



The Government Counter Fraud Profession

Protecting public services
and fighting economic crime



The GCFP Top 10 FAQ

July 2018

Version 2.4



The Government Counter Fraud Profession (GCFP) Top 10 Frequently Asked Questions

Q.1 What is the Government Counter Fraud Profession (GCFP) and who is it for?

The Government Counter Fraud Profession (GCFP) is a structure for counter fraud specialists; building from the historical focus on investigation, to a wider range of counter fraud skills and disciplines. In doing so, it aims to bring the counter fraud community together under a common set of standards, and develop that counter fraud community as they work to protect public services and fight economic crime.

Members of the GCFP will be part of an active community of counter fraud specialists, working to fight economic crime and counter corruption. The Profession will help members gain recognition and credibility for their specialist skill set, and also give them access to standards, guidance and products to help them develop their own career.

At launch, some organisations will be able to put forward applications for their staff to attain membership (see question 4 for more information), and as the GCFP evolves it will be available to counter fraud specialists working in a variety of roles in central government and its Arms Length Bodies (ALBs). In the future, the GCFP hopes to offer access to the Profession to the wider public sector and other sectors.

Q.2 When will the GCFP be launched?

The GCFP is overseen by a Board of senior counter fraud leads representing organisations from across the central government. Working collaboratively, they are tasked with the development of the Profession; and they have agreed the launch for Autumn 2018.

Q.3 Why should you join the GCFP?

The GCFP aims to bring together counter fraud specialists working in various organisations across government and the public sector into a single Professional structure. It offers routes to develop careers in counter fraud, and also gives recognition to those specialists who work hard to protect public services and fight economic crime. Some of the benefits are explained below:

Join an active counter fraud community

As it evolves, the GCFP 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.

Recognition and credibility

The GCFP gives recognition and credibility to those with counter fraud knowledge, skills and experience - not just in their own organisation, but across the public sector. Organisations and individuals will be able to assess themselves against a set of common Professional Standards and Competencies, meaning that members will be able to distinguish themselves from someone who doesn't have counter fraud capability. As the GCFP evolves, it will offer its members access to a body of counter fraud knowledge and guidance, and members will also be guided by a common Code of Ethics - specific to counter fraud activity.

Empowered to control their own development

The GCFP will provide pathways for individual capability building and career development. Through access to (1) the Professional Standards and Competencies, and (2) the Professional Skills Platform (PSP), members have a route to continuously assess their career and skills in counter fraud against a common set of skills used across the public sector.

Q.4 How do you join the GCFP?



Government Counter Fraud Profession

The GCFP is built around the principle of choice. At launch, phase one will commence. During this phase a limited number of organisations who have been involved in the development of the GCFP will be able to choose how their staff will join the Profession under the 'transitional arrangements'. If an organisation applies for its staff to join the GCFP under these arrangements, individuals may become a member under (1) *collective transition* (i.e. the organisation elects teams, or groups to move into the Profession as one unit, or units, or alternatively, (2) *individual transition*. Individual transitional arrangements will be available to those organisations that do not have a mature learning environment, after collective transitional arrangements.

To ensure that members meet a standard, the transitional arrangement will go through a rigorous application process, assessing either the organisations learning environment (collective transition) or the individual's knowledge, skills and experience (individual transition, where organisations do not have a mature learning environment). More information on this is available in the following questions.

In the future, the GCFP would like to make transitional arrangements available to other government and public sector organisations. Once phase one is complete, the GCFP will open phase two, when a 'new entrants' process for individuals to apply for will commence. More details about these routes to membership and timescales for each phase will be available in the future.

Q.5 How much will it cost members or organisations to join the GCFP?

The GCFP is the collaborative effort of several government organisations, who have agreed the routes to membership and the costs involved. When the GCFP launches, neither individuals nor organisations will have to pay a joining fee for membership under *collective transition*; however, organisations will have to contribute some expert resource (that will be subject to assessment) to sit on the Advisory Panel(s) that evaluate the learning environments outlined in the organisations' applications; and make recommendations to the GCFP Board.

Applications under *individual transitional arrangements* will assess the individuals knowledge, skills and experience, and not the learning environment of their organisation. This assessment process and its cost to organisations is currently being developed by the GCFP Board.

Q.6 Will I have to complete any new learning or development to join the GCFP and, if so, who will pay for it?

The GCFP is introducing common standards across the government for the first time, giving individuals from across the public sector with a variety of counter fraud skill sets the opportunity to come together under the Profession. This variety will not only be reflected in the framework of counter fraud Disciplines, but also in the levels of Competency you can progress through (ranging from Foundation to Practitioner). **More information about the counter fraud framework is available on Civil Service Learning: just search for 'counter fraud standards'.**

Members who join under *collective transition* are assessed as a team, or group, against the learning environment of their organisation, and will join the Profession aligning to a Discipline and Competency level defined in their application. After joining, it will be up to the organisation to decide what ongoing learning and development is needed, who provides this and how this is paid for.

When *individual transition arrangements* are opened, individuals or their organisation may identify learning and development that they wish to undertake, in order to achieve their desired Competency within a given Discipline. Again, it will be at the organisation's discretion as to how this training is provided for.

We encourage all members to maintain and develop their knowledge, skills and experience, and the GCFP will work with member organisations to develop a learning offer that is of value to its members in the future. Further details will be published once the GCFP is launched.



Q.7 Is the GCFP offering any accreditation or new qualification?

The GCFP provides assurance of an individual's competency levels through a structure of organisational or individual self-assessment against the framework of Professional Standards and Competencies.

When members join the Profession under either collective or individual transitional arrangements, they will retain any previously held accreditation. For the period following transitional arrangements, the GCFP Board has stated its intention to offer an accreditation that aligns with the Professional Standards and Competencies. This will mean that people working in counter fraud activities such as 'risk assessment' will have a route to accreditation where none was previously available.

Q.8 Will there be an impact on my pay?

The rate of an individual's pay is determined by a member's department or organisation, and *not* directed by the Profession.

Q.9 I am an experienced and/or qualified investigator, intelligence officer, counter fraud professional (or similar). Will my experience and qualifications be recognised by the GCFP?

The Board has accepted recommendations from practitioner working groups that the GCFP should have an 'in-out' assessment of capability, ensure credibility and provide assurance for the Profession. As such, the assessment process will not rely solely on prospective members' previously held qualifications or experience.

However the GCFP is designed to recognise the variety of level of knowledge, skills and experience that people working in counter fraud may have, while acknowledging that their knowledge, skills and experience will vary depending on the time and way in which it has been obtained and maintained. This is why a *one size fits all* approach would not be workable.

As such, the Board has agreed that *collective transitional arrangements* to enter the Profession will take into account organisational learning environment. In the future, members who enter the Profession under *individual transition* will be offered various options to demonstrate their level of counter fraud knowledge, skills and experience (details of these options will be released in the future). These will take into account their individual qualification and learning environment.

Q.10 Will members be required to maintain knowledge, skills and experience and take part in Continuing Professional Development scheme, or similar?

The evolution of counter fraud activities are fast paced, with continually evolving techniques and best practice. The GCFP were keen to recognise this, making sure that government organisations come together within the GCFP to align and share learning opportunities. Members will therefore be expected to maintain their knowledge, skills and experience within the GCFP and look to further develop in line with newly emerging best practice. Further details on learning and development will be published in the future.

Crown Copyright Notice

All of the material here is owned by the Counter Fraud Profession for HM Government. It is all subject to Crown Copyright 2017.

This material should not be disseminated in anyway that may prejudice harm or infringe on the purpose and aims of the Counter Fraud Profession for HM Government.