



Objectives April 2013 – March 2014

Dave Posnett – Security Programme Manager, Security Operations		Timescales
1	Fraud Activity Return On Investment (ROI) Evidence activity that produces recovery rates on closed enquiries of 65% or more (subject to quarterly review). <ul style="list-style-type: none"> Personal efforts to identify assets; searches, supporting on operational enquiries, intelligence checks, POCA powers (production, restraint, confiscation). FI engagement; Security Manager FES completion, 48 hour reporting, financial intelligence checks (POL208, equifax, etc), offender reports, taped summaries, legal memos – level of engagement throughout the life of a case. Any other avenues explored to ensure that all necessary activity is delivered to recover stolen funds. 	Target achieved by 31 March 2014 Retain annual FI accreditation from POCC Risks and issues escalated as appropriate
2	Reconsideration Cases (Cold Case Reviews) Establish process for re-examination of archived FI cases and instigate reconsideration activities. <ul style="list-style-type: none"> Identify historical case where nominal order was awarded by the crown court. Conduct fresh enquiries into available assets across spectrum of open/closed intelligence sources. Where applicable apply to the court for reconsideration and progress case accordingly ... where not applicable identify other historical case (at least 3 attempts). 	Evidence of business benefits achieved (recoveries) Establish mechanics and protocols for cases by August 2013 Commence and then conclude case by 31 March 2014
3	Expand Geographical Remit To Genuine National Status Demonstrate efforts to expand FI remits into all areas of the UK, so activities are not restricted to only England & Wales. <ul style="list-style-type: none"> Ensure Part 4 accreditation powers are obtained re Northern Ireland and demonstrate that these powers are utilised/used to evidence attempted/actual recoveries. Explore workaround solution to utilising production, restraint and confiscation powers in Scotland and demonstrate that these powers are utilised/used to evidence attempted/actual recoveries. Ascertain and implement process to acquire Land Registry data re Northern Ireland and Scotland, to support smoother approach to asset identification/confiscation. 	Accreditation obtained by August 2013 Solution in place by August 2013 LR processes agreed & implemented – added to FI spreadsheet
4	Behaviours Actively contribute to the Post Office vision and story, demonstrate Post Office values and Security behaviours and support business and Security requirements and culture. <ul style="list-style-type: none"> Inter strand activity support Actively support the strand and wider team to meet budget out-turn for Network and Supply Chain external crime incidences of £762K and £460K respectively. Crown Office cover as required. 	Line management feedback Evidence of branch visits and engagement Demonstrate other, wider activities re supporting Crowns and Network



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	<ul style="list-style-type: none"> • Pair up with a Crown Office and/or other type of branch and evidence an engaging approach on behalf of the Security team. • Make contact with a local crown or other branch, arrange visit and introductions, instigating regular contacts and visits thereafter, to ensure branch is okay and that there is 2 way communication for resolving security issues. • Utilise arrangement for establishing procedures, transaction knowledge and anything else that may assist with criminal/financial investigations. • Widen remit to other forums or avenues to demonstrate a proactive and supporting role to Crowns and the rest of the network. • Adherence to all elements of Security policies and procedures • Adherence to all impacting personnel processes particularly 121s, PDR completion and team meetings • Create effective internal and external stakeholder relationships, • Identify and design innovative solutions and improvements for Post Office and Security 	
5	People Plan - Training <ul style="list-style-type: none"> • Act as the SPOC for all Sec Ops training requirements, maintaining appropriate audit records of areas delivered. • Source, assess, arrange and deliver internal/external training as appropriate for Sec Ops Team members. • Develop FI/Investigation/Security calendar for identified areas of training, knowledge sharing, hot topics, etc, to be delivered at Sec Ops team meetings. • Factor in necessity, value and costs in respect of all training planned and delivered. • Support team lead and fellow colleagues to deliver people plan activities with line of sight to support Post Office Story and Employee Opinion Survey. • Own and deliver specific areas of the work plan as agreed with team lead • Assist in delivery of the wider people work plan through collaboration and support for security team colleagues, where appropriate • Demonstrate business standards and security team behaviours through delivery of all activities 	Maintenance of Training spreadsheet Line management feedback Feedback from SOLT and Sec Ops members
6	Fraud Risk Programmes Provide support in all areas of Fraud Risk programmes undertaken by members of the Sec Ops Team. <ul style="list-style-type: none"> • Act as the liaison/SPOC from Sec Ops team with Commercial Sec team (and others as appropriate) re Fraud Risk programmes. • Provide assistance, support and guidance to Sec Ops team members allocated a Fraud Risk programme. • Ensure all Fraud Risk programmes adopted by Sec Ops are subject to Project Initiation Document (PID), project plan and Post Implementation Review (PIR). 	Regular contact and engagement with programme owners. Evidence of appropriate documents/milestones maintained/updated



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- **Fraud Activity Return On Investment (ROI)** - 72% recovery rate against closed cases (according to John Scott at SOLT meeting 15th May 2013). Planning an intelligence check checklist for association with all FI cases raised ... to ensure all channels explored to maximise recoveries. I have attended North & South Sec Ops team meetings, dealing with POL045s (voluntary bank disclosure), Altia software, reconsideration cases and all aspects of training, so all Investigators are aware of the focus on recoveries. Quarterly meeting held with FSC to ensure two way engagement in all things recovery related. I am also to commence proofreading/sign off of submitted cases, again to promote recoveries as well as ensuring compliance is adhered to.
- **Reconsideration Cases (Cold Case Reviews)** – Meetings held with FSC (30th April) and Cartwright King (3rd June) communicating intentions to conduct reconsideration cases – what it involves, why we are doing it and the potential benefits. Awaiting Cartwright King (Phillip Bown) to communicate the mechanics of getting such cases back into court and establishing what is required (e.g. in terms of restraint/identified assets). To commence first phase in quarter 2 (selecting archived cases and commencing cold case review on asset identification).
- **Expand Geographical Remit To Genuine National Status** – Part 4 powers obtained re Northern Ireland orders, meeting with PSNI on 24th July (put back due to G8 summit) to discuss crossing t's and dotting l's. Meeting held with Scottish FIU 12th June – to explore utilisation of POCA powers in Scotland via PF and Crown, then report back to me. Land Registry system now set up in respect of both Northern Ireland and Scotland, thus increasing this intelligence source to UK wide status.
- **Behaviours** - PDR timelines adhered to, including completion, submission, review discussion and objective setting. I have also continued to adhere to all security requirements such as monthly submission of T&S forms, correct out of hours messages on my mobile and laptop, completion of electronic calendar, etc. Wider team and Inter strand working and engagement has been demonstrated – most notably in the people plan activities, 10 x Torch visits and becoming a member of the Crown Loss Forum. I have provided details of my 'buddy offices' – Windsor Crown Office and Hurst Park Sub Post Office ... to await 'further communication' on next steps.
- **People Plan – Training** – I was part of the induction group but this has concluded following successful delivery. I have asked to be placed in the training group. This is because part of my remit covers training aspects for Sec Ops and wider teams (as appropriate/applicable). To this effect I have delivered on the courtroom training course for Investigators (1st March), Dynamic Risk Assessment (12th April), Cartwright King training day (11th June) and attended North & South Ops team meetings (29th May and 20th May). Currently being planned and scoped are Mock Trial day, investigation refresher, courtroom confidence for other teams, conflict management and situational crime prevention.
- **Fraud Risk Programmes** – these programmes are being led by Commercial Security but nothing has been communicated re assistance by Sec Ops. I have provided detailed knowledge to one Sec Ops Manager and his Team Leader concerning ONCH programmes (mechanics, process, benefits, etc) but have received no green light that this can commence as a new programme.



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Quarter 3 Comments
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