

Why should I read CPNI's *Ongoing Personnel Security* guidance?

While pre-employment screening helps ensure that an organisation recruits trustworthy individuals, people and their circumstances and attitudes change, either gradually or in response to events. CPNI's *Ongoing Personnel Security* guidance can be used to help an organisation better understand the potential threats from insiders and then take the appropriate measures to mitigate the risk.

The insider:-

- Three-quarters of insider acts in CPNI's *Insider Data Collection Study* were carried out by employees who had no malicious intent when joining the organisation, but whose loyalties changed after recruitment.
- The study also shows that, in many circumstances, the employee undertaking the insider act had been in their organisation for some years prior to undertaking the activity and exploited their access opportunistically.
- Some of the more common insider acts include:
 - unauthorised disclosure of information
 - process corruption
 - stealing corporate information
 - theft
- The drivers for these acts vary greatly and rather than one single factor, insiders typically have a range of motivations. Examples include:
 - financial gain
 - revenge
 - notoriety
 - political or religious ideology
 - fear or coercion

Detailed, step-by-step guidance is given on:-

- security culture
- line management
- access controls
- secure contracting
- social engineering
- social networks and the use of the internet
- screening for the insider threat
- reporting concerns
- protective monitoring
- investigations
- exit procedures

Appendices provide details of employment-related websites and legislation and key points to consider when introducing protective monitoring or engaging in an investigation.

Ongoing Personnel Security: a good practice guide
can be downloaded from the CPNI website under Personnel Security.