

The Government Counter Fraud Profession

Protecting public services and fighting economic crime



Government Counter Fraud Profession

The Government Counter Fraud Profession (GCFP) is a structure for counter fraud specialists across central government;

This includes a focus on investigation and intelligence, as well as new areas of risk assessment, prevention and the use of data analytics. In doing so, it hopes to bring the counter fraud community together under a common set of standards, and help the counter fraud community develop as they work to protect public services and fight economic crime.

What does the GCFP do for you?

The GCFP has been, and will continue to be built through collaboration. Specialists came together to create it from different organisations across government. They had a vision of a more comprehensive, cohesive and recognised structure in which to develop themselves and their skills, and a passion to make it happen.

This is a new Profession, built by experts for experts. To be in it, you need to meet a standard and follow a code of ethics. For those who join the Profession, it is their Profession, and they have the opportunity to shape its future – and how the UK fights fraud and economic crime.



Greater recognition and professional credibility

The GCFP gives recognition and credibility to those with counter fraud knowledge, skills and experience. By being recognised as a member of the GCFP, members can show that they have a level of expertise beyond those who are not in the Profession. They will also have a common code of ethics.



Join an active community

The GCFP has ambitious plans for its members. It hopes to build an active community of counter fraud specialists across the public sector and beyond; and members will receive regular news and updates relevant to counter fraud.



Empowered to control your own development

The GCFP provides transparency across all disciplines used to counter fraud. Members are able to self-assess themselves against a set of common Professional Standards and Competencies, and develop their own personal development plans against a range of Disciplines. For example, those working in Investigation will be able to assess their skills in carrying out risk assessments.

The GCFP Code of Ethics

There are four behaviours to complement the Civil Service Code of Conduct:

- 1 Courageous:** Having the courage to hold challenging conversations with stakeholders to ensure the best outcome.
- 2 Challenging:** To challenge behaviour where the wrong decision is made or the wrong action is being taken.
- 3 Objective:** Acting solely according to the merits of the case and serving government of different political persuasions with commitment to objectivity and impartiality.
- 4 Collaborative:** Partner and collaborate with the wider fraud community and stakeholders internal/external to your organisation.

The Government Counter Fraud Profession

The GCFP Key features



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Professional Standards and Competencies

The GCFP provides pathways for individual capability building and career development, through access to the Professional Standards and Competencies.

These detail the knowledge, skills and experience expected of those working in a variety of counter fraud roles across the public sector. They will include risk assessment and the use of data analytics, formally developing the GCFP beyond the historical focus on investigation. These also offer a framework through which an organisation's learning environment or an individual's knowledge, skills and experience can be assessed when they apply to the GCFP, and as they develop throughout their career. The Professional Standards and Competencies are broken down into Core Disciplines and Sub-Disciplines, recognising the variety in counter fraud activity.

Case Study: The 'Investigation' Discipline

The Professional Standards and Competencies are broken down into Core Disciplines and Sub-Disciplines. The 'Investigation' Discipline is the first to be developed, and will be available at launch. Each discipline is broken down into 'Key Components', which consist of specific 'Elements'. These Elements are the knowledge, skills and experience that are required for the Investigation Discipline. The Investigation Discipline has 53 Elements.

Discipline

Investigation

Key Components



Elements

- 6.1 Case Progression – Report writing & communications
- 6.2 Case Progression – Evidence files
- 6.3 Case Progression – Disclosure
- 6.4 Case Progression – Operational learning
- 6.5 Case Progression – Law enforcement referral
- 6.6 Case Progression – Evidence presentation

What do I do now?

Visit our homepage to find out more: <https://www.gov.uk/government/groups/counter-fraud-standards-and-profession>

Visit 'Civil Service Learning' to explore the Professional Standards and Guidance here: <https://civilservicelearning.civilservice.gov.uk/professions/counter-fraud-profession>

Have a discussion with your line manager about future routes into the GCFP.

The Professional Skills Platform (PSP)

The Professional Skills Platform (PSP) is a key tool of the GCFP for members.

As a web-based platform, the PSP allows members to directly access the Professional Standards and Competencies, assess themselves against multiple disciplines and consider where they might want to develop their competency and career. It will allow members to:

- ✓ Identify skills gaps to inform training.
- ✓ Evidence your skills progression to date.
- ✓ See where your current skills, knowledge and expertise match other counter fraud roles.
- ✓ Access Management Information reports, to use in personal development and line management meetings.
- ✓ Highlight your specialist skills to your organisation to inform more transparent decision-making.

Investigation

The first Discipline will be available to members in Autumn 2018.

Intelligence & Analysis

Shortly after launch, the GCFP will incorporate new members under the 'Intelligence and Analysis' Discipline.

All other Disciplines

The GCFP will grow to develop professional standards for new counter fraud Disciplines and Sub-Disciplines