

Printer Friendly View of Review

Review Information

Reviewee	David Posnett	
Review Owner	Robert King	
Review Name	2013/14. Year End PDR	
Review Status	Completed	
Review Period	Start Date	01/04/2013
	End Date	14/03/2014

Section Information
Name

Performance Against Objectives

GRO

Review Owner Comments

GRO

David Posnett Comments

Fraud Activity Return On Investment (ROI)

- Over £500k of recoveries against FI cases closed across the team. I have continued to secure impressive recoveries utilising POCA powers, especially in view of the current economic climate. Examples include 1112/0069; £43.5k(100%), 1112/0181; £21k (100%), and 1213/0013; £48k (100%). 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 meetings are held with FSC to ensure two-way engagement in all things recovery related. I also commence proofreading/sign off of submitted cases, again to promote recoveries as well as ensuring

compliance is adhered to. Other avenues are also explored and support provided, including the introduction of a check list for FIs to ensure all avenues of recovery are pursued, training on the Joint Asset Recovery Database (JARD), commencement of reconsideration cases to re-visit cases where minimal recoveries were initially secured and completion/submission of POCA orders on behalf of non accredited colleagues.

Reconsideration Cases (Cold Case Reviews)

– Meetings held with FSC, Cartwright King and POCA barrister, communicating intentions to conduct reconsideration cases, what this involves, why we are doing it and the potential benefits. I have established the mechanics of getting such cases back into court and what is required (e.g. in terms of restraint on identified assets). FIs were actively identifying appropriate cases to re-visit, identify assets and commence reconsideration proceedings. However, the 2nd Sight implications have meant this is now on hold.

Expand Geographical Remit To Genuine National Status

– I have obtained Part 4 powers re Northern Ireland orders, met with the PSNI and ascertained how to make applications for orders within Northern Ireland. I am now in a position to conduct FI enquiries in Northern Ireland and this has already resulted in my completion of a S166 confiscators statement, followed by the authorisation of a £70,000.00 confiscation order being awarded. I have also met with Scottish FIU, but established that it is not possible to utilise POCA powers other than assistance in asset identification. 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, and assisting the business on days of industrial action. 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, numerous Torch visits, Supply Chain cross pavement observations, becoming a member of the Crown Loss Forum, calendarised Grapevine secondment and engaging in the 'buddy offices' process.

People Plan & Training

– I was part of the 'induction' group and actively assisted and led on business, directorate and security orientated areas concerning induction. This included drafting of various presentation material, following research and liaisons with others in the business and Security Team. In terms of leading on training activity for the Security Operations Team, I have delivered on the courtroom training course for Investigators, Dynamic Risk Assessment, Cartwright King training day mock trial day, conflict management, refresher investigation training, and situational crime prevention. In addition, I have delivered courtroom confidence sessions to wider business functions, after preparing an interactive

session and encompassing supporting material - these sessions have resulted in very positive feedback. I also deal with training as BAU, whether day to day support, targeted support or attending Ops team meetings.

Fraud Risk Programmes

– These programmes are being led by Commercial Security in terms of identifying risk areas, but it was around Q4 that one area was communicated as being appropriate to be pursued as a fraud risk programme. This concerned Post Office Card Account and I have liaised extensively with the Security Manager who is leading the programme and I am guiding and overseeing the activities required. This has already culminated in a PID, programme plan, meetings with stakeholders and mechanics being agreed to deliver. The main operational element of the programme will be underway by the end of Q4.

Section Information

Name

Review Owner Comments

David Posnett Comments

Demonstration of Behaviours

As previous

Care:

I have embraced the preparation and delivery of training for other parts of the business - which wasn't within my remit but I viewed this as a useful and engaging piece of activity. The training (for FSC, Grapevine, NBSC, FST and Cash Management) involved preparing and delivering 4 or 5 hour sessions on courtroom confidence, as I was mindful that others outside of Security can potentially be called as witnesses in court and it was right and proper that these teams received support in the event they were required. Feedback from all quarters on the quality and relevance of this training has been extremely positive. I have conducted a number of engagement activities both internally and externally, promoting the Security Team, sharing knowledge and seeking intelligence sources and other benefits. This has included meetings with Contract Managers (north and south), FSC, Sec Ops Team (north and south), PSNI, Scottish FIU, the Gambling Commission, LEA's, FI conferences and the Crown Loss forum. I have also revamped the Record of Significant Comments (RoSC) process and cascaded to Field Advisors, with very good feedback being received regarding clarity and understanding.

Challenge:

I communicate my reservations or concerns where applicable and examples include single person interviews, restraints in place with no evident prosecution activities occurring, outside requests for Security to review ATM and Scratchcard cases, scoring matrix for establishing cases raise criteria. Such challenges are based on a need to understand the benefits and genuine issue with the proposals. However, if the decisions remain I accept them and adhere to them. Subsequent to the suspension of a Crown Office Manager for theft of circa £80k, I conducted a search of assets for POCA proceedings. No assets have been identified, aside from the suspects Post Office pension. I was informed there was an available amount of around £30k, but this couldn't be verified until a Last Date Of Service (LDOS) had been confirmed. I consequently chased the area manager on numerous occasions and was eventually supplied with the LDOS which has enabled the pension team to provide me with an accurate available amount that can be pursued as a recovery.

Commit:

I was part of the 2nd Sight working group, which consists of senior managers in other parts of the business and I have played a key role in assessing and responding to claims of Horizon integrity issues by MPs and the JFSA. This has involved weekly conference calls, meetings, reports, gathering evidence, proofreading/commenting on responses and participating in all aspects of the spot reviews. This was a significant project for the business which had major ramifications for investigations. I have also subsequently formed part of the Horizon Integrity working group, bringing potential Horizon issues to ongoing weekly conference calls. I have demonstrated leadership qualities in various areas including development of inexperienced FIs (regular meetings, SARs, pension recoveries, Land Registry, FI spreadsheets, restraint orders, production orders, numerous other orders, S18 and S16 statements, quizzes to test knowledge) ... as well as being available at all times, all culminating in both FIs having a full understanding of their role and both consequently passing their confiscation exams.

Section Information

Name
Weight
Weight %
Self Calculated Rating
Review Owner Calculated Rating
Final Section Rating

Overall PDR Rating**GRO****Competency 1 Information**

Name
Description

Overall Performance Summary
Summary of individual's performance to date

Weight
Weight %
Raters
Review Owner
Review Owner Comments
David Posnett
David Posnett Comments

GRO**Section Information**

Name
Review Owner Comments

Lessons learned in last 12 months
As previous

David Posnett Comments

- It was time consuming (albeit also very rewarding) in training a significant number of Field Advisors in relation to courtroom confidence. As a result I have retained all supporting material and feedback, to be utilised in similar circumstances.
- Change comes in many shapes and sizes ... the most impacting of changes this year was the 2nd Sight report, which has fundamentally changed the way investigations are raised and dealt with.

Section Information

Name
Review Owner Comments

Areas for Development
As previous

David Posnett Comments

- I will continue to support and engage with colleagues, be flexible in my approach and deliver in all areas within my control.
- In order to retain FI powers and accreditation, I will adhere to completing my CPD activities as required by the National Crime Agency.

Final Overall Rating
Self Overall Average
Review Owner Overall
Average
Overall Rating



Final Comments
Reviewee
Comments
One on one meeting

David Posnett
I am pleased with the comments provided, which I feel are a fair reflection of my outputs for the year.
23/05/2014