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**ACFE Virtual Conference**

13th Annual ACFE African Conference & Exhibition

**Virtual Edition**

**GET YOUR BUSINESS NOTICED**

**ADVERTISE WITH US**

**DEPARTMENTS**

- ACFE Standards: 29
- Job Vacancies: 40
- MoU Partners: 45
- New CFEs: 18

**AFRICA Training Academy**: 21

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More about the ACFE & ACFE SA: 6
I think I owe 2019 an apology for the horrible things I said about it. Looking back now (from my home where I have been for well over two months), 2019 wasn’t that bad at all! I was able to go outside and see friends and family, shop wherever and whenever I wanted, I could go places without having to cover my chin, mouth and nose and do a ‘candle-blow-out’ test before leaving my house. I could even buy wine whenever I wanted. Those were the days. Sorry 2019. 2020, however, has some explaining to do, and it had better not be that 2021 is going to be even worse.

Nevertheless, we at the ACFE have decided not to let it get to us. We’ll show you 2020! Deadly virus on the loose you say? We say we’ll provide anti-bacterial and anti-viral hand sanitisers to our staff and members. Lockdown you say? We say we’ll work remotely from home. No social gatherings you say? We say we’ll provide online learning. Travel bans and bans on events you say? We say we’ll host a virtual conference.

We are more ready than ever to handle whatever is thrown at us and use it to our advantage. Our online training sessions have been enormously successful. Thank you to everyone who has attended our sessions, your support is what keeps us going. We also want to thank our presenters for their excellent presentations.

After hosting these events online, we realised that there is no compromise on the quality of the training that our members receive and that we can host a virtual conference – so that is exactly what we are going to do. We know that there are going to be challenges, but just as we have faced the challenges thrown at us thus far, we plan on overcoming them and making the best of the situation. We have also decided to extend the conference programme to five days instead of three, so get ready for five full days of interesting live webinars, exhibitor rooms showcasing services and products, and opportunities to connect with fellow anti-fraud professionals from around the globe. And guess what? This all comes at hugely reduced rates! More information on page 9.

Our regional events will also continue to take place online until we are sure that we are not placing anyone’s health or safety at risk by hosting face-to-face events.

The AFRICA Training Academy is also online, which means that you can make the best of what is left of this lockdown and reach the other side as a Certified Fraud Examiner. Work on a new skill you say? We say we’ll work on a scarce skill and train CFEs!

In short, for us the choice isn’t ‘adapt or die’, it’s ‘adapt or adapt’. We have no intention of backing down or allowing circumstances to get us down, and we have you to thank for this. Your unfailing faith and support have shown us that we can achieve anything, and we don’t plan on failing you now.
Dear members

I have seen over the past couple of months how many people indicated on their out-of-office heading that they are doing business as usual. I do understand the reasoning behind the phrase, but by agreeing to this I am not only lying to others but also to myself. The reality is that we never will be doing business the same as before. The lockdown forced many, if not all, to look at things differently, try out new things, and be more reliant on technology to do our work. The lockdown also forced us to be more aware of our health, how we spend our time, our family, and our support structure.

If you have read my newsletters over the past couple of years, you would have noticed that I continue to state that this is a member organisation and therefore we are dependent not only on your contributions and support, but also your guidance. I want to thank each and every one of you for your ongoing support during these trying times. Over the past month or two, we have seen an increase in members becoming CFEs and members writing the CFE exams. We have signed contracts with two government departments to have their staff write the CFE exams and have signed SLAs with one insurer to have close to 100 staff members write the CFE exam. These companies highlighted that now more than ever before they depend on Fraud Examiners to help them through these challenging times and therefore need them to be able to operate with the necessary knowledge and skills on an international level.

We know that we all suffered financially, in some way or the other, due to COVID-19 and, after making some cost cuts ourselves, decided not to increase our membership fees for the period 2020-2021. We further reduced the cost of our conference fees by going virtual and added two (2) more days to our usual three (3) day programme, ensuring you get value for money. We do hope that these cost-cut initiatives will help you.

One thing we prevented COVID-19 from doing was distract us from providing a professional service and keeping to our vision and mission. We have increased our virtual events locally and internationally and have moved our Gala and Awards event to later this year when we will hopefully have the opportunity to meet face to face. We have planned our AGM to take place on Friday 18 September 2020 and will be communicating more details to you closer to the time.

It is expected from Fraud Examiners to be able to think on their feet and to adapt to change. We look forward to helping you through the process and learning from you and your experiences. Please feel free to send us articles on lessons learned and products you have seen helping you to work faster and smarter so that we can share these experiences with other members who experience the same difficulties you might have.

I want to end by welcoming our new CFEs. I look forward to meeting you one day in person. COVID-19 will pass like all the other viruses and challenges mother earth faced. Let our faith be bigger than our fear.

Stay safe, stay healthy.

Jaco
VIRTUAL-ity is here!

It is only three months away, before we host the first five-day VIRTUAL Anti-Fraud Conference on the African Continent!

If you have not seen the line-up of speakers, you better check it out here:

CONFEREECE SPEAKERS

I honestly don’t know how you as a Fraud Examiner / Professional are going to manage the week as there are back to back sessions, that you will find difficult not to attend!

Book now to get your early bird discounts.

AGM – Going Virtual

Due to the AGM normally being held within the ACFE Conference, we have moved this to a virtual AGM taking place on the 18th of September - the last day of the virtual conference. A notification will be sent in due course to book this in your diary to attend.

Appointment of Mr Raj Dhanlall as Board Member (from a co-opted position held)

We are nearing the end of the year, where Board Members and their roles may change based on their tenure or positions. In the last year, we had co-opted Mr. Raj Dhanlall to the Board as support for the Finance Portfolio. It is with much appreciation that we notify you that the Board nominated and elected Mr Dhanlall to become a Board Member where he currently only holds a seat as a co-opted member. Mr Dhanlall accepted the position and will start his term in September 2020.

Looking forward to seeing you all virtually at the conference and AGM.

You all be safe now till then.

Regards

Jonathan le Roux
As fraud becomes increasingly more prevalent and complicated, the ACFE (Association of Certified Fraud Examiners) is continually researching and developing new publications, self-study products, and cutting-edge fraud training conferences designed to educate and prepare fraud examiners for the challenges they face.

Fraud costs organisations worldwide an estimated five per cent of their annual revenues, according to a study conducted by the ACFE. If applied to the 2015 estimated Gross World Product, this translates to a potential projected global fraud loss of approximately ($3,893 billion) R54,4 trillion.

As an ACFE member, you receive many valuable benefits that help to promote your professional and career development. These benefits include access to member’s only services and resources as well as discounts on many of ACFE’s valuable products. Membership is open to any person who qualifies and is interested in, or engaged in, the practice or teaching of preventing, detecting or deterring fraud. There is no better time than today to enhance your career and invest in your future by becoming a Member of the Association.

The ACFE SA (Association of Certified Fraud Examiners South African Chapter) is an official national Chapter of the ACFE International, and is a recognised professional body for fraud examination practitioners in South Africa. ACFE SA is registered by the South African Qualifications Authority (SAQA), in terms of the National Qualifications Framework Act, Act 67 of 2008, which officially affords professional status to everybody with the CFE qualification, and recognises the ACFE SA as constituted to represent and regulate anti-fraud professionals who are members of ACFE SA.

The ACFE SA’s objectives are to actively promote and develop the profession, it’s credibility, and the standards and quality of our members in South Africa. The ACFE SA upholds and supports the fundamental tenets of the profession – the Code of Ethics and the International Standards for the Professional Practice of the anti-fraud professional.

The ACFE provides bona fide qualifications through administration of the CFE International Examination which is recognised as an NQF Level 7 qualification with SAQA. The CFE® mark asserts that the anti-fraud professional has met stringent qualification and competency requirements and adheres to an uncompromising code of ethics and professional standards.

Members of the ACFE SA benefit from ongoing educational opportunities, publications and updates featuring the latest developments, as well as unique networking opportunities that promote professional and career development.
The mission of the Association of Certified Fraud Examiners is to reduce the incidence of fraud and white-collar crime and to assist the members in fraud detection and deterrence.

To accomplish our mission, the ACFE:

- Provides bona fide qualifications for Certified Fraud Examiners through administration of the CFE Examination.
- Sets high standards for admission, including demonstrated competence through mandatory continuing professional education.
- Requires Certified Fraud Examiners to adhere to a strict code of professional conduct and ethics.
- Serves as the international representative for Certified Fraud Examiners to business, government and academic institutions.
- Provides leadership to inspire public confidence in the integrity, objectivity and professionalism of Certified Fraud Examiners.

ACFE SA is registered by SAQA as a professional body, per the requirements set out in the National Qualifications Framework Act, Act 67 of 2008. This Act defines what a professional body is, what a professional designation is, and thereby also stipulates who will be regarded as a professional and an expert in South Africa. A Professional body is defined as any body of expert practitioners in an occupational field, and includes an occupational body. Professional designation is defined as a title or status conferred by a professional body in recognition of a person’s expertise and/or right to practice in an occupational field. This officially affords professional status to everybody with the CFE qualification, and recognises the ACFE SA as constituted to represent and/or regulate a recognised community of experts.

- ACFE SA has a proud history and track record. ACFE SA was established in South Africa in 1998, while the ACFE International has been operating since 1988. As such the ACFE is a well established and internationally recognised organisation.
- On the International and local level, the CFE Designation is recognised by Government, Courts, Academic Institutions. Most Companies and the Industry, in general, recognise and accept ACFE membership and the CFE Designation as a premier qualification.
- ACFE has a significant footprint and membership base. We have more than 6 000 registered individual members in South Africa, representing approximately 600 companies. On the International level the ACFE has more than 85 000 members, over 250 chapters and are represented in over 180 countries.
- ACFE SA provides the premier forum and platform for Forensic Practitioners to network and interact, as can be seen at our well-attended events and our Imbizo - a unique forum for leaders of the Industry to participate in an interactive process aimed at improving our industry through agreed resolutions and action points.
- ACFE SA promotes our members’ services through our website, and Career Centres.
- Our members, and specifically CFEs, are in high demand in the job market.
**VERITAS ADVERTISING OPPORTUNITIES**

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**TAKE ALL FOUR QUARTERS AND GET 20% OFF!**

**CLICK HERE FOR THE ADVERTISING APPLICATION FORM**

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**CFE SEAL LOGO**

If you are a CFE in good standing, don’t forget about this exclusive benefit...

Purchase the CFE Seal Logo from the ACFE International for your letterheads or business cards:

**LETTERHEAD**
- letterhead branded only with the CFE Seal logo so you can promote your fraud prevention practice;
- or letterhead branded with your company logo and the CFE Seal logo to showcase your expertise as a Certified Fraud Examiner within your company.

**BUSINESS CARDS**
- business cards branded only with the CFE Seal logo so you can promote your fraud prevention practice;
- or business cards branded with your company logo and the CFE Seal logo to showcase your expertise as a Certified Fraud Examiner within your company.

[Click here for more information]

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**BRANDING**

ACFE Brand Standards are designed to help you promote yourself and your affiliation with the ACFE. Click on the link below for more information on which logos to use and technical guidelines for how to use them.

[Click here for the Brand Guidebook]

If you have questions about this or other trade mark issues, feel free to contact Jaco de Jager at jaco@acfesa.co.za
# 13th Annual ACFE African Conference & Exhibition

## Virtual Edition

**14-18 September**

### What Stays the Same?
- Expert speakers
- Relevant topics
- Interaction with anti-fraud professionals from across the globe (now more than ever)
- An opportunity to gain knowledge and skills
- Grow your network
- Sponsorship and exhibition opportunities / an opportunity to interact with sponsors and exhibitors about the latest trends in the industry

### What is Different?
- Attend the conference from the comfort of your own home
- No travelling or accommodation expenses
- Reduced fees (register two for the price of one face-to-face conference ticket)
- Extended early-bird rates and other discounts
- 5-day conference
- Online exhibition and advertising opportunities

### CPE/CPD Points
- Annual requirement: 20 CPE/CPD points
- Our 5-day conference allows you to attend ALL the sessions and earn up to 40 CPE/CPE points.
- Or choose which sessions you want to attend and earn the required amount.
- CPE/CPD points are claimable from our MoU partners (terms and conditions apply)
DON'T MISS OUT ON THESE SPECIALS...

EARLY-BIRD RATES
REGISTER TODAY, PAY LATER!

**Individual Bookings**

MEMBERS
R6 500 (save R1 000)

NON-MEMBERS
R8 000 (save R500)

**Group Booking (5 or more)**

MEMBERS
R6 000 (save an extra R500)

NON-MEMBERS
R7 300 (save an extra R700)

Does your company employ more than 50 people?

Don’t miss out on our 50+ Group Booking special!

- Only R5 000 per delegate equals massive savings and an opportunity for you to empower your employees.
- Our conference offers five days of training by expert local & international speakers.
- Give your employees a chance to gain skills and knowledge by attending our virtual conference.

1 000 delegates = R1 000 cash back

Exhibitor Opportunities

Sponsorship Opportunities

Networking opportunities
PwC is pleased to partner with the ACFE SA Chapter for the 13th Annual ACFE African Conference and Exhibition.

This event is recognised as the largest anti-fraud event in Africa and PwC recognises that together with the ACFE, our common cause is to combat the prevalence of fraud in an ever-changing world. Fraud is an important issue in our society, and we recognise the importance of building trust between ourselves and all stakeholders when addressing this issue. As market leaders, we acknowledge our responsibility to engage with people and businesses and share innovative and pragmatic solutions to fight the scourge of fraud.

Technological advances and innovation are constantly evolving and will continue to change the way that we all do business. This has also been compounded by the global COVID-19 pandemic and we have seen the perpetration of fraud evolve to include new levels of sophistication and digital exploitation. We need to ensure that our responses are effective, creative, immediate and equally exploitative of the cutting-edge digital resources available to us, whilst fully utilising the collective insights of the people in our respective organisations. We commend the ACFE for adapting their response by hosting a virtual conference this year and we look forward to exploring and engaging on these topics and more at the 13th Annual ACFE African Conference and Exhibition.
ACFE
AFRICA AWARDS

RECOGNISING
EXTRAORDINARY
PEOPLE & COMPANIES

BRAND NEW & EXCLUSIVE AWARD!

A Junior CFE of the Year award has been added to our list of awards celebrated at our annual Gala & Awards event at the end of the year.

To nominate an exceptional CFE under the age of 30 who has contributed to the anti-fraud industry,

CLICK HERE

OTHER AWARDS

CLICK ON THE LINKS BELOW TO VIEW THE AWARDS CRITERIA:

• Contribution to the Anti-fraud Profession in South Africa (Advocacy)
  • Educator of the Year
  • Regional Committee of the Year
  • Honorary Member of the ACFE SA
  • Certified Fraud Examiner of the Year
  • Corporate Member of the Year

CLICK HERE to nominate
ATTENTION UNDER 30s!

ARE YOU READY TO TAKE THE NEXT STEP IN YOUR CAREER?

At the ACFE SA, we realise that hands-on, practical experience is hard to come by, yet something that is required when looking into career prospects. Therefore, the ACFE SA, Pretoria Regional Committee, has created an opportunity for young CFEs – 30 and younger – to form a shadow committee that will enable young professionals to be part of a mentoring program and experience the decision making processes during meetings, attend and assist in organising events and gain valuable insight in the operations of the ACFE SA as the leading anti-fraud profession first-hand. These youngsters will also have the opportunity to share new ideas to take the organisation into the future and ideally take over from the current committee members and will be mentored, trained and guided with this goal in mind.

This is an opportunity that will not only enable and empower young individuals, but also assist in taking the next step in your career by having a competitive edge over your colleagues. The current Pretoria Committee is committed to assist and teach youngsters what they know so that they can make a difference in the anti-fraud industry. They also recognise the skills and techniques that youngsters can bring to the table.

The candidate must be a CFE under 30.

The ideal candidate needs to provide the following:

- Show the impact they make in their work or business environment, and or their community at large,
- Achievements and recognition received in their career as a CFE,
- How being a CFE contributed to their respective career and impact on other respective CFEs,
- Detailed CV,
- Overall contribution and participation within the ACFE SA and ACFE,
- A typed motivation to support your application stating the reasons why you should be chosen.

Please email your application to zanel@acfesa.co.za
I think we all share the feeling; if we hear the words Covid or Corona, we want to have a fit.

The reality is that Covid-19 has forever changed the way we conduct our daily business and lives, and will continue to do so even after the pandemic has passed.

And unique circumstances call for the use of a novel term: Covadise – to adopt a flexible and proactive approach to mitigate the spread of a viral risk. In our instance, fraud risk on its own has become a viral and global pandemic. A term not describing the virus, but what the effect is on our society and the way we address the new reality.

"Covadise - to adopt a flexible and proactive approach to mitigate the spread of a viral risk"

We need to covadise our strategies, our way of thinking, our approach to fraud risk and our investigations. And herein lies the recipe for success: let us do what we know and do best given the new reality and with our focus on our own areas of expertise.

The Fraud Landscape

There is much debate on whether Covid-19 has brought about new fraud risks, or whether there has just been a change in the old fraud risks and types of crimes we have been investigating pre-COVID. My view is that it is a combination of both.

What is new, however, is the way that we will have to work during these times and when we return to some state of normality in our daily lives. And hopefully through the lessons learnt, we can adapt our strategies for addressing fraud risk into a new dimension: one in which we can work more time and cost efficiently whilst still adhering to the rules of investigation and evidence. A covadised approach.

There are a few areas and types of fraud that needs consideration when covadising our approach to fraud risk:

Cybercrime remains a concern

Cyber criminals are still phishing, yet now, their messages focus on luring victims with messages relating to new business opportunities that can bring in money in tough economic times, fake RFQs that ask companies to submit bids (with all their company information) for the supply of personal protection equipment (PPE) and romance scams that entice victims that have been alone in lockdown and would otherwise not have been so susceptible to these types of fraud. Hastily implemented IT systems can leave the organisation vulnerable to attacks and unsecured remote connections bring about a myriad of vulnerabilities.

Internal fraud

Employees are now working from home, largely unsupervised (except for the Zoom watchdogs), sometimes with less secure systems. To enable working from home, internal controls, processes and procedures might be relaxed, there is a less strict implementation of segregation of duties, and reviews are not as stringent. Coupled with increased financial pressures due to reduced salaries, work uncertainty and environmental strain, this could be a recipe for fraud.

The traditional take on the Fraud Triangle can now sound as follows:

Figure 1: The Fraud Triangle by Donald R Cressey
‘I am in a financial mess. My salary has been reduced by 30%, my wife has lost her job. There is no one constantly watching over my shoulder. I know my job and I know the loopholes: no one is thoroughly checking the payments I process. And my employer has no sympathy for my current position. They expect me to work day-and-night with the kids screaming at home, and then they take a chunk of my salary to boot. I cannot afford it; I don’t even receive my travel allowance anymore. How am I going to feed my family and keep my house? They don’t care and neither do I. So, for once I am just going to borrow some money and pay it back later. Or take that supplier up on their offer for additional income should they get the tender.’

By targeting key systems and processes, employees might exploit the organisation in the following ways:

- Making payments to their own bank accounts or third parties for goods and services not received.
- Changing the prices of items in “online” sales systems, allowing for the shipping of items at a loss.
- Leaking of information of shipments of valuable items to third parties for heists.
- The sale of confidential customer information for hard cash.
- The sale of customer documentation such as proof of residence, ID copies, bank statements and other documents which can be used as part of fraudulent schemes.
- The sale of passwords, access cards or other items used to gain access to information and other assets.
- Allowing theft to take place in FMCG stores and similar places due to management’s focus on Covid-19. This is done by not recording sales at the point or the blatant removal of items from the front or back doors of the business.
- We presume several other methods which could be tied back to audit and forensic requirements which have not been fully implemented.
- Your information and that of your staff can be handed out and used for house robberies.

Financial crime

Organisations that find themselves in dire straits might resort to the manipulation of financial statements, supply false information to obtain government grants, or to commit insurance fraud to obtain a financial benefit. Criminal networks are also exploiting the new reality and alter traditional types of financial crimes to capitalise on the uncertainty (and opportunity) posed by the global pandemic.

Supply chain

Suppliers are suddenly not able to provide the necessary goods and services, transportation arrangements have changed and in instances service providers are not able to perform under their contracts. Organisations are forced to take on new suppliers and due to urgency, fail to perform the required due diligence before onboarding them.

Key Considerations

To Covadise and adapt to changes in our fraud landscape, we need to consider the following:

The tone-from-the-top remains crucial

To ensure buy-in in fraud risk mitigation and prevention initiatives, the message should be communicated from the top – board and CEO level. Organisations have been forced to revisit their strategies to adapt to changing markets, or to just keep their doors open in a time where economic activities are restricted. Often, changes to organisational strategies are made without proper regard to the impact it can have on fraud risk. This especially rings true in a time of crisis where an organisation must make swift decisions and does not necessarily have the time to carefully consider all the risks associated with their approach.

As fraud examiners, it is important that we step up to the plate and take on the role of advisors: keep the board and the executive informed of any emerging fraud risks and threats, provide a summary of key trends in frauds and how these factors can impact both the internal and external landscape of your organisation.

Address the fear of the unknown: Motivate staff and re-assure them that their employment is not at risk and be honest of the hardships faced as it will provide a sense of belonging.

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Profile of a Survivor Organisation

- Effective tone from the top.
- Strong ethical culture in the organisation.
- Robust governance processes.
- Continuous auditing and testing.
- Resilience in systems, technology, policies and processes.
- Taking care of employees.
Re-evaluate the Risk Register

Covadising calls for a review of the current risk register, taking new and emerging risks into consideration, reviewing the probability and impact matrices, and merging areas of risk. Most organisations are now forced to have their employees work from home, and many might realise that there are benefits in maintaining this approach even post-Covid. What is important, is to consider the impact of this approach on for example, our traditional bring-your-own-device (BYOD) policies, the additional security measures required, how to monitor staff productivity and how to protect information assets.

Where does this leave an investigator? Do we at any stage tag the IT assets such as computers that are being used at home? Do we have a record of the personal devices that employees are using in instances where an organisation does not have enough computers and cell phones to provide to their employees for working offsite? Do I record unique work sessions and control remote access to IT infrastructure, such as through a VPN connection? Have we ensured that when we do have to investigate, we have set up our systems and processes to ensure we gather the "who-done-it" evidence?

Organisations also need to review their insurance policies and make sure that they are adequately covered for current risks, that they understand the specific cover provided by the insurer and to put measures in place that can guard against the repudiation of a claim.

Fraud Risk Assessments

The fraud landscape is changing; we need to review the way we approach and perform our fraud risk assessments. This includes how we approach traditional risks, emerging risks, our control environment, how we address control breakdowns and how we conduct our investigations.

Controls, Policies and Procedures

To effectively covadise, we need to make sure that our control environment caters for any changes made to strategy and operations. At the same time there is a need to review existing policies and procedures and to draft new ones where necessary. These policies and procedures must be communicated to the whole of the organisation. Without awareness there cannot be accountability – someone must know they were contravening a policy to be held liable in e.g. a disciplinary hearing.

How we Conduct our Investigations

Do not stop current investigations on account of the pandemic: adapt your strategy and how you conduct your investigations. An important step is to review your investigation strategy and plan to adapt to the new reality. Translate and document new methods into standard operating procedures so everyone is on the same page:

1. Consider the use of online interviews, but make sure that you comply with legal prescripts. Use the online interview in the same way as you would do with interview notes.
2. Affidavits can be drafted online if the interviewer is skilled in doing so.
3. Plan for online interviews: get all the documentation together, number the documents and see that each party has copies beforehand. Documents can be shared during an online interview, thus enabling the interviewer to ask questions on them.
4. Ensure that system alarms and alerts are monitored and actioned.
5. Changes to systems, policies and procedures to enable remote working should still enable the investigator to gather the necessary "who-done-it" evidence. And the evidence should be admissible in a court of law. Audit logs will play an important role to keep track of online transactions and to pinpoint any wrongdoing.
6. Review the open audit and forensic findings and deploy temporary measures to address the exposure noted and mitigate the impact of losses. Fraudsters might use existing weaknesses and exploit them in new ways.
7. Deploy and review daily reports with regards to the key/high risk transactions and determine the validity thereof and where applicable, launch investigations.
Tips and Takeaways

- **Keep it real**: stick to your core business as far as possible, do not skimp on procedures and controls for vetting your clients and your suppliers. Review your risks and if the strategy changes, see that it effectively translates into business operations without leaving gaps that can be exploited by fraudsters.

- **Keep your eye on the ball**: do not get so emerged in keeping the organisation afloat that you miss significant risks, control breakdowns and gaps that fraudsters can abuse. Keep doing market research and analysis to stay abreast of new fraud trends and communicate this to the organisation.

- **Keep assessing**: review and adapt your fraud risk assessments where necessary, ensure that you perform fraud risk reviews for technology implementation, business and operational changes, and changes to personnel and work environments.

- **Keep your eye on the prize**: employees are our most valuable assets. Look after them, keep them informed, maintain employee assistance programs.

- **Keep the doors locked**: evaluate your remote working policies, update anti-malware and anti-virus software, enable VPNs, secure remote work environments, endpoints and data in transit, review email policies. Even though the work environment might have changed due to employees working from home, it remains imperative to maintain strong physical and logical access controls.

- **Keep communicating and advising**: update the business on changes to the fraud landscape, provide input for messages from the executive, continue with fraud awareness, communicate on whistleblowing mechanisms, provide continuous fit-for-purpose information to the whole of the organisation.

- Stick to your guns and do not reinvent the wheel. If something is working well keep it, for the rest, **covadise**!

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**About the Author**

Adv Jacqueline Fick is the CEO of VizStrat Solutions. VizStrat Solutions provides services in forensic investigations, risk assessments, advisory services and tailored training solutions. She is also a member of the National Forum of Advocates Bar Association and holds the following qualifications: B Juris, LLB, MBA, CFE, FPISA and Advanced Certificate: Fraud Examination. Adv Fick was a prosecutor for several years, advisor to the Head of the Scorpions, was employed by PwC in the internal risk management and forensic divisions and the Head of Forensics for Cell C. She regularly presents training and thought leadership both locally and internationally on topics relating to cybercrime, investigations, information security and risk management. She can be contacted at jacky@vizstratsolutions.com.
## New CF Es

### May

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BECOME A CFE

WHAT ARE THE QUALIFICATION REQUIREMENTS FOR A CFE?

Pursuing the CFE Credential requires solid commitment, existing knowledge, experience and the will to succeed. The standards for the certification are set by the ACFE’s Board of Regents. CFE’s must demonstrate professional skills in the areas of fraud prevention and detection. To become a CFE, you need to meet the following minimum requirements:

- Bachelor’s Degree from an accredited institution;
- Two or more years of professional experience in a field related to fraud prevention and detection;
- Successful completion of the CFE Examination

SCARCE SKILL

The Fraud Examiner occupation has been registered by the Insurance SETA as a priority/scarce skill. Additionally, the Fraud Examiner occupation is registered under the Top 10 Sectoral Priority Occupations for 2019/2020 as set out by this SETA.

CFEs AS PROFESSIONALS

A certified Fraud Examiner is a leader in the anti-fraud community and is regarded as an expert in preventing, detecting and deterring fraud. CFEs from a variety of professions, including accounting, internal auditing, legal, consulting, law enforcement, security and loss prevention, actively fight fraud. CFEs represent the highest standards held by the ACFE and possess expertise in all aspects of the anti-fraud profession.

ADVANTAGES OF BECOMING A CERTIFIED FRAUD EXAMINER

Obtaining the CFE credential immediately sets you apart from the competition and boosts you to the top of your profession. Fraud Examiners have a unique set of skills absent from any other discipline: they combine knowledge of complex financial transactions with an understanding of investigation, law and how to resolve allegations of fraud. Not only are they trained to understand how fraud occurs, but also the reason behind it.

Contact training@africata.co.za for more information.

The AFRICA Training Academy is endorsed by the ACFE SA
UPCOMING EVENTS

CFE COURSES

Africa: 13 - 16 July  |  Register here
Cape Town: 27 July - 7 August 2020  |  Register here
KwaZulu-Natal: 27 July - 7 August  |  Register here

SHORT COURSES

FRAUD 101
11-12 August 2020
Register here

OBTAINING MANAGING AND SEARCHING ELECTRONIC EVIDENCE
6-7 July 2020
Register here

TRACING OF HIDDEN ASSETS
23-24 June 2020
Register here

ETHICS IN THE WORKPLACE
3 August 2020
Register here

Until safe for both staff and attendees, courses will be presented online via live webinars. You will be notified once face-to-face training resumes.

For more information, contact training@africata.co.za
Common sense suggests and history confirms that white-collar crime spikes in these circumstances as companies struggle to remain viable.

If you intend to survive desperate times, you must be able to pick out the rats, no matter how cleverly they work or present themselves and no matter how much you want to believe what they tell you. To quote from Terry Pratchett’s *The Amazing Maurice and His Educated Rodents*:

"But there was more to it than that. As the Amazing Maurice said, it was just a story about people and rats. And the difficult part of it was deciding who the people were, and who were the rats."

South Africa has not been spared the devastating impact of the pandemic on economies across the globe. In its Financial Stability Review (released on 27 May 2020), the South African Reserve Bank (SARB) forecast a 7% contraction of South Africa’s GDP in 2020, which would be the weakest full year GDP growth performance in South Africa’s post-World War II history. With that kind of contraction forecast and the restrictions under the national lockdown regulations, businesses, big and small, are fighting for survival. Common sense suggests and history confirms that white-collar crime spikes in these circumstances as companies struggle to remain viable. Tax avoidance by understating revenues and/or profits, concealing liabilities or expenses to misrepresent profitability to stakeholders, inflated valuations of assets are some of the ways that white-collar criminals cook the books to keep their companies afloat. Have no doubt, the rats are very busy.

But many investors in South Africa are alive to the increased risk of fraud in difficult times according to InvestSure, which offers to insure ‘listed shares against losses arising from deceptive or misleading acts of management of the company including accounting fraud, bribery and collusion’. They have seen a nine-fold increase in product sales in March and April 2020.

And on 25 May 2020, the JSE reminded issuers of listed securities of their obligation when reporting their financial results to give full disclosure of the impact of COVID-19. The JSE’s requirement is that financial analysis is transparent, understandable, reliable, presented consistently between reporting periods, does not mislead and does not detract from the formal financial information required in terms of section 8 of the JSE listings requirements.

These are desperate times and companies should be examining their controls to ensure accurate and honest financial reporting and fraud prevention...

Investors, directors and employees must be alive to anything suspicious or unusual when assessing financial statements. Many frauds are exposed just by questioning something that doesn’t look quite right. Ignoring that something could see significant...
or complete diminution of investment value. Employees and directors who participate consciously or otherwise in financial statement fraud might also find themselves facing consequences under section 77(3)(d)(i) and section 214(1)(a) of the Companies Act and/or section 332 of the Criminal Procedure Act.

These are desperate times and companies should be examining their controls to ensure accurate and honest financial reporting and fraud prevention rather than having to deal with the consequences. While we are cutting costs everywhere, this is an area we should spend. We all want to believe good news, that our business is the exception, that – all indications to the contrary - our strategies have seen us succeed, but that optimism, honest yet so naïve, can be fatal. The rats are busy.

“The flute of the Pied Piper of Hamelin has never left us and it is essential that we train our ear to detect its false notes because in our case the flute is being played by the rats.” — Dimitris Mita

Authors
Tim Fletcher / Tim Smit / Krevania Pillay
Director / Director / Associate in Cliffe Dekker Hofmeyr’s Corporate Investigations Practice
Cliffe Dekker Hofmeyr’s Corporate Investigations Practice is ranked as Band 3 by Chambers & Partners. The Chambers Global Guide ranks the top lawyers and law firms in over 200 jurisdictions across the world.
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INTERESTING ARTICLES

- Dutch Companies Falling Short of Compliance with New EU Whistleblower Directive
- Fraud in the Wake of COVID-19: Benchmarking Report

JOIN THE CONVERSATION

Fraud Talk Podcast

Fraud Talk is the ACFE’s monthly podcast. In these sessions, we break down case studies, talk with the industry’s leading experts and give you more tools to spot, fight and prevent fraud.

Click here to listen to Combating Increasing Fraud During the COVID-19 Pandemic - Jason Zirkle - Fraud Talk - Episode 97
COVID-19 has exposed various businesses to challenges never experienced before in recent history. The healthcare system in particular faces difficulties that are multifaceted. From the direct impact of dealing with COVID-19, but also the ripple effects of this and subsequent difficulties faced by staff and patients as a result of the extended impact of COVID-19. While many expected that the impact on the healthcare system would be an overload of patients and high infection rates amongst healthcare workers, to date this hasn’t materialised, but most likely will in the coming months. Most private healthcare facilities are suffering from a lack of patients as elective surgeries and procedures have been put on hold, and patients who would normally visit general practitioners for day-to-day ailments are electing not to do so. Some private hospitals have been laying off doctors and other healthcare workers as revenues have plummeted. In the UK hospital visits are down by 50% and emergency room visits are down by 57%, in South Africa private hospital admissions are down by 75%.

In general, under normal circumstances, healthcare workers are four times more likely than other professions to be exposed to workplace violence. So what are the potential risks and threats that private healthcare facilities now face during the COVID-19 Pandemic and its associated lockdown?

Many of these points below will also be relevant in the public healthcare environment.

**EXTERNAL THREATS**

External threats are from people that have no direct link to the organisation, they aren’t patients, family of patients nor employees. In this group would be opportunistic criminals whose purpose typically would be to steal consumables and other valuables from a healthcare provider, and those committing fraud. What has changed however, is what is regarded as a valuable. Currently items like PPEs and cleaning consumables such as bleach have become hot property.

*Solution: These are best dealt with by identifying which items, under the current circumstances, have become targets for theft, and adjusting control, supervision and security over those items.*

**CYBER THREATS**

A specific type of external threat is cybercrime, an ever-present issue in our digital society. However, it seems that cyber criminals have been more active, not less active during COVID-19 times. Scams and hacking attempts including data ransom extortion incidents have increased during the pandemic.

*Solution: Staff need to be trained, or at least updated, in cyber precautions, specifically new types of cyber-attacks, in addition to keeping cyber*
security an institutional priority with the necessary cyber defenses provided by a professional service provider. When in doubt, consult immediately with a reputable cybercrime expert. In the long-term engage the services of such a company to do penetration tests on your systems to see where gaps may exist.

The legal duty of care to employees and people using an organisation’s services have not disappeared, and organisations should ensure that they don’t have a legal blind spot in this regard.

INSIDER THREATS

Insiders are those that have a legitimate reason to be interacting with your facility. These include employees, contractors, suppliers, all of whom will be experiencing unprecedented levels of stress and anxiety during the pandemic. This also includes persons who have been retrenched or dismissed from the organisation. This is an area often overlooked by an organisation as security has tended to focus on the external threat. Insiders can cause significant harm to an organisation due to their insider knowledge of systems, staff, and access - they have a legitimate reason to be there (until they leave the organisation).

While problematic, employees have and will always exist - such as those with disciplinary or performance issues, personal problems, behavioural problems and attitude problems, once they have left the organisation, it doesn’t mean that they are no longer a problem for the organisation. Post-dismissal or retrenchment such persons can continue to harass management or HR departments, or engage in litigation, or go on a social media smear campaign. Even those persons who did not exhibit behavioural issues while employed, once retrenched, due to financial and other pressures, can engage in harassing or threatening behaviour towards the organisation or individuals in the organisation. Included here would be theft of equipment such as PPEs by employees.

Solution: In the short term, consult with experts in threat assessment and management to advise on how to deal with a potentially dangerous, or at least disturbing situations for staff and the organisation. The long-term ideal would be to have a workplace policy on threatening and concerning behaviour supported by information transfer to staff, a reporting system for concerning behaviour, and people appropriately trained in the behavioural assessment and management of such situations using evidence-based risk assessment methods.

PATIENTS AND FAMILY MEMBERS

It has been proven that patients who have support from family members and friends recover faster. Families of patients admitted during lockdown, for COVID-19-related reasons or serious non-elective urgent medical reasons, are understandably concerned about their loved ones who are admitted. But under the circumstances family will most likely have limited, if any, visiting access to their loved ones. This can lead to emotional violent outbursts and threats towards staff, and risks to infection control measures in place to reduce the spread of COVID-19, by patients or family members. This poses a threat to security staff, reception staff, ward staff and medical practitioners. However, have such staff been trained to de-escalate emotionally-stressed situations, or are we just hoping that they should be able to cope? Hope is not a strategy when people’s safety is at stake. Should litigation follow as a result of a violent incident (initiated either on behalf of the patient family member, the hospital or the injured employee against the hospital) it is very unlikely that ‘hope’ would be seen as an adequate legal defense in court.

Solution: In the short-term, providing staff with basic training on how to de-escalate high-stress situations is essential. Consider also facilitating other means by which patients and families can have contact, such as iPads in wards with Wi-Fi.
access and Skype or other similar platforms, and\textbf{26} behavioural assessment of such threats using evidence-based risk assessment methods, if no such person exists within the organisation.

**CONCLUSION**

COVID-19 pandemic will be with us for the foreseeable future in some form or fashion, and the economic and social effects will be felt for long after the virus has moved on. Organisations need to also start to think of the medium- and long-term impact of the pandemic on their staff and service users, in addition to the more recent urgent pressing concerns. The legal duty of care to employees and people using an organisation’s services have not disappeared, and organisations should ensure that they don’t have a legal blind spot in this regard.

**About the author**

Professor Gerard Labuschagne is one of two Certified Threat Managers in Africa, certified by the US Association of Threat Assessment Professionals, of which there are 130 in the world. He is the Founder President of the African Association of Threat Assessment Professionals, and a registered Clinical Psychologist and Advocate of the High Court. He holds an Honorary Associate Professorship in the WITS Department of Forensic Medicine and Pathology. He was previously the head of the SAPS specialised Investigative Psychology Section. He is a Director at L&S Threat Management, South Africa’s only sole-purpose behavioural threat assessment company based in Johannesburg.

L&S Threat Management provides consulting services in cases of threats of harm and concerning behaviours towards employees and organisations. They also help organisations develop policies and procedures for dealing with threats, concerning behaviours and workplace violence, and provide training for staff.

He can be contacted on: doc@threatsa.co.za www.threatsa.co.za
UPCOMING REGIONAL EVENTS

AFRICA

ZAMBIA REGIONAL EVENT:
17 June 2020

BOTSWANA REGIONAL EVENT:
1 July 2020

NAMIBIA REGIONAL EVENT:
15 July 2020

LESOTHO REGIONAL EVENT:
13 August 2020

ZAMBIA REGIONAL EVENT:
20 August 2020

SWAZILAND REGIONAL EVENT:
27 August 2020

SOUTH AFRICA

CAPE TOWN REGIONAL EVENT:
JOINT LIVE WEBINAR – ACFE SA & IIA SA
25 June 2020

EASTERN CAPE REGIONAL EVENT
9 July 2020

PRETORIA REGIONAL EVENT
9 July

CYBER EVENT
22 July 2020

CYBER EVENT
22 July 2020

JOHANNESBURG REGIONAL EVENT,
WOMEN’S DAY EVENT
6 August 2020

CYBER EVENT
19 August 2020
ACFE SA STANDARDS

ACFE SA STANDARDS FINALISED

Professional Standards

- Polygraph Examiner Standard
- Layered Voice Analysis (LVA) Standard
- Voice Stress Detection Standard
- Health Fraud Examiner Standard
- Forensic Document Examiner Standard

ACFE SA STANDARDS BUSY BEING FINALISED

Professional Standards

- Fingerprint Examination Standard
- Outsourced Reporting Services Standard
- Forensic Fire Investigator Standard
- Digital Forensics Investigator
- Anti Money Laundering Investigator Standard
- Information Security Management (ISM) Standard
- Accident Reconstruction Standard

Academic Standards

- Health Fraud Examiner Standard
- Layered Voice Analysis (LVA) Standard
- Forensic Document Examiner Standard
It takes courage to blow the whistle

I reckon that we are all faced with improper behaviour in the workplace during our careers. It might be a colleague, a superior or even a good friend. The question that grinds through your head like a ubiquitous toothache is – “Should I blow the whistle?” The unrelenting harassment of the “what if” questions leading to a final decision which haunts us - “Did I make the right decision?”

70% of whistleblowers experienced stress-induced physical problems

In a survey of Nurses in Western Australia, the stress-induced health effects of whistleblowing were examined. The results indicated that 70% of whistleblowers experienced stress-induced physical problems with the most frequent symptoms being restless sleep, fatigue, anger, anxiety, insomnia and disillusionment to name only a few.

The survey also indicated that non-whistleblowers suffered similar percentages of stress-induced symptoms, but with a higher degree of guilt, shame and unworthiness than experienced by whistleblower colleagues.

These findings confirm that situations of whistleblowing are stressful, and it may cause physical and emotional health problems, whether one blows the whistle or not.

40% of transgressions detected from whistleblowing initiatives

Occupational fraud is a reality in almost every business environment in South Africa and research has found that losses vary from an average of 5% of an organization’s gross annual income to almost 20% in SME’s. The average case of fraud occurs over a period of at least 18 months before it is detected. Occupational fraud is committed from within, against the business, by its own officers, directors, or employees and 40% of these transgressions, are detected from whistleblowing initiatives. A high percentage of participation, despite the stress associated with whistleblowing is a COURAGEOUS act.

Moral turpitude is a legal term introduced in the Immigration Act of the USA, and it is described as conduct that is considered contrary to community standards of justice, honesty or good morals. To build a culture that promotes honesty, respect, responsibility and accountability is the responsibility of each South African Citizen to choose to stand for something - wise words recently said by Stephen van Coller, CEO of EOH.

Sidetracked focus takes away exec’s focus

Business models are challenged due to the unforeseen and abrupt COVID-19 pandemic. The uniqueness of the current economic environment forces executives to focus on the operational and financial stability of their business, as opposed to compliance and fighting fraud in similar measure. Budgets are re-evaluated and compliance and fighting fraud suddenly become non-essential. Immediate measures such as salary cuts and job losses make people vulnerable and creates opportunities for employees, suppliers, customers, agents and others to commit fraud.

During this time of intense financial strain and economic uncertainty, the motivation to engage and commit fraud varies from person to person. The pivotal factors can either be financial pressure, the opportunity exists or the act can be rationalised. In the current space, the common threat caused by COVID-19, results in a strong sense of solidarity, preventing individuals from blowing the whistle on acts of fraud and improper behaviour.

Despite the unprecedented situation, living with integrity shouldn't be negotiable. The whistle should be blown on suspicious behaviour of fraud and corruption, governance and compliance failures.

#SaySomething

Decide to live with integrity and be bold enough so that others envy your courage. Blow the whistle and say something when you need to - you are after all, a courageous fellow South African Citizen.

Mouna Eksteen
Executive Head: XTND
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The 2020 Report to the Nations provides an analysis of 2,504 cases of occupational fraud that were investigated between January 2018 and September 2019. All information was provided by the Certified Fraud Examiners (CFEs) who investigated those cases. The fraud cases in our study came from 125 countries throughout the world — providing a truly global view into the plague of occupational fraud.

Click here for more information and to view the full report
ACFE SA Risk Report

Designed for ACFE SA members, the ACFE SA Risk Report enables members to conduct effective fraud investigations. It assists ACFE SA members in the investigation, prevention and detection of fraud with a comprehensive risk analysis on an individual by means of using the latest information provided by various public and private data sources.

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THE ETHICS OF THE SIDE HUSTLE AND MAKING ENDS MEET

By CYNTHIA SCHOEMAN

The restrictions that have been implemented since March 2020 in the fight against the coronavirus have already had serious economic consequences, especially in the area of business failures and unemployment. This situation is exacerbated not only by a pre-covid economy with low growth rates and high unemployment, but also by the country’s international credit rating being relegated to junk status on 27 March, the first day of the lockdown.

The impact of this is that, despite various aid programmes, more people are facing financial hardship. This includes many employees who, although they remain employed, have the added responsibility of supporting family, relatives or friends in financial need. The challenge they face is how to make ends meet. An obvious solution is to take on extra work to supplement their income. The result is the ‘side-hustle’: another job, in addition to the employee’s primary job, in order to increase his/her income.

However, an obstacle that employees face is that most organisations have a policy against external work. The issue for the employer is that this policy is likely to come under threat as regards compliance.

A policy on external work entails that employees are not permitted to perform work for remuneration outside of the scope of their employment. It typically includes a prohibition on conducting work on the organisation’s premises outside of the employee’s job and related duties, using the organisation’s resources and equipment for private work, performing private work after working hours or on weekends, and running a private business for commercial gain.

The intention is to avoid a conflict of interest between the organisation and the employee, and hence this is often addressed in a Conflict of Interest Policy. The primary conflict relates to the use of the employee’s time and expertise that is diverted away from the employers’ benefit.

On the other hand, the side-hustle gains credibility when positioned under the banner of entrepreneurship. Entrepreneur South Africa lists 20 side-hustles that “you can start this weekend”, including becoming a virtual English teacher; brewing your own craft beer; making and selling crafts; and growing indigenous plants. But what any entrepreneur will easily admit is that success – the extra income – requires real focus and time. So the side-hustle is very likely to impact the person’s time...
and attention during working hours – which lead to secrecy and dissatisfaction than disclosure.

What this situation calls for an inclusive, consultative approach; one that looks at the issue from both the organisation’s and employees’ perspectives, and that includes a shared discussion – and probably some compromise – about how this can be best resolved for everyone’s benefit.

About the author

Cynthia Schoeman is Chairman of the Ethics Practitioners’ Association (EPA) and MD of Ethics Monitoring & Management Services (Pty) Ltd.
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MANAGING HEIGHTENED FRAUD RISK IN THE MIDST OF THE CORONAVIRUS PANDEMIC

By MINETTE MANNA & ALEXANDER MOSS (CFE)

“...internal controls must not be overlooked...”

Extreme crises — such as the Coronavirus (COVID-19) pandemic — present extraordinary challenges to individuals, businesses, and the global economy. Moreover, they bring about conditions in which misconduct can thrive.

Many businesses were not sufficiently prepared for the COVID-19 pandemic, especially not to handle the sudden shift to an online, work-from-home environment with its own set of personal and business pressures. Such a rapid increase in personal and business pressure can result in otherwise effective policies, procedures and internal controls being relaxed or even ignored. While management may be focused on survival, internal controls must not be overlooked, as fraudsters and organised-crime gangs are seeking to exploit weaknesses exposed by the pandemic.

Internal controls are the preventative mechanisms, rules and procedures implemented by an entity to ensure the integrity of financial accounting information, promote accountability and prevent fraud and error. An important principle to keep in mind is that internal controls should be reoriented to fit the context of crises, but not diluted.

Where the pandemic has disrupted business on an unprecedented scale, companies and individuals may be tempted to engage in bribery and corruption to meet demands. Employees or third-party agents may resort to illicit activities, such as ‘kickbacks,’ to expedite a government process, obtain goods from a supplier or for personal benefit.

As a result of ‘social distancing,’ isolation and travel restrictions, companies may not be able to maintain effective on-site monitoring of activities and direct oversight of employees, which increases the risk of fraud and corruption. In addition, with a significantly increased number of employees working from home, any weaknesses in remote connections are susceptible to cyberattacks.

Organisations on the front line of combating the pandemic will be most at risk of fraud and corruption, including government bodies and contractors, healthcare companies and the charitable sector.

Consider the following non-negotiable measures that can be implemented during this time:

- Provide guidance on procurement strategies in the crises;
- Retain documentation related to procurement;
- Institute relevant preventative and deterrent controls;
- Enhance contract management; and
- Subject emergency procurement to audit and oversight.

In this crisis, with management focusing on keeping business alive and operating, CFEs can be of assistance to our employers and clients by ensuring that these steps become part of the new way of doing business.
How Can CFEs Assist Businesses to Protect Themselves?

1. **Conduct Fraud Risk Assessments**: Companies should assess existing anti-fraud controls to ensure they are operating effectively and determine whether improvements are needed. Businesses should continually scan for new fraud risks and implement new controls as required. In order to ensure for an effective fraud risk assessment process, companies should consider the use of independent resources to facilitate the process.

2. **Issue Updated Controls and Procedures or Prepare Guidance on Enhanced Internal Controls**: These updated procedures or guidance should address the changed way of doing business, as well as address the improvements needed and identified in the fraud risk assessment.

3. **Develop Enhanced Third-Party Due Diligence**: As companies experience shifts in production, interruptions to supplies and compressed timelines, they may need to look outside their normal supply chain to address demand. Companies should not be tempted to cut corners when performing third-party due diligence, allowing transactions prior to the successful completion of formal vetting. To reduce the risk of bribery, enhanced due diligence of new suppliers, agents or distributors will provide greater comfort and security for businesses.

4. **Leverage Data Analytics**: Companies should leverage data analytics to help ensure data integrity (completeness and accuracy), spot potential anomalies and perform targeted predictive analysis to identify 'problematic' transactions, such as those involving foreign officials or third-party agents. Data analytics, which considers financial, accounting and business data in order to create dynamic visual models, will provide companies with the necessary insights.

5. **Refresh Training and Awareness**: Companies rely on their employees’ ability to recognise potential misconduct and to respond to it appropriately. Businesses should consider refreshing anti-fraud training provided to employees to address the risks created by the COVID-19 pandemic. This training should also ensure that any additional requirements on contracting and document retention is emphasised and communicated to employees. In addition, companies should create awareness in respect of tools available to employees such as a whistleblowing hotline.

6. **Perform Post-Event Assurance Reviews**: Fraud and corruption violations committed during the COVID-19 pandemic may not become apparent until the crisis is over. Companies should, therefore, perform targeted post-event assurance, as soon as practicable, to understand how their policies performed during the crisis, identify potential instances of fraud, and what remediation steps may be required.

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**About the authors**

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Should you as a Member or Company wish to write an interesting article relevant to the Forensic Industry for the quarterly Magazine, you can email your request to Zanēl Jordaan at zanel@acfesa.co.za

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10% discount if you take an automatic renewal on your membership.
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Networking Opportunities
Members attending chapter meetings will have the chance to network with experienced professionals, and other fraud fighters. Members have the opportunity to learn and share techniques, learn best practices and expand their skills.

Mentoring Opportunities
If you are new to the profession, chapter involvement is a great way to learn from the best. If you are an experienced professional, membership in a chapter gives you the chance to mentor the next generation of anti-fraud professionals.

Quality, Affordable Local Training
All chapter meetings and training events are planned by ACFE members and reflect what is relevant to your development as a member of the ACFE. These meetings offer members the opportunity to ask questions and gain valuable information they can apply to their job. The Chapter also conducts full-day seminars offering a range of speakers and topics to assist with your skills development, ensuring that you are up to date with the latest trends in the market. Members can earn CPE credits attending chapter events.

SAQA Accreditation
The ACFE Certified Fraud Examiners International exam has been registered on the NQF by SAQA at NQF level 7. This makes the designation the first of its kind to be both internationally and locally recognised as the standard for a Forensic Investigator / Auditor.

Continuing Professional Education
Fulfilling your continuing education (CPE) requirements for the CFE or other designations is easy since we offer various learning events.

Promoting Fraud Awareness In Your Community
Chapters enable members to be personally involved in the anti-fraud profession through training that also meets the needs of the local community.

Leadership Roles Available
If you are looking to become a leader in the anti-fraud community, chapter participation is a great place to start. Serving on the Regional Committees or the Chapter Board of Directors provides the opportunity to develop your leadership skills while serving your community in a rewarding capacity.

Other benefits include:
- An electronic newsletter and a video library
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- Regulating of the industry
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**Benefit:**
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**Contact Chrizaan:** chrizaan.devilliers@volvocars.com

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