

Development of Inquiry Officer in Criminal Justice System of Thailand

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Abstract

The objectives of this survey were to examine problems on criminal inquiry and discover the development of inquiry officers in Thailand. The qualitative study was conducted by all ranks of inquiry officer from Metropolitan Police Bureau, Provincial Police Region 1-9 and The Southern Border Provinces Administrative Centre. Then, purposive sampling was gathered from three provinces in Thailand which have the highest rate of criminal cases and also collected data from inquiry officers in region (1-9). Each region was select three provinces and the province contained 40 samples. The total number of sample was 1,320. The results reveal that the problems of inquiry officer in Thailand were issue of force, budget, materials and equipment, procedure, freedom on discretion and job function of inquiry. The way of development of inquiry officers was to rapidly solve high priority problems and long-term problem in order to develop inquiry officer substantially.

Keywords: Inquiry Officer, Police Officer, Criminal Inquiry, Justice System

Introduction

Police in Judicial System of Thailand

Royal Thai Police is a governmental organization and the Prime minister of Thailand has power to control over the organization. The Commissioners General is the highest commander in the organization, follows by Senior Inspector General, Deputy Commissioner General and Assistant General.

A police commission has a commissioner and police officers. The commissioner controls all police officer in the police commission. All police commission command by the Commissioner General. The position in a police commission is hierarchical order. The Royal Thai Police is centralization.

Thai police force is divided into central police commission and regional police commission. The Royal Thai Police govern both central and regional commission. According to central police commissions, the Royal Thai Police control some general police commissions. The Metropolitan Police Bureau is commanded by a Metropolitan Police commissioner. In regional police commission, there are nine Provincial Region Police and the leader is regional police commissioner.

According to police policies, strategies and administration, National Police Policy Board set up policies toward police administration and controls the Royal Thai Police. The Prime Minister of Thailand is the president of the National Police Board. Furthermore, Police Commission Board issue policies and standards regarding human resource for police organization. Policies and standard for human resources are mandatory. The Royal Thai Police employs 250,000 officers and ratio is 1:500.

Similarly to the Royal Thai Police, the structure of judicial administration such as the Court of Justice and the Office of The Attorney General is separated into nine regions. The next topic will illustrate the ways to find out the problems of criminal inquiry

Criminal Procedure in Thailand

Criminal proceeding in Thailand must comply with the Criminal Procedure Code, B.E. 2547. The law regulates the proceeding with alleged offenders such as complaint and accuse, arrest, search, detain, investigate and inquiry and file a complaint to the Court. The provision 78(4) note that if an injured person who did complaint request arresting of alleged offender, an administrative or police officer has power to arrest without arrested warrant.

1. Access to Criminal Proceeding: Criminal case generally begins when an injured person complain that a person committed a crime, that accuses person then shall be an alleged offender in the definition of provision 2(2) under the Criminal Procedure Code. The alleged offender possibly receive subpoena, or arrest with arrested warrant, or without the warrant.

2. Search and Arrest: The proceeding arrest an alleged offender shall comply with the Criminal Procedure Code in the title of Arrest (provision 77-84) which possibly observes that;

1) Arresting of an alleged offender does not require actual arrest. Inform and instruct the alleged offender to meet police officers, this is regard as arrest. Arrested record possibly composes every place.

2) In case of flagrant, a police officer is allowed to arrest without arrested warrant. The police officer may not see the crime, however, inform and take a police officer to arrest, can be accepted.

3) Deceiving into a person or an alleged person meet an inquiry officer in a police office. This shall not be count as arrest.

4) In case a petty offences, it shall not issue arrest warrant. Inviting or delivering on subpoena to an alleged offender shall be accepted.

5) The police officer can conduct search and detaining at night time, if the owner of occupant of premise permits.

6) Arrest a person, the police officer shall present an arrested warrant which the Court issue, exceptional the causes of arrest are under condition of provision 78 of the Criminal Procedure Code.

Previously, arrest with arrested warrant or without the warrant, the law was not strict that investigation and inquiry shall appear proof by evidence. This can be found in provision 66 under the Criminal Procedure Code which note that in case of missing on summon or subpoena with unreasonable by an alleged offender, arrested warrant shall issue.

According to provision 78(4), arresting of an alleged offender with insufficient evidence and then investigation, this is violate the principle of human right. As a result, article 37 in the Constitution of Kingdom of Thailand, B.E. 2540 has launched regulation that is arresting and detaining shall provide arrested warrant which the Court order and that arrested warrant shall be issue when proof by evidence appears. The Criminal Procedure Code then amends the provision in accordance with the Article 37.

In case of detain, provision 87 of the Criminal Procedure Code states that period on arrest or detain of a person at inquiry process shall not be over 48 hours. The provision 87 was amended in accordance to the article 237 in the Constitution of Kingdom of Thailand, B.E. 2540. In case of inquiry process over 48 hours, the inquiry officer shall take the alleged offender to remain at the Court.

3. Search: The police officer and the inquiry officer then will carry out investigation and inquiry to gather evidences. The Criminal Procedure Code determines that an inquiry officer shall be;

1) an inquiry officer is set up under provision 132(2) in the title of power of search.

2) an administrative or police officer has power of search under the Criminal Procedure Code.

In conducting of investigation and inquiry, the police officers and inquiry officers have authority and power to search and arrest. According the Criminal Procedure Code, the condition of search without warrant shall be;

1) Search in public place is prohibited, exception the following causes are:

1.1) a person owns the objects that use committing on a crime.

1.2) a person receives the objects by committed a crime.

1.3) a person owns illegal objects

2) Search on body and in private place, the inquiry officer has power to search on body and in private area when a person is suspected to conceal illegal object in body.

3) Search on an alleged offender, the inquiry officer who arrest or take an alleged offender can search and keep objects to use as evidence. Search also shall be polite and search on female shall perform by female officer. The inquiry officer can carry the objects until final judgment and then return that objects, except the Court order other judgment. In addition, search and retain objects which are able to be evidence, it shall conduct;

3.1) In case of petty offence or petty penalty, is shall not search in private place at night time.

3.2) In case of search on disable persons such as blind and deaf, it shall provide witnesses.

3.3) Arrest and search at night time can conduct if the owner of residence allow. Search and arrest on a person who is dangerous at night time shall be specially permitted by the Court.

3.4) Inform a crime in private place, the officer shall not access, except the officer see that crime.

3.5) Arrest, detain, imprison and search finding a person or objects in private area must have the Court order or warrant. Exceptionally, the causes are in the condition of provision 78, 79, 80, 92 and 94 of the Criminal Procedure Code.

Literature review

Judicial System in Thailand

Legal and judicial system in Thailand began in 1240. The King exercised severing power for governance, legislation and judiciary. In the early of Thai legal system, the King handled hearing and adjudication all disputes for citizens. When territories and population increased, the King could not contribute all conflicts. The King then appointed the Senators in order to assist legal and judicial process. The prior legal process comprised of plaintiffs and defendants. Lawyers or consultants were not appeared in legal proceeding (The National Commission for Reform of Law and Justice, 2015).

In the early of Ratanakosin kingdom, the law was codification and written in Three Seals Law. In the mid region, the Courts were set up to dealing with both civil and criminal cases. The complaint office took filing or complaint and sent to another office for analysis on jurisdiction. The case then delivered to the Courts. The legal procedure was the civil law system (Ministry of Justice, 2004). In 1987, Thai law and judicial system was reformed to modernization with the same Western nations. Law and judicial systems in European states were applied to Thai law and judicial system. The Courts were reduced into Single Court and under commanded by Ministry Of Justice. Ministry of Justice in Thailand was established on 25th March 1891. The primarily legal system based on civil law changed to be common law system (Wattthanawanit, 2012). Although European civil law influenced Thai legal system and a public prosecutor precedes criminal prosecution, nonetheless an injured person also possibly file a criminal complaint. This is because traditional Thai law permits citizens to bring a prosecution to the King (Ministry of Justice, 2004).

When absolute monarchy in Thailand was replaced by a constitutional democracy, the Constitution has set up power, function and duty as well as reorganize of the executive, legislative and judiciary. The King is a head of the nation and exercises legislative power through parliament, executive power via the Council of Ministry, the judicial power through

the Court of Justice. The democracy in Thailand also employs the system of check and balance.

Legislative branch, executive branch and judicial branch controls justice administration. When legislative branch enact the law, the judicial branch is user and executive branch follows the rules. When the law conflict the constitution, the Court delivers a dispute to the Constitutional Tribunal in order to make a decision.

The principle of justice administration has appeared in Constitution of the Kingdom of Thailand, B.E. 2534 under a title of Directive Principle of State Policies which states that “the State should organize the system of judicial process to ensure justice to the people and to meet the requirement of expediency”. According to the State Policies, it can be seen the purposes of judicial system are ensuring of justice and expediency to citizens.

Another important rule is also principle of rights and liberty of alleged offender. The regulation has been found in all the Constitutions of the Kingdom of Thailand. The criminal proceeding with alleged offenders such as complaint and accuse, arrest, search, detain, investigate and inquiry and file a complaint to the Court must comply with the rule of human right and liberty in the Constitutional of the Kingdom of Thailand

Currently, the judicial system toward criminal cases in Thailand absolutely divides on power, duty and function. Administrative or police officer conducts investigation, inquiry and arrested. Public prosecutors carry out criminal prosecutions. The Court of Justice renders judgment and punishment. Complying and enforcement with a judgment is operated by Department of Corrections and Department of Probation.

Performance of the inquiry officer

According to the order of the Royal Thai Police, No. 419/2013 in the title on justice administration, measures of controlling, investigating and inquiry in criminal cases, it has been regulate the principle of performance for inquiry officers that investigation and inquiry in criminal cases by official must mainly conduct under relevant laws, the Code of Royal Thai Police, including regulations and orders by the Royal Thai police as the following;

1. Before taking a criminal cases, it shall examine that the victim has legally complained, or withdraw the case, or compromise. If the victim previously complained, the inquiry officer must inform to the victim that the right to bring the criminal case can be suspended under the Criminal Procedure Code Section 38 (2), consequently the victim cannot proceed the complaint. If the victim still insists to complain, it shall comply with the law.
2. In case of compoundable offences and power of attorney, it shall examine that the power of attorney or power of sub-attorney is legally correct or the scope of power of attorney. Consideration of power of attorney shall be accord to the case.
3. In case of tracking witnesses for the court, the inquiry officers shall note all witnesses' information which is names, addresses or telephone number or other way in order to contact those witnesses.
4. In case of investigation of the accuser, alleged offender or witness, it must note the information on ID card of those people. The detail contains their names, addresses, national identification number, the place of issue and expired date. If they claim those identity cards has not been brought or disappear, it must find out other documents that issue by the government such a passport, driving license or examine information from registration unit in order to record data.
5. Investigators who prior responsibility for criminal case must take photographs of the alleged offender and note his or her name, date of birth, age, nationality, and signature or fingerprint, a copy of house registration and the birth certificate or other certificate that issue by the government that identify the offender for preparation of criminal case. The initial investigator who conducts the criminal case must be signed.

6. In the case of reasonable suspicion or the arrested and alleged offender cannot bring the identification card, the inquiry officer shall interview carefully about the information and detail of the arrested and alleged offender. Also, it must examine such information with government agencies that hold the database of citizens, such as registration unit or district office. If necessary, it shall take the arrested or alleged offender to inspect the information in order to prevent impersonating of other name and surname and cause damage by performance of the police and inquiry officers.

7. In case of investigation and inquiry of witness and victims who is under eighteen years olds in offences of sex, life and the body, freedom, extortion, stealth and robbery, the law on the prevention and suppression of prostitution, the law on measures for prevention and suppression of trafficking in women and children, the law of entertainment service or other offense and such offences have a prison sentence, the procedure of investigation and inquiry shall be divided into suitable sections and the right place for children. Also, it shall provide a psychologist, social worker or person requested by children, the prosecutor involve in the investigation and inquiry.

If the psychologist or social worker considers that the child may suffer severe effects to their mind, interview shall conduct through the psychologist or social worker and the questions of the investigation shall not interview repeatedly to children without reason. It is the duty of the investigator to inform the psychologist or social worker, person requested by children, the prosecutor and the injured or child witness to understand the right.

8. When the accused is summoned or deliver to the investigator, or present himself/herself to the investigator, the inquiry officer shall question full name, surname, nationality, parent name, age, occupation, place of birth. In cases where is reasonable evidence that the accused is likely to commit the offense, the investigator must informs about the offense to the alleged offense and then note the statement of the accused as well as provide the opportunity to the accused to prove the charge and facts to their benefit.

9. In case of question to the accused, the inquiry officer is prohibited to making of any arrangements, threaten, deceive, using of force and wrong act to motivate the accused to do that matter.

10. Taking of the inquiry officers to view the place of incident for conducting criminal case by the accused.

10.1 The media are prohibited to enter in the place of incident and not allow to bring any news when the accused take the investigating officer to view the scene of the incident. Any interviews between the investigating officer, the accused or any person shall be avoided due to damage in criminal case.

10.2 The investigator should not take the accused to view the place of incident to prove committing and convicting on offences. However, view the place of incident must be done to prove such the hiding of the property from the offense, items for intended misused or used to committing of offense, or used as evidence. It also prevents the unrelated person from the place of incident and be cautious to use of wording, act that considered to be a threat to the offender.

11. Identifying of the accused

1) The inquiry officer or senior official who is responsible for identifying of accused shall always be aware that the identifying of the accused is the way to collect evidence to ensure fairness to all parties without bias and force. It is prohibit to make any identify of the accused by a non-voluntary.

2) In identifying the accused, the accused must not be seen the suspect. This is to protect the witnesses who identify the accused.

3) If the investigator is required to arrange the victim or witness who is a child under eighteen years to identify any person, the inquiry officer must provide the appropriate place to the

child for identifying of the accused and prevent the accused from being to see the witness by providing a psychologist or social worker, person that requested by children, the prosecutor involved in identifying of the accused. Unless there is a necessity, it is impossible to find or wait for a particular person, and the child does not require for such person. The inquiry officer shall note incident in the record of the inquiry officer.

12. The senior police officer who is responsible for the inquiry and investigation shall comply with the order of the Royal Thai Police such as determining of the type and nature of the criminal case to commander level, which shall be the head of the investigating authority or assigned deputy, authority to investigate.

13. When complaining about the investigation, commanders shall consider rapidly inspecting the complaining, and then making the report to the higher rank position in investigation in order to resolve (Miller, 2014).

Criminal investigation is an examination of truth (Sawatanan, 2011), which is a search for truth about the actions of the accused and the facts about the accused as well as a guarantee to the accused. That is, the accused must be sued only after the inquiry has been made. The goal of the criminal investigation is that the investigation of crime and the alleged accusations must be in accordance with the "listening to all parties" (Phukhamvieng, 2012).

Mana Phoochoiy (2013) noted about criminal investigation under Section 2 (11) of the Criminal Procedure Code. He provides the meaning of investigation that refers to the conduct of the inquiry officer to gather evidence and action by the law to provide for criminal offenses in order to find out the truth and prove the offense and to take the offender to prosecute. From this definition, it is concluded that the investigation is the collection of evidence relating to the offense (Rassin, Eerland and Kuijpers, 2010), including witnesses, documents or materials. Then, it is recorded as evidence and called investigated case and other actions related to the offense, such as the detainee and temporary release (Khongrod, 1995).

Research Methodology

The quantitative study examines problems of criminal inquiry and find out the ways of development of criminal inquiry. The research is carry out all ranked of inquiry officer by simple random sampling in order to collect data from Metropolitan Police Division, Provincial Police region 1-9, Southern Border Provinces Police Operation Centre. Then, purposive sampling is gathered from three provinces which have the highest rate of criminal case and inquiry officers from region 1-9. Each region is selected three provinces and the province takes 40 samples. The total number of sample is 1,320.

Research Results

According to collecting of 1,320 samples, it could be shown the result that relevant the objective in the following table;

Table 1 Shows general information of inquiry officers in police offices

Data	Amount	Percentile
Gender		
male	1,305	98.94
female	14	1.06
Age		
under 30 years	16	1.21
31 - 40 years	90	6.82

Table 1 (Con.)

Data	Amount	Percentile
41 - 50 years	644	48.79
51 - 60 years	570	43.18
year serving		
under 11 years	30	2.27
11 - 20 years	172	13.03
21 - 30 years	388	29.39
31 - 40 years	721	54.62
more than 41 years	9	0.68
Position		
Inquiry officer	208	15.76
Professional level	243	18.41
Senior professional level	710	53.79
Advisory level	141	10.68
Expert level	13	0.98
Senior expert level	5	0.38
Experience in inquiry		
under 11 years	283	21.44
11 - 20 years	435	32.95
21 - 30 years	551	41.74
31 - 40 years	38	2.88
more than 41 years	13	0.98
Have additional training toward inquiry		
No	369	27.95
Yes	951	72.05
no more than 5 times	814	61.67
6 - 10 times	91	6.89
more than 11 times	30	2.27

The table 1 shows personal information of police officers in inquiry by gender from Metropolitan Police Bureau, Provincial Police Region 1-9 and The Southern Border Provinces Administrative Centre. The male officers are 1,306 (98.94%) and female officers are 14 (1.06%). Nearly half of police officer is 41-50 year old which is about 644 officers (48.79%). Most police officers which are 721 persons have work experience about 31-40 years (54.62%). The majority of police officers, around 710 officers are senior expert level (53.79%). The largest number of police officers (551 officials) has experience on inquiry about 21-30 years (41.74%). The majority of police officer has taken additional training program (72.05%) and 814 officials are taken the training less than five times (61.67%).

Table 2 Shows attitude toward problems in inquiry

Problems	Means	Standard deviation	Percentile
Problem and obstruct in performance of inquiry			
Force	3.82	0.89	76.37
Budget	3.09	0.98	61.76

Table 2 (Con.)

Problems	Means	Standard deviation	Percentile
Materials and Equipment	2.7	1.14	53.94
Procedure	3.99	0.82	79.8
Freedom on discretion	3.64	1.06	72.86
Job function of inquiry	4.27	0.7	85.43
Total	3.59	0.93	71.7

The table 2 defines the attitude toward problems in inquiry. Overall, most inquiry officers indicated that problems on inquiry are high level (71.7%), which means is 3.59 and standard deviation is 0.93.

The medium level problems are budget and material and equipment, respectively 61.76% and 53.94%. Means of problem on budget is 3.09 and means of problem on material and equipment is 2.70.

The inquiry officers define that problem on procedure, force and freedom on discretion is high level, respectively 79.80%, 76.37% and 72.86%. Means of problem on procedure is 3.99, and means of problem on force is 3.82, and means of freedom on discretion is 3.64.

The highest level is problem on job function of inquiry which the percentage is 85.43 and means is 4.27.

Discussions and Conclusion

Problems of inquiry officer in Thailand

According to inquiry officer in police organization, it has been found that problem on force contains lacking of training and educating in law including modern policing. It shall provide additional training program to the inquiry officers at least one a year. Another problem in this area can be inadequate amount on payment for inquiry career.

Secondly, the problem is insufficient on budget and also salary of inquiry officers is not high income compare with public prosecutors and other officers in Department of Special Investigation. It shall increase fund or support budget to inquiry officers. The third problem in police organization regard inquiry is materials and equipment. The inquiry officers spend personal budget to support materials, equipment and petrol.

The procedure is the fourth problem. Assistant and supported officers are inadequate. The assistant and supported officers possibly aid inquiry officers to coordinate with other organization. As a result, inquiry procedure can be expeditious and effective. Following, establishment of team working regarding inquiry which comprises of assistant inquiry, administrative officer, daily duty police officer and forensic is another essential factor on efficient performance.

The fifth problem in inquiry is freedom on discretion. The inquiry process and officers were intervened by commanders and politicians. As a result, the inquiry officers cannot provide supreme justice. The job function of inquiry is the final problem. The duties and functions of inquiry always continue. The inquiry officers are also able to see civil, criminal and administrative complaint. The inquiry officers shall be supported in terms of career path.

Development of inquiry officer in Thailand

Solutions for problems and obstacles toward inquiry officers in Thai justice system:

According to the survey, it has been found high-priority and long-term problems. The high-priority problem is job of function. The duties and functions of inquiry always continue. The inquiry officers shall be supported in terms of career path. Next issue can be inquiry system. It has been appeared lacking of human source. The assistant officers are lacking in terms of

administration and team working. The inquiry officers also have huge workload. Finally, it might be late payment and insufficient amount to perform inquiry job.

Long-term problems also contain issue of force, budget, materials and equipment, procedure, freedom on discretion and job function of inquiry. The ways of development in criminal inquiry are resolution on high-priority and long-term problems.

Solutions of the high-priority problems: The high-priority problems consist of career path, inquiry system and allowances. The first resolution is career path. It shall focus on promoting position in inquiry career. The quality and quantity of criminal cases can take into account for promoting the position. This is because inquiry officers in each police office have different in a number of criminal cases and types of offence such as offences against life, body, sexuality, property and other acts. The assessment of promoting position can be mainly on examination. Nonetheless, it shall improve the process of promoting position by consideration of criminal case performances. The Royal Thai Police Office Investigation Promotion Institute and the Royal Thai Police shall consider to promoting of career path. Importantly, the Royal Thai Police shall clarify allowance to increase position on Deputy Commissioner and Commissioners.

The next resolution is improving of inquiry system in police offices. It shall classify police office by size which consider on the number of criminal cases. The number of criminal cases can determine the size of police office to be small, medium and large. This possibly assists for increasing of a correct number of inquiry officers. Also, this shall serve supporting in assistant officers like investigate officers, daily inquiry officers, forensic to inquiry process. This can bring effective on working.

The final of high-priority problem is allowance. It has been found late payment on allowance, as a result, it shall raise a budget and fund to support for inquiry process. Search on previous statistic on complaint can aid to calculate for advance payment. Due to advance payment, it possibly affords the sufficient cost in inquiry process and then be effective on working. Figure 1 shows the strategy on solving in high-priority problems.

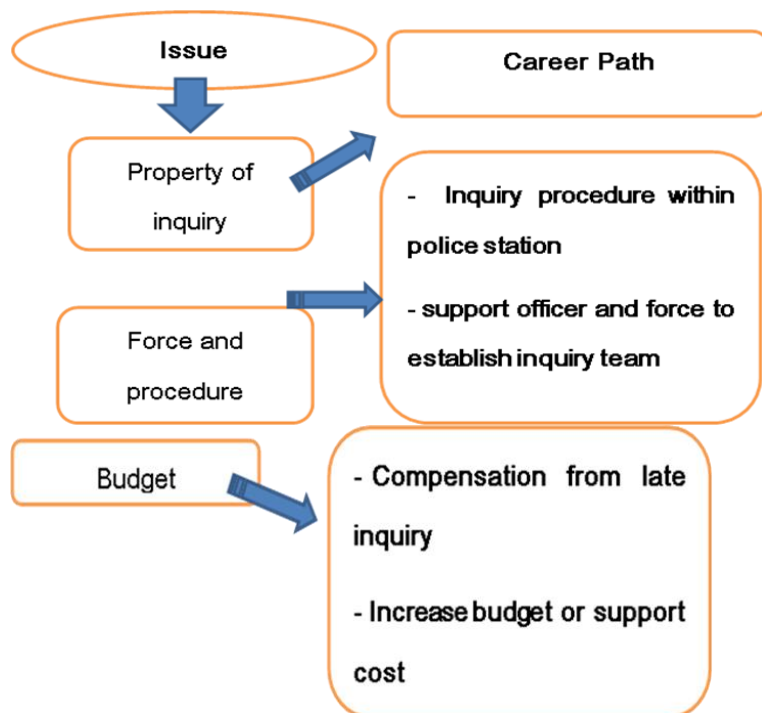


Figure 1 Shows the strategy on solving in high-priority issue

Solutions of the long-term problems: The long term problems are force, budget, materials and equipment, procedure, freedom on discretion, job function of inquiry. Each long-term problem possibly illustrate as;

The problem on force is inadequate number of inquiry officers and huge amount of workload. It is also lacking of assistant officers to support inquiry process like administrative officers and drivers. Providing and supporting assistant officers lead to reduce time on working.

Secondly, the problem on budget, it is late payment and not full amount on allowances. Also, it is insufficient budget to conduct inquiry job. The third problem is materials and equipment. The vehicle is not adequate and support on working.

The problem on procedure, inquiry process is vague. Law, regulation and order shall be obvious. Assign on huge workload lead to undue date of job. The problem on freedom on discretion is that inquiry officer is intervened by leader and patron system.

The problem on job function of inquiry, the career of inquiry is specialize job and shall reorganize to be relevant in some offices which are Immigration Bureau, Narcotics Suppression Bureau and Central Investigation Bureau. This is because the career requires the promoting and supporting including career path from the commissioner.

Furthermore, all data is collected in a police office, however, each police office has differences in context. Summation of statistic cannot solve all problems. Importantly, the Royal Thai Police shall set up automatic program to gather data from area approach. Figure 2 shows the strategy on solving in long-term problems.

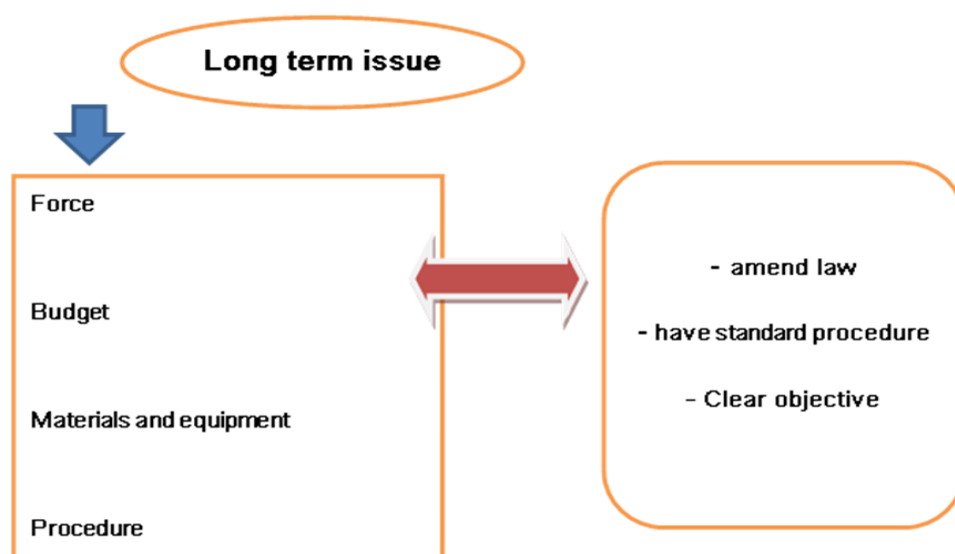


Figure 2 shows the strategy on solving in long-term problems

Support and development in criminal inquiry is supreme purpose of this survey. Study in problem on force, budget, materials and equipment, procedure, freedom of discretion, and job function of inquiry illustrate that basically, inquiry officers must have law education because inquiry career, duty and function is related to law. The officers shall take additional training program. It shall set up standard of performance to all inquiry officers. Furthermore, it shall increase a number of inquiry officer to be adequate for each organization and improve system of salary, emolument and benefits. The next topic will provide some advice in order to development criminal inquiry in Thailand

Recommendations

Although the this study provides the ways to improve the problems for inquiry officers in police organizations and justice system in Thailand, nonetheless the researcher produces recommendations to Policies and Force Office, Budget Office and Legal Office in the Royal Thai Police in terms of development of inquiry. The recommendations can explains as following detail;

1. It shall set up inquiry system in police offices and other offices. Inquiry system would be in accordance with law. This provides advantages for inquiry officers and citizen. The inquiry officers can serve the great justice process to citizen as well as citizen can be granted the supreme justice.

Search for facts on inquiry process could contain several officers. This is because definition of an inquiry officer in provision 128(2) of the Criminal Procedure Code determine that the officers who conduct inquiry and comprise of an assistant inquiry officer, a legal clerk, a exhibited delivering officer, an arrested control officer, a summon delivering officer, a document delivering officer, a fine officer, a daily duty officer, an impounded officer. In case of evident collection, lack of those inquiry officers leads to ineffective inquiry and stress to inquiry officers. On the other hand, sufficient number of inquiry officers possibly assists process of investigation and inquiry to be effective conduction, justice and expediency.

According to inquiry system at Immigration Bureau, Narcotics Suppression Bureau and Central Investigation Bureau, it shall improve criminal inquiry process to be effective by considering of job description.

2. It shall establish KPI to police offices and other offices and also set up competency in order to develop inquiry officers in terms of expert in law, professional collective of evidence in criminal and position assessment.

Setting up KPI shall consider responsibility of inquiry officers. Although, a number of complaints can be a factor to take into account, however, other factors like responsibility on judicial process, mediation and public services shall be taken into account.

3. It shall determine a number of inquiry officers in a police office and other offices in accordance with an amount of working. Searching on previous data toward complaint possibly indicate the correct proportion of officers. Age of officers can be properly condition of working which operate 24 hours.

4. It shall reform law, regulation, order regarding career path. The assessment of position promoting should be obvious such as quantity and quality of job. This is because each police offices are different in a number criminal case and offences. Assessment for position promoting shall mainly focus on examination and consider additional score from other factors such as reward and criminal case conducting.

5. It shall amend law, regulation and order toward budget of inquiry. It should set up management system in budget and fund. This can reduce document process. The process of payment on allowances can be expediency.

6. It shall improve team working and collecting on evidence in terms of effective working. Exchange learning and experience on inquiry can provide obvious method in inquiry conduct. The team work shall be freedom on discretion in inquiry cases.

7. Criminal inquiry is important process to serve justice. The job function requires special officers. The leader of inquiry officers shall be excellent in law and modern policing. Inquiry process needs inter-disciplinary to search the facts in a criminal case. Therefore, the leader and officers in inquiry office shall take training course.

8. Order on other duty for governmental servant shall release official regulation.

9. Inquiry administration shall be flexible. Inquiry officer possibly conduct various duties as well as can transfer to other duty. Transfer to other duties must have clearly regulation. This is because it could impact on individual development and effective on career.

10. Ethic committee shall be established in order to control and limit the power of inquiry officers. Inquiry career is related to law and provide justice, as a result, the officers must have high standard in ethic.
11. Expanded program on learning both Thailand and overseas to inquiry officers lead to improve professional skills in inquiry.
12. It is important to increase salary, allowances and benefit to inquiry officers because this can be a reward. Inquiry officers are a part of judicial system and always meet complicated situation. Even though allowances are provided, however, the amount of allowances is not accordance with law.
13. It shall regulate power of mediation to inquiry officers. This is because international justice focuses on releasing of criminal cases from the justice system. Therefore, mediation by inquiry officers can reduce remaining criminal cases.
14. All process in judicial system shall maintain the principle of neutrality and unbiased. Therefore, it shall regulate the principle to limit the power of discretion same as Office of General Attorney. International concept agrees that a public prosecutor is quasi-judicial officer. The regulation on limiting of discretion can control the power on discretion of inquiry officers and then serve justice to citizens.

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