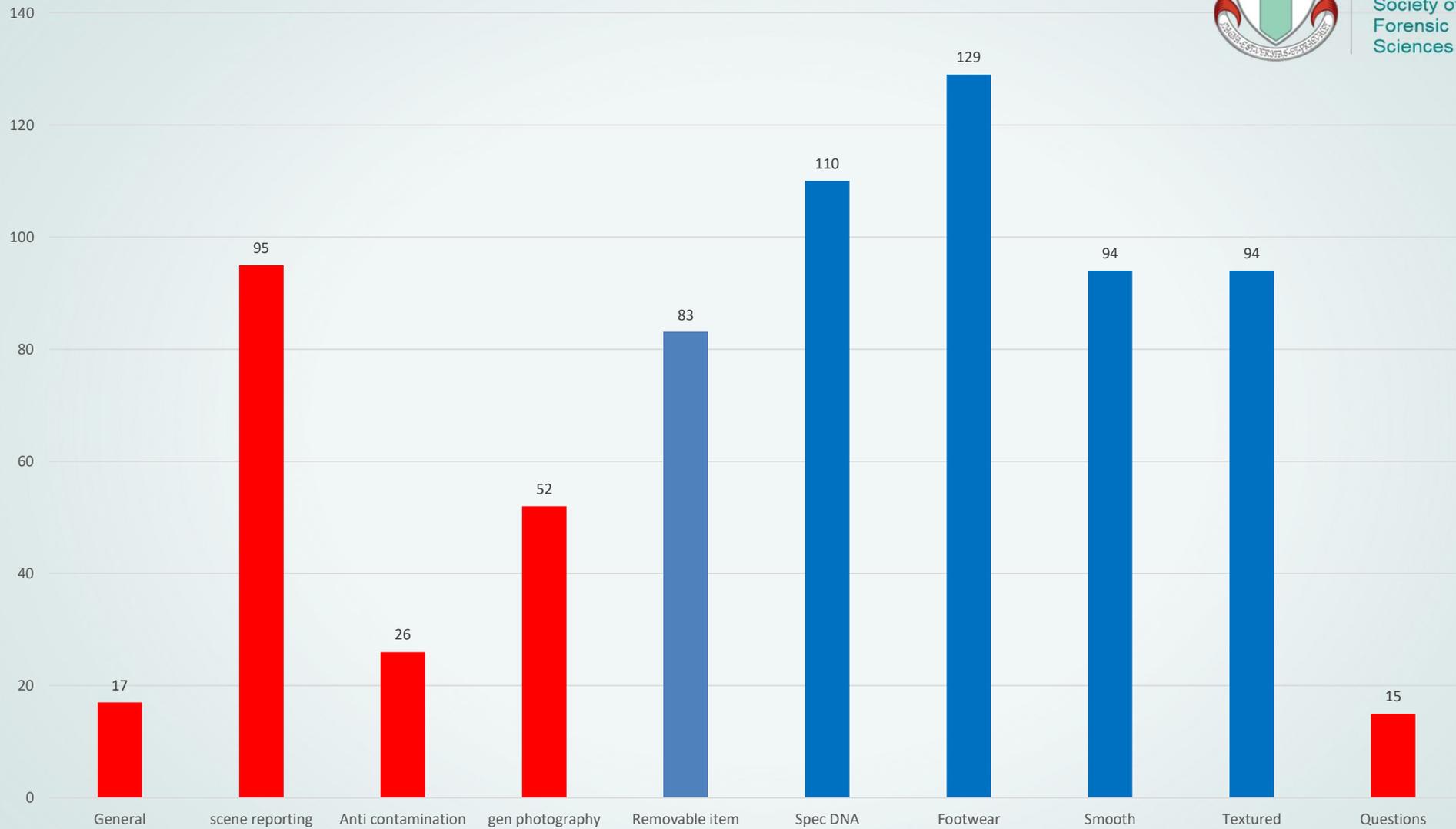


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Average No. data points per category TOTAL per CSI = 715



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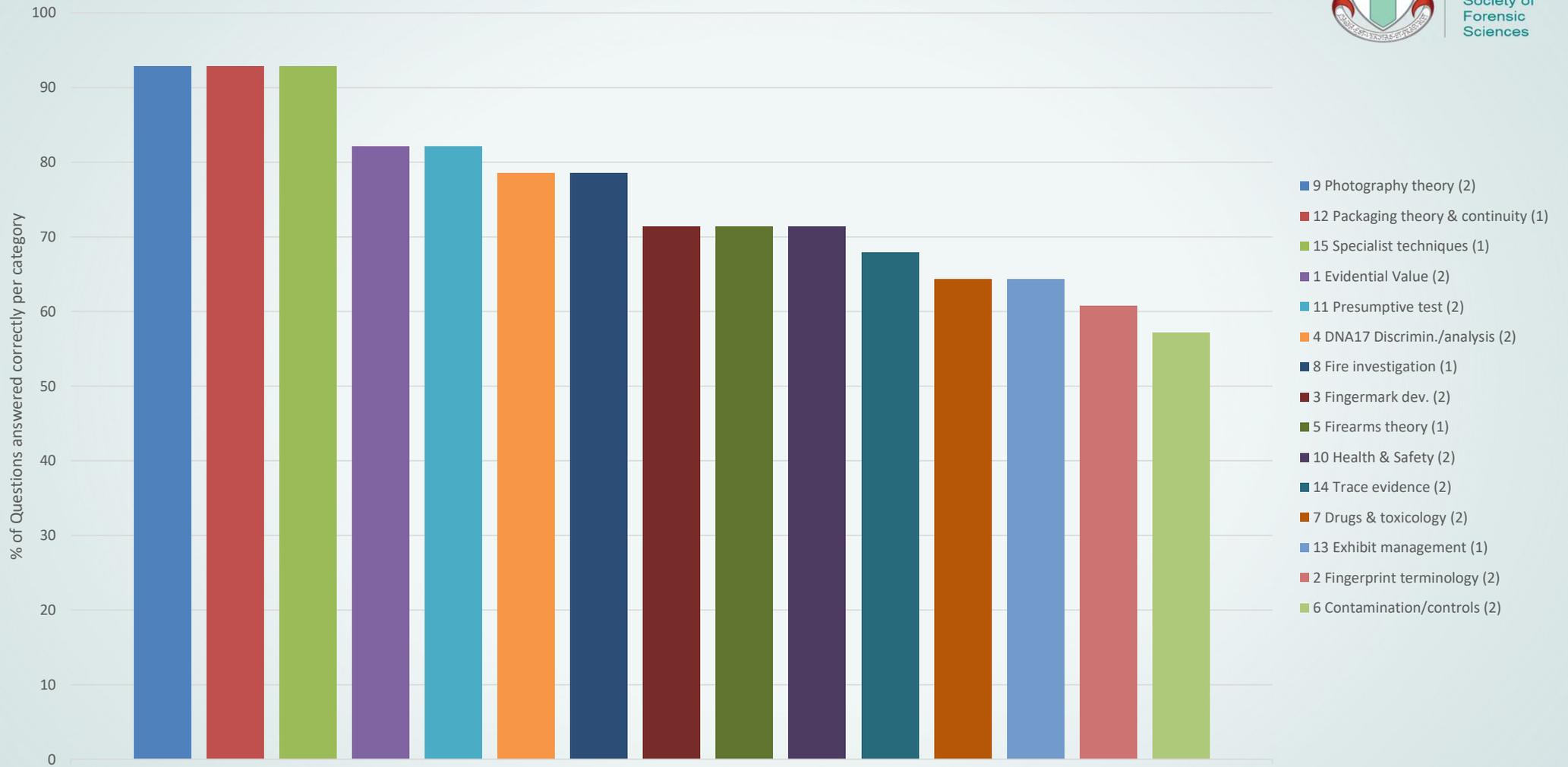
The data set

- 2021 estimate total 235,000 data points
- Estimate over 5 years is approx 500,000!!

XXXXXXXX - Online - Individual %



XXXXXX - All CSIs/CSMs - CSI Subject Specific - Question Categories



average
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Reoccurring Knowledge Gaps

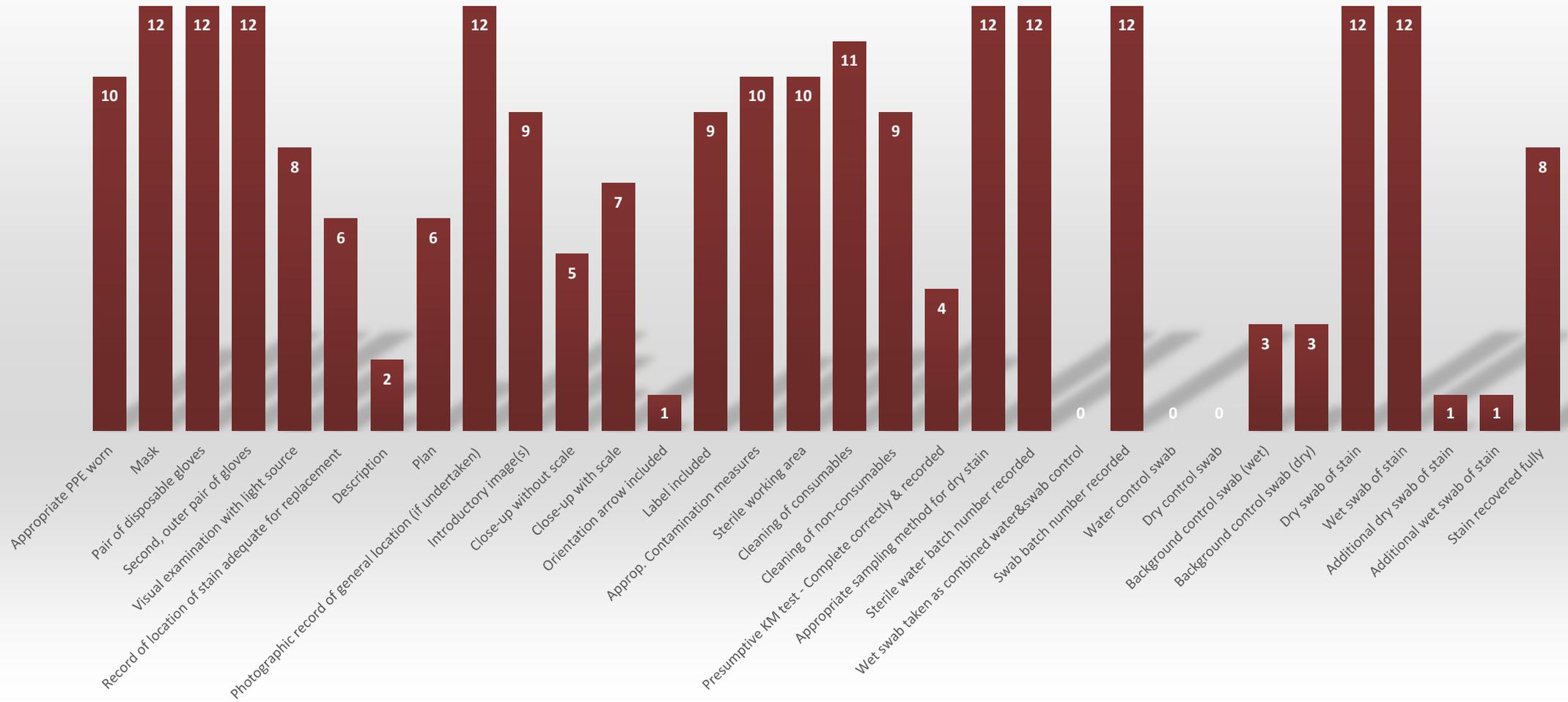
- Criminal Procedure Rules
- Photography theory
- Fingerprint terminology
- Health and Safety
- FSRs Codes

- How can we do this better....this is the area we get a lot of feedback on but failed to find a suitable solution that suits everyone

No. of candidates correctly performing the recovery of the apparent blood stain (Max. 12)



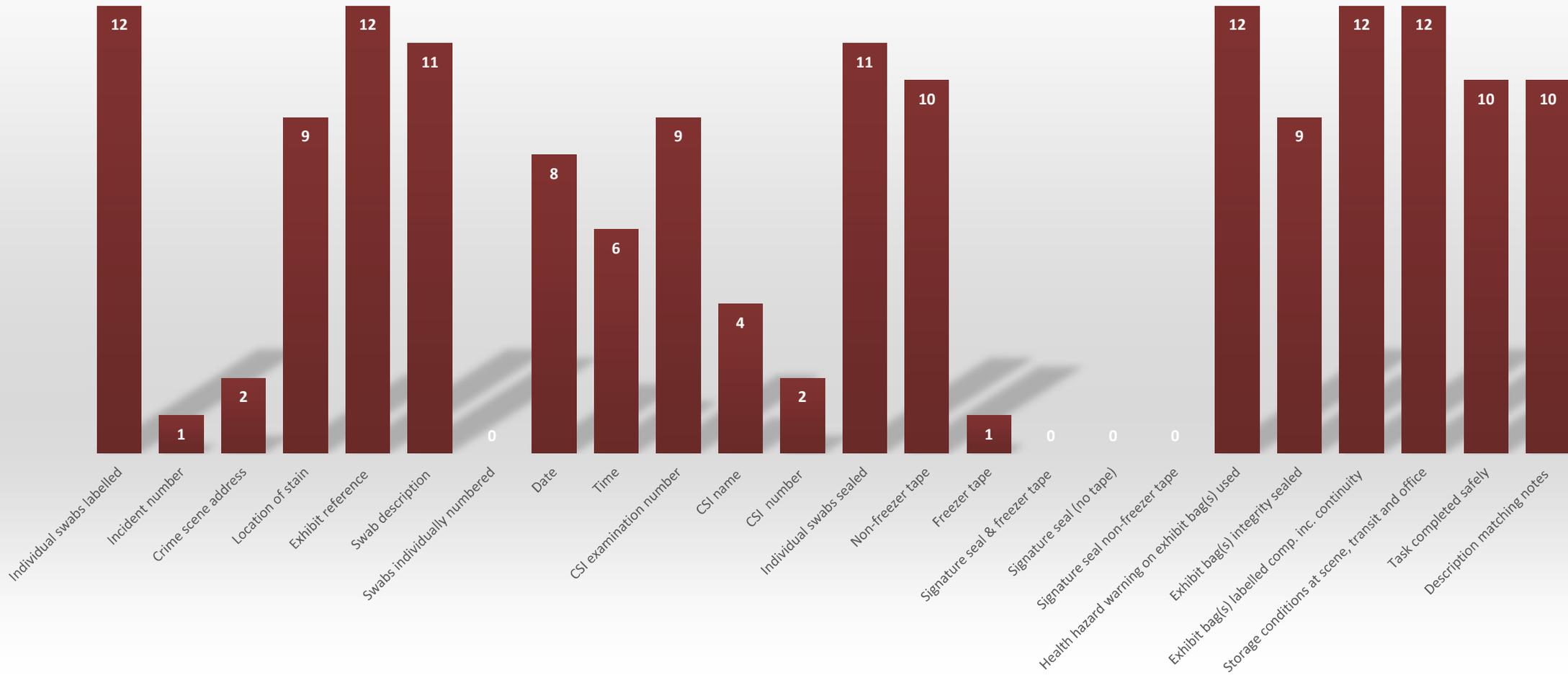
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No. of candidates correctly packaging & storing an apparent blood stain (Max. 12)



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Reoccurring trends

- No force has ever had no reoccurring issues
- Inconsistent/ambiguous SOPs (who is writing them?)
- Lack of familiarity with current SOPs (when are they issued)
- Anti contamination compliance – stick to the validated procedure and ensure SOPs written in accordance with FSR guidance
- General and 1:1 photography issues, lack of familiarity with use of tripods and angle setters (and/or requirements of the SOPs)

Reoccurring trends 2

- Speculative swabbing, how many swabs should be used, what type of swabs, wet vs dry, where and what to swab (lack of familiarity with the SOP)
- Powdering – still see non standard powder selection (text book clean mark on a clean, smooth glass surface, why not use Aluminum powder? Do you have other validated brush/powder combinations) poor quality lifts, bubbles creases and surface debris (poor consumable storage may contribute)
- Time recording on exhibits – highly contentious.

Candidate feedback

- Generally, extremely positive
- “Enjoyable”
- “Rarely get feedback/interaction in a positive, constructive way”
- Best CSI feedback/outcomes in forces where good “buy in” from senior management - staff feel engaged in the process and not that “it is being done to them”
- Biggest issue lack to time to get familiar with the SOPs

Core Benefits



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- Individual marks from both online assessments (against cohort average and benchmark).
 - measure of knowledge & understanding of underpinning knowledge
 - identify force wide training priorities & individual training needs.
- Individual feedback re performance in practical assessment
 - feedback given to management team on individuals that the assessors felt would benefit from additional targeted training.
 - round 1 is about bench marking and identifying good (and poor practise) – based on observations.
- Inform SOP development (and best staff to assist)