

Printer Friendly View of Review



Review Information

Reviewee	David Posnett
Review Owner	Robert King
Review Name	Mid-Year PDR and Development Form 2013
Review Status	Activated
Review Period	Start Date 01/04/2013
	End Date 04/10/2013

Section Information

Name	Performance Against Objectives
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David Posnett Comments	I believe I have exceeded in the delivery of my objectives YTD and provide the following examples to evidence this;
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- **Fraud Activity Return On Investment (ROI)** - 72% recovery rate against closed cases across the team. I have continued to secure impressive recoveries utilising POCA powers, especially in view of the current economic climate. Examples include Tovil SPSO £43.5k (100%), The Ham SPSO £21k (100%), and Sennen SPSO £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 are now actively identifying appropriate cases to re-visit, identify assets and commence reconsideration proceedings.
- **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, subject to the appropriate cases being forthcoming, to utilise POCA confiscation. 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. Further training activities have been planned and diarised, including refresher investigation training, conflict management, and situational crime prevention. In addition, I am currently involved in delivering 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 but nothing has been communicated re assistance by Security Operations. I have provided detailed knowledge to one Security Operations Manager and his Team Leader concerning ONCH programmes (mechanics, process, benefits, etc) but have yet to receive a green light that this can commence as a new programme.

Section Information

Name

Demonstration of Care, Challenge and Commit

David Posnett Comments

I have continued to record behaviours evidence that I believe represents more than Business As Usual and doesn't reflect every piece of minor activity. Consequently, my record of examples are clear, weighted and considered before recording. I also ensure my evidence reflects Care, Challenge and Commit. Overall, I have been pleased with my outputs and believe sound evidence has been provided. Some examples are as follows;

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 and the Crown Loss forum.

Challenge:

- I have continued to facilitate the acquisition of pnn or equivalent email addresses for my FI colleagues, in order for them to perform their role to maximum effect (e.g. submitting SARs requests, obtaining a JARD account, facilitating communications with Confiscation Units, etc). This has involved a mutli attack approach in liaising with the JARD manager, Proceeds of Crime Centre, Confiscation trainers, contacts in Greater Manchester Police and the Metropolitan Police, as the failure to find a solution will have a detrimental effect on the capabilities of the Financial Investigation Team.
- 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 am 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 is a significant project for the business which could have major ramifications if the spot reviews identify weaknesses in Horizon and if the reviews are not conducted honestly, robustly and factually.
- 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 Overall PDR Rating

Weight **GRO**

Self Calculated Rating **GRO**

Competency 1 Information

Name Overall Performance Summary

Description Summary of individual's performance to date

Weight

Raters

David Posnett

David Posnett Comments

GRO

Section Information

Name My Development Required This Year

- David Posnett Comments
- Training in Reconsideration of POCA cases - ongoing
 - Continous Performance Development (CPD) - ongoing

Section Information

Name Career Aspirations

David Posnett Comments I will continue to review other opportunities and roles that emerge, and will apply for such roles based on my experience, performance, knowledge and capabilities. I believe I'm a good judge when it comes to role changes, notable in respect of every role I have held, where feedback on my performances have been consistently favourable.

Section Information

Name My Longer Term Development

David Posnett Comments **GRO**

Final Overall Rating

Self Overall Average **GRO**

[Close](#)

