

Personnel Security:

An ongoing responsibility

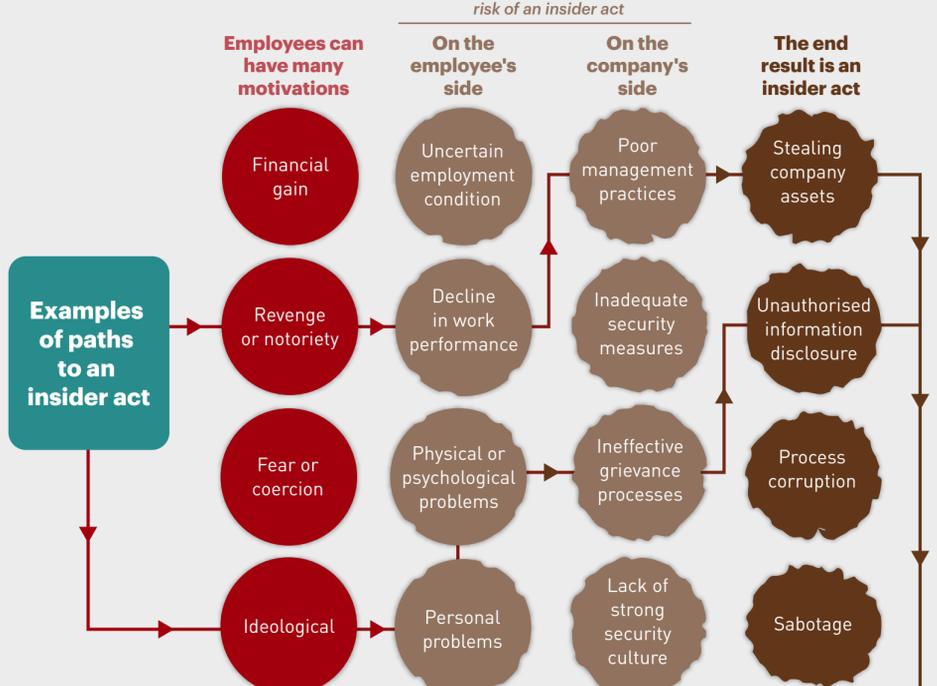
Understanding insider threats – and minimising the risk

1



ONE BAD APPLE?

Companies aim to recruit trustworthy staff. But people can change.



of insider acts in CPNI's Insider Data Collection Study were carried out by employees who had no malicious intent when joining the organization but **whose loyalties changed after recruitment**

2



PREVENTING INSIDER ACTS

Simple measures can help reduce security vulnerabilities

Vulnerabilities → Measures

Security containers not closed or locked



Enforce a clear **DESK POLICY**: lock unattended documents, keys and valuable securely

Passwords shared among colleagues



Keep **PASSWORDS PRIVATE**. Change compromised passwords immediately

Computer terminals left unlocked



LOCK COMPUTER TERMINALS when employees are away from their desk

Sensitive information left unsupervised



SHRED, pulp or incinerate SENSITIVE DOCUMENTS when no longer required

Access restrictions not enforced



ROLE-BASED ACCESS to sites, zone areas within the sites, and corporate IT systems

3



SECURITY: everyone's responsibility

Building a strong security culture means getting everyone on board

SENIOR MANAGEMENT

Fully committed to security policies and procedures. Encourage a loyal, committed workforce.

LINE MANAGERS

Often first to notice unusual behaviour. Support vulnerable or disadvantaged employees. Can intervene to prevent problems becoming serious.



EMPLOYEES

Fully aware of security responsibilities. Receive security induction and refresher training. Can access confidential reporting system.

4



THE PERFECT PERSONNEL POLICY?

The details vary by organisation, but effective personnel policies have the following hallmarks:

CLEAR

Explain policies to employees, ensure they are accessible, usable and understood.

CONSISTENT

Ensure procedures are transparent and enforced consistently and effectively.

CONSULTED ON

Seek professional advice when implementing or amending ongoing personnel security measures.