

# Capability Statement



## *An Integrated Approach*

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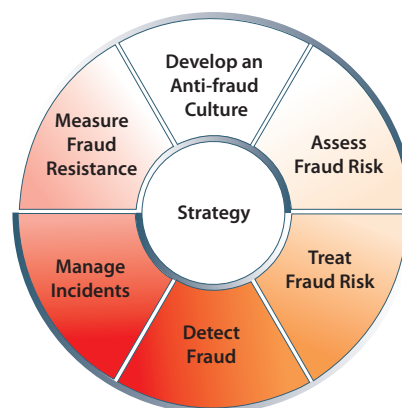
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### The Hibis Group

The Hibis Group, formed in 1999, comprises specialists in independent companies located in Australia and the UK. Our mission is to help organisations improve their resistance to fraud.

Hibis has developed an advanced set of tools and techniques to assist our clients to manage fraud risk based on a strategy consisting of six elements, illustrated below.

The strategy has been adopted by major multinational companies, financial institutions and government organisations. The individual elements are discussed below.



### 1. Develop an Anti-fraud Culture

Nowadays, shareholders, regulators and other stakeholders expect executives to promote a culture where everyone is aware of, and supports, the message that the organisation will conduct its business in an honest and ethical way. *Hibis* assists clients to implement awareness programs which encourage the active participation of all employees in predicting, pre-empting and preventing fraud.

### 2. Assess Fraud Risk

The key to preventing fraud is to firstly understand the risks. *Hibis* has developed a unique fraud profiling methodology which enables an organisation to obtain a detailed understanding of its fraud risks, whilst at the same time securing buy-in for the process from all levels of management.



“This has really opened our eyes to the fraud risks we face”

Chief Operating Officer

“Thank you for spoiling my weekend, but at least I now know what I have to plan for”

Head of Operations

“We did not believe that fraud was possible in our operation until today”

Managers and Team Leaders

*References from Chief Operating Officers, Heads of Operations and Chief Financial Officers are available upon request.*

### **3. Treat Fraud Risk**

Once fraud risks have been assessed, managers can look at the treatment options to reduce any risks that the organisation does not wish to carry. Hibis' knowledge of anti-fraud controls implemented by other organisations to reduce risks is particularly useful when an organisation requires additional controls.

### **4. Detect Fraud**

Hibis assists clients to develop fraud detection programs which can be divided into two specific areas:

- identifying red flags, which provide an early warning of a potential problem, including those in the process and systems, and by reacting to changes in a person's behaviour
- detection tests which internal auditors can include as part of their existing audit programs e.g. manual examination of documents and automated analysis of transactions.

### **5. Manage Incidents**

Nearly every organisation will experience fraud at some point: the response will often determine the severity of the impact. An incorrect response can expose an organisation to potential litigation for unfair dismissal. Furthermore, evidence collected improperly may be inadmissible, and vital documentation and records lost. Hibis can assist clients to develop appropriate fraud response plans.

### **6. Measure Fraud Resistance**

The success criteria for fraud risk management could be described as a measure of how prepared an organisation is to withstand and cope with the threat of fraud i.e. the organisation's fraud resistance. Hibis is developing a number of techniques to enable an organisation to gauge its resistance to fraud.



## Products and Services: Australia

Hibis Consulting Pty Limited (“Hibis”), based in Sydney, specialises in fraud risk profiling, training in interview techniques and criminal threat assessment, provided by three specialist consultants.

*Fraud Risk Profiling: identifying the methods of fraud which could be used against an organisation and the controls which would stop them succeeding*

### Martin Samociuk

Martin joined Network Security Management Limited in 1981, based in the UK, and initially specialised in the investigation and prevention of computer related fraud. In 1988, Network became a subsidiary of Hambros Bank and the company grew to become Europe’s leading fraud investigation company. He became firstly Managing Director, and then Executive Chairman.

Martin moved to Australia in December 2000 and founded Hibis Consulting Pty Limited, part of the Hibis Group which comprises independent companies in Europe and Australia.

His latest book ‘A Short Guide to Fraud Risk’ was published by Gower in March 2010.

He is also co-author of the book ‘Fraud and Corruption: Prevention and Detection’ published by Gower Publishing in the UK and ‘Fraud Resistance: a Practical Guide’ published by Standards Australia.

He is also a contributing author to the book ‘The Protection of Computer Software: Technology and Applications’ published by Cambridge University Press on behalf of the British Computer Society, and the ‘Computer Security Reference Book’ published by Butterworth Heinemann.

*Interview Techniques: how to obtain answers from reluctant or difficult people, during telephone, face-to-face or email interaction*

### John Ralston

John Ralston specialises in providing technical advice and training for personnel involved in investigations.

He is currently the Executive Director of the Institute for International Criminal Investigations (IICI), which is based in The Hague. The IICI is an independent, international organisation which educates professional criminal investigators in the techniques and knowledge necessary to investigate serious violations of international humanitarian law.

From 1994 to 2001, he was a senior member of the Office of the Prosecutor, UN International Criminal Tribunal for the Former Yugoslavia, firstly as Team Leader, then Investigation Commander and ultimately Chief of Investigations.

In 2002 he was a Project Consultant to the Office of the High Representative, Bosnia and Herzegovina and in 2004–2005, the Chief Investigator, UN Independent Commission of Inquiry for Darfur.

He began his career in 1970 as police officer with the New South Wales Police Force.



*Criminal Threat Assessment: assessing the threats posed by professional criminals and organised criminal groups should they target an organisation*

### **Alastair Milroy AM**

Alastair has had a distinguished and varied career in law enforcement spanning 37 years, culminating in a six year period as the Chief Executive Officer of the Australian Crime Commission responsible for national criminal intelligence and operational responses to fight serious organized crime in Australia. He has served with the New South Wales Police, National Crime Authority, New South Wales Royal Commission into the Building Industry, the New South Wales Drug Enforcement Agency and the United Nations International Criminal Tribunal.

In the private sector he was the National Security Manager for Brambles Security Services providing investigation and security risk management services to public companies.

Alastair also advises the Australian Research Council Centre of Excellence in Policing and Security as the part-time 'Executive in Residence'. He serves on the Australasian Policing Forum that is engaged in expanding knowledge on policing, security and public safety to inform governments, law enforcement and the community.

Alastair holds an Associate Diploma in Justice Administration and a Graduate Diploma in Police Management.

He is a member in the General Division of the Order of Australia for his services to national crime investigation and prevention.