

Performance against Objectives

1. Display core behaviours that support departmental objectives and goals:

GRO

2. Enhance Post Office Limited's profile through engagement with identified lead influencers who can support POL crime reduction and investigation activity.

GRO

3. Ensure core behaviours within Security Operations North are optimised to ensure that high levels of expectation are met and activities delivered by the following:

GRO

GRO

While temporarily promoted to Team Leader for almost 3 months I had to deal with the 2nd sight report that was published. This led to a lot of work being generated around case file governance and meant regular trips to London at very short notice. I was also tasked with putting together the case file spreadsheet and adjusting it as and when requested by John Scott. This resulted in long hours and regular occasions working late into the night to ensure it was fit for purpose. I received recognition from John Scott for the work on the casefile process and from Andy Hayward on my performance in the role and was recognised in the weekly communications newsletter.

Since leaving the role which was a difficult decision but right for me I have supported Simon in his leadership and will continue to do so.

4. Health safety and Wellbeing

All health and safety sessions completed to timescale. Risk assessments are completed on all visits to suspect branches and home addresses when conducting searches.

5. Leadership/Development

Training courses attended when available.

Completed mock trial course organised by Cartwright King.

Data Protection training taken and passed

Completed Dangerous Goods training prior to counter strike cover.

Attended a Security Skills Workshop

Completed the additional Information Security training module

6. Programme Activity:

Completed PID for Torch Programme and submitted to SLT along with the programme itself with actions allocated to team members.

This programme was passed to Colette when temporarily promoted but continued to offer support and guidance throughout the year.

Torch Development – Continued the development of the programme to include an element on the Quality Assurance visit that takes place following a conversion under NT. Process being written to enable Torch Checklist to be completed if any security failings are discovered. Recognition on the Torch Programme received from Keith Gilchrist

“ In my opinion this is the one of the most proactive crime prevention measures available to security ops. Your effort as outlined in developing with stakeholders is a credit to you. Torch is now a National project of significance and I need to look at how the department can support fully your continued endeavours and permit you to complete your day job at the same time”

This programme has now been transferred to Colette who has taken over the scheduling of visits and any further development needed. I spent time with Colette explaining what the Torch programme is, how its developed and the way forward. I have stressed the importance of maintaining the engagement with Branch Standards and the Network to ensure their full support with the programme.

7. To ensure a robust approach to fraud loss recovery with a return rate of 65%

As part of the North Team we have recovered in the region of £370k from cases raised YTD. Current return rate unclear but likely to have been affected since 2nd sight report.

Details of all high value cases are forwarded to the FI's and updated at all stages.

8. Work stream Activity Support: To support the Training & Development Workstream lead by Tony Newman

I was part of the development of the skills matrix with this workstream up until its distribution across the Security Team. This has now been used to devise training events such as the Security Skills Workshop.

I then moved across to the performance management workstream on being temporarily promoted. I was involved in the levelling sessions as part of this workstream and received recognition from Dave Pardoe for the professional way I dealt with a difficult topic.

Behaviours – Care Challenge and Commit.

- Divisional Commanders Award – Thanks to my support of and involvement with OP Vanguard at GMP I was nominated by DI Dave Swift for a Divisional Commanders Award at the Serious Crime Division at GMP. I attended a ceremony at GMP where I was presented with the award by Detective Chief Superintendent Darren Shenton who thanked me for supporting his officers in the prevention of serious crime in relation to CVIT as well as other investigations.

The nomination included the following comments from GMP

GRO

Kevin has always been very approachable and the relationship is a fantastic example of partnership work, he understands the covert nature of our work and despite us only telling him 'what he needs to know' and not disclosing any specific police tactics / operations he is more than happy to assist in any way he can .

This pro-active partnership approach has led to a significant drop in the number of CIT attacks not just on the post office but across the security industry

GRO

GMP re now using this operation as part of a training package for new SOCG officers as an example of partnership working.

- Team Leader – I covered the Team leader role for almost 3 months on a temporary basis when Keith left. This came at an exceptionally busy time when the 2nd sight report was published. This resulted in a lot of work being generated around case file governance and meant regular trips to London at very short notice. I was also tasked with putting together the casefile spreadsheet and adjusting it as and when requested by John Scott. This resulted in long hours and regular occasions working late into the night to ensure it was fit for purpose. I also had to embed two new members of the team into their new roles and allocate workloads to them. I received recognition from John Scott for the work on the casefile process and from Andy Hayward on my performance in the role and was recognised in the weekly communications newsletter. Since leaving the role which was a difficult decision but right for me I have supported Simon in his leadership.
-

GRO

- Op Vanguard – Recognition received from DI Swift when I (temporarily) left my role as Security Manager for GMP to become Team Leader.

“ I am responsible for the vanguard project and at our last meeting I became aware that Kevin is moving on to pastures new. I just wanted to place on record my thanks to Kevin for all the hard work he has done and how supportive he has been in ensuring the continuing success of vanguard . He has assisted in numerous operations not only in preventing attacks but also bringing offenders to court etc. He will be sadly missed .
On behalf of myself and GMP i wish him all the very best for the future”.

- Urgent CVIT police Op in Midlands –

GRO

- Torch Development – Continued the development of the programme to include an element on the Quality assurance visit that takes place following a conversion under NT. Process being written to enable Torch Checklist to be completed if any security failings are discovered. Recognition on the Torch Programme received from Keith Gilchrist.

“ In my opinion this is the one of the most proactive crime prevention measures available to security operations. Your efforts, as outlined, in developing with stakeholders is a credit to you. Torch is now a National project of significance and I need to look at how the department can support fully your continued endeavours and permit you to complete your day job at the same time”

This programme has now been transferred to Colette who has taken over the scheduling of visits and any further development needed. I spent time with Colette explaining what the Torch programme is, how it's developed and the way forward. I have stressed the importance of maintaining the engagement with Branch Standards and the Network to ensure their full support with the programme.

GRO

GRO

- Strike cover – 14 days spent covering strike action at Crown offices in the Manchester area. Recognition received from BM at Middleton for assisting with key security going out of my way before and after to ensure keys are not vulnerable with only one manager at the branch.

GRO