

WORKSHOP ON UNDERSTANDING AND MITIGATING THE INSIDER THREAT, ABUDHABI, UAE- 16-18 DECEMBER 2018

PRESENTATION
BY
PINKIE RABALI

VETTING AS A PRIMARY ELEMENT REQUIRED IN
ENSURING TRUSTWORTHINESS OF INDIVIDUALS
ACCESSING NUCLEAR FACILITY AND ITS
EFFECTIVENESS

Date



Scope

- Definition of Vetting(What it means)
- Purpose of vetting (Why we do Vetting)
- What do we intend to achieve by Vetting /Screening
- Legal mandate/ Other Statutes
- Who must be vetted
- Vetting Process (how to conduct vetting)



Scope

- Documents Required for Vetting
- Levels of clearance
- Non-Compliance to Vetting Process/ Refusal of clearance
- Continuous Mitigating Insider Threat
- Minimizing Insider Threat
- Dealing with consequences caused by Insider threat



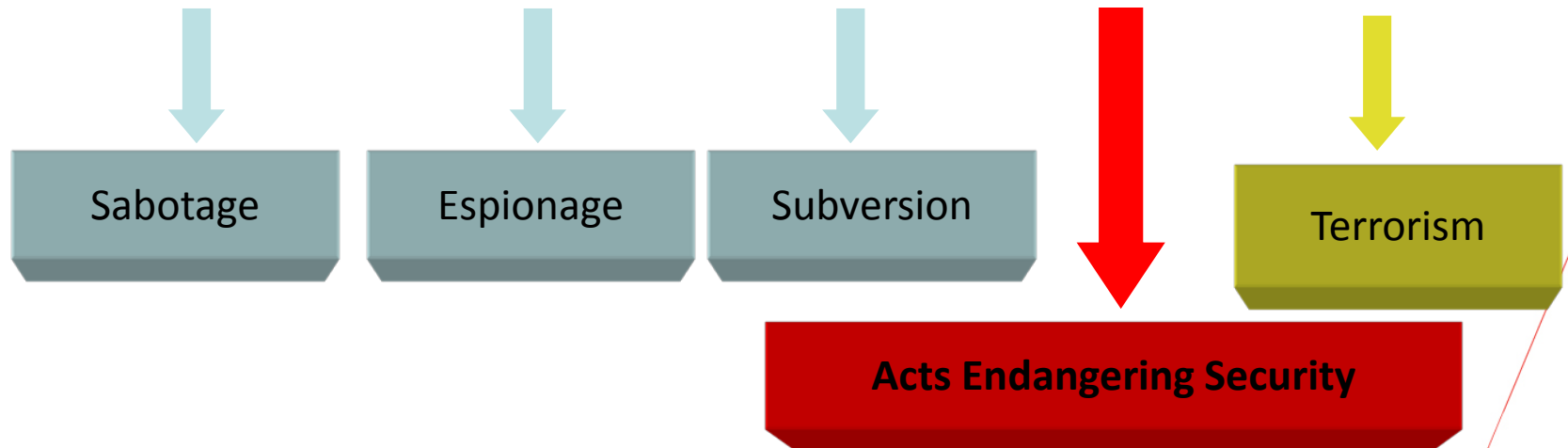
ABBREVIATIONS

- SAPS....South African Police Services
- DIRCO....Department of International Relations & Cooperation
- DHA....Department of Home Affairs
- SAQA...South African Qualifications Authority
- VFU....Vetting Fieldwork Unit
- VI...Vetting Investigator



Definition of Vetting

It is a systematic **investigation** process undertaken to establish a person's security competence from a Counter-intelligence point of view.



PURPOSE OF VETTING

To determine

Person's

Integrity,
Trustworthy
and
Loyalty

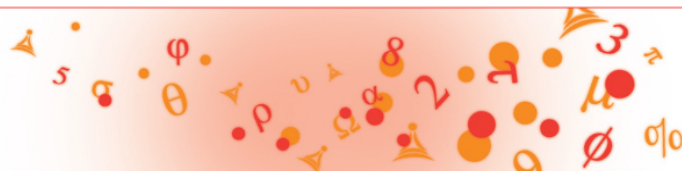
That's helps a lot in understanding and mitigating the insider threats,

It also assists in ensuring the trustworthiness of individuals accessing sensitive locations within the organisation .



Vetting is essential in order to **detect** and **prevent** any forms of security threats (risks) which are inherent in any organisation that deals and handles sensitive information.

Security within organizations is critical in ensuring that no unauthorised person gains access, not only to our restricted installations but to the most important nuclear material/products and classified information with a potential for negative national and international repercussions



Intention of Vetting Process

➤ Detect

-To **detect** means to find or discover risks that organisation is exposed to.

➤ Prevent

- To prevent is to put measures in place (procedures and policies) and ensure compliance



Legal Mandate

Basic Conditions of Employment

Constitution Of Republic of South Africa

National Key Point Act

Protection of Information Act



Legal Mandate

Nuclear Energy Act

Chapter 5 of Minimum Information Security Standard (MISS)
address the issue of Vetting of Personnel
in Organs of State and Public Service

The Labour Relations Act



Who must be vetted

- **Insider:** Insiders refer to anyone who has access to inside information. Individuals with authorised access to the facility are commonly referred to as insiders.
 - Management
 - Staff
 - Security personnel
 - Contractors
 - Visitors



Vetting Process

- Completion of Application (Z204) by employees
- Submit file to Vetting Office
- Captured on a the System for record purpose
- File send to respective institutions to verify documents :- Travel, Finance, citizenship, Education, criminal e.t.c
- File send back to VFU to commence with Investigation
- VI conducts interviews with Subject and References and compiles a report of findings
- File is sent back for Evaluation , and Polygraph
- Clearance is issued or denied
- Clearance Certificate or letter of refusal is sent to Employer
- An Official/ Applicant will be informed by letter of the results

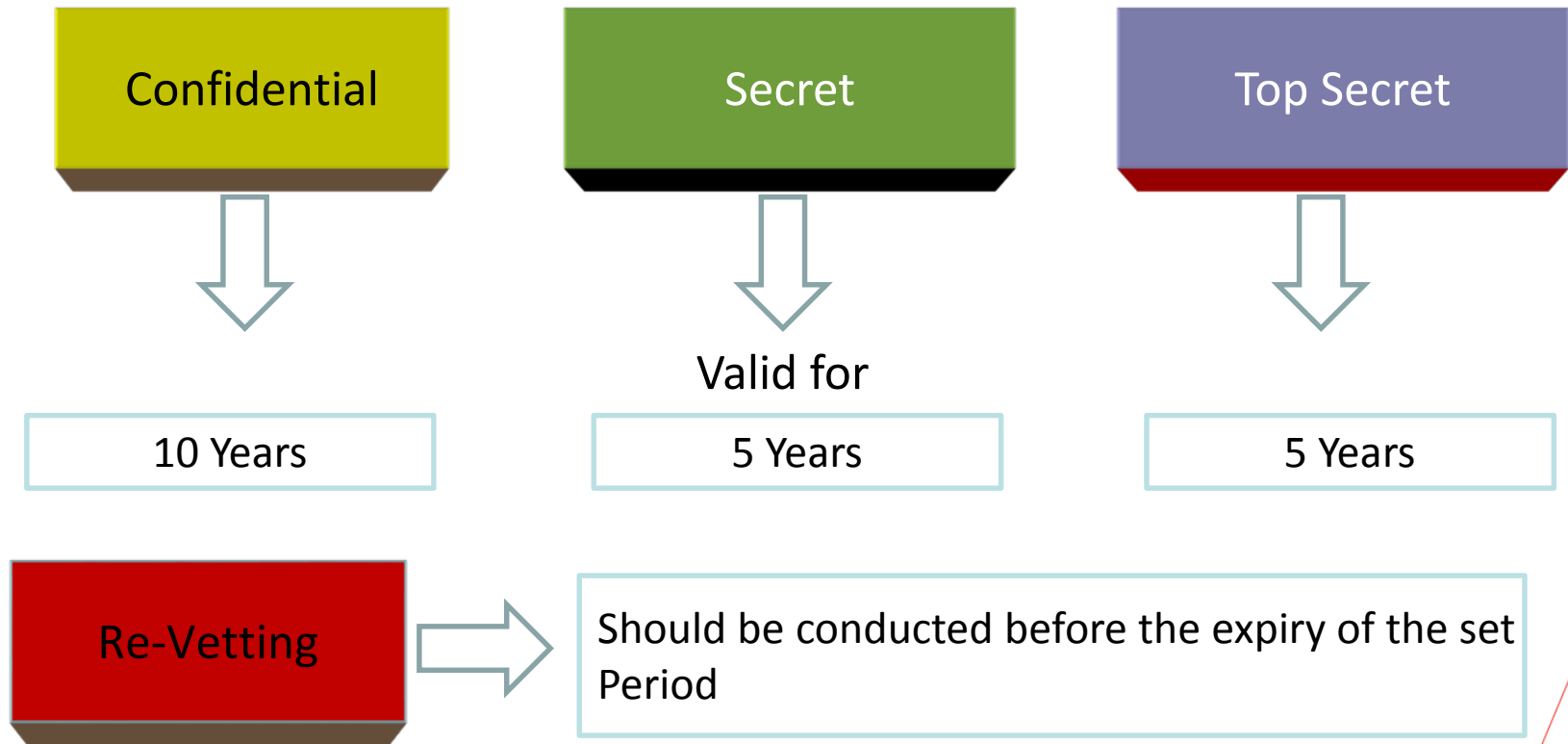


Documentation required for vetting

- ☐ Copy of ID, Passport (Subject and Spouse)
- ☐ Copy of Marriage Certificate
- ☐ Divorce Decree
- ☐ Academic Certificate (s)
- ☐ Copy of financial declaration
- ☐ Financial Statements (Bank, loans, accounts)
- ☐ ID Photo
- ☐ Fingerprints of subject
- ☐ Polygraph Consent Form (Top Secret)
- ☐ Consent form attached



Levels of Clearances



Non-Compliance and refusal of Clearance

Any Official who refuse to comply to Vetting Process, may subject himself/herself to be refused access to certain areas which can also be considered as an automatic refusal of clearance that may lead to termination of his/ her contract with the employer in accordance with Basic Conditions of Employment.

If the required level is denied, the individual is advised in writing On procedures to follow should he/she wishes to appeal the decision, and each case get to be treated on its own merit.



Measures to Mitigate the Insider threats

- Pre Screening of employment/ background checks
- Random security awareness/ workshops
- Instilling a strong security culture
 - Attitudes, beliefs and values
- Behavioral observation and continuous liaison with other organizations and structures
- Establishing Human reliability programs
- Ensure that individuals in positions requiring access to facilities, and programs meet the highest standard of reliability as well as physical and mental suitability
 - Random alcohol testing, medical examination
 - Scrutiny of involvement in incidents, unsafe practice, suspicious activity



Minimize Opportunity(Solution)

- Ensure Correct classification of information/people
- Operational security programs
- Classify facility as per its sensitivity
- Restrict vital equipment operations and access
- Compliance of Nuclear safety
- Nuclear facility design



Mitigate Consequences

- For loss of information:
 - Identify scope of loss
 - Change procedures if security could be compromised
- For unauthorized removal of nuclear material:
 - Inventory to identify material loss
 - Search for material that might remain on facility grounds
 - Report to appropriate authorities
- For uncompleted sabotage activities:
 - Repair, recover
- For completed sabotage activities:
 - Follow emergency response plans



THOUGHTS OF THE DAY

“Integrity is telling myself the truth, and honesty
is telling the truth to other people.”

AND

“Trust takes years to build, seconds to break and forever to repair”



Thank You!!!

