

SOUTH EAST
ROCU

REGIONAL
ORGANISED
CRIME UNIT



Protecting Communities from Serious Organised Crime

Candidate Information



Welcome

Thank you for showing an interest in the South East Regional Organised Crime Unit, also known as SEROCU. I am Detective Chief Superintendent Steve Boniface and I am the of Head of SEROCU.



Regional Organised Crime Units (ROCUs) were set up as part of a national network to tackle serious and organised crime. SEROCU is one of ten ROCUs and we are responsible for delivering specialist and niche capabilities to police forces, our region being Thames Valley Police, Hampshire and the Isle of Wight Constabulary, Surrey Police and Sussex Police.

Our aim is to reduce the impact of serious and organised crime within the region, and across the UK. Working in conjunction with agencies such as the UK Border Force, HM Revenue and Customs (HMRC), the National Crime Agency (NCA), the Crown Prosecution Service (CPS), as well as police forces across the UK, we work to combat cross-border organised crime. Protecting our communities is our number one priority.

Serious and organised criminals are continually looking for ways to exploit victims and to make money. We provide innovative methods alongside niche and specialist police officers and staff to effectively target and disrupt these criminals.

Our ROCU offers a wealth of career opportunities for both Officers and Staff across many capabilities and business areas. We are looking for a broad spectrum of people to join us who will provide the skills and passion to prevent and defend against serious and organised crime. It is an exciting, challenging and extremely rewarding place to work and we welcome people with inquisitive minds, who think creatively and like to take a different approach.

If you are interested in being part of the team, please do not hesitate to contact us (you will find details on how to at the end of this pack) and I look forward to working alongside you in the near future.

**Steve Boniface
Detective Chief Superintendent
Head of SEROCU**

National Picture for Serious and Organised Crime

Serious and organised crime affects more UK citizens, more often, than any other national security threat and leads to more deaths in the UK each year than all other national security threats combined. It costs the UK at least £37 billion annually. It has a corrosive impact on our public services, communities, reputation and way of life.

Crime is now lower than it was in 2010, although we are also aware that since 2014 there have been genuine increases in some low volume, high harm offences. The National Crime Agency (NCA) assesses that the threat from serious and organised crime is increasing, and serious and organised criminals are continually looking for ways to sexually or otherwise exploit new victims and novel methods to make money, particularly online.

Serious and Organised Crime Strategy 2023-2028

The mission of the strategy is to reduce serious and organised crime in the UK by taking five lines of action:

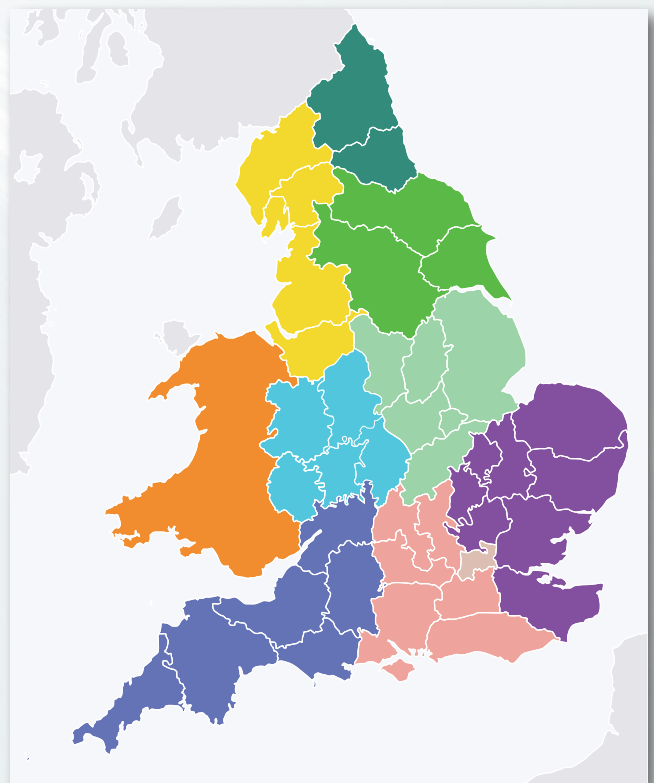
1. Keeping the public safe by dismantling organised crime groups operating in and against the UK.
2. Strengthening the UK border by identifying and intercepting individuals and goods that may be entering the country illegally.
3. Carrying out relentless intelligence-led disruption at source of intentionally-networked organised crime groups operating against the UK.
4. Ensuring the best intelligence and data collection, analysis and investigative capabilities are in place to identify and disrupt organised criminals.

5. Ensuring all public and private sector partners are working together.

Regional Units

Regional Organised Crime Units (ROCU) were set up as part of a national network to tackle serious and organised crime. They work with police forces across the country, the National Crime Agency (NCA) and other national law enforcement agencies to tackle serious and organised crime.

The South East Regional Organised Crime Unit (SEROCU) is one of ten ROCUs in the UK. The SEROCU is a police unit responsible for delivering specialist and niche capabilities to Thames Valley Police, Hampshire & Isle of Wight Constabulary, Surrey Police and Sussex Police. We also support Kent's prison estate.



There are 10 ROCUs across the UK

Our Capabilities at a Glance

There is a wide range of opportunities and roles available within the unit, which fall under the following capabilities:



Click on a capability to find out more

Business Support

Communications

County Lines Intelligence Coordinator

Covert Operations Unit (COU)

Digital Forensics Unit (This includes conventional forensics as well as covert)

Disruptions Coordinators - Problem Solving Team

Government Agency Intelligence Network (GAIN)

Gateway

HUMINT

Intelligence Development

Multi-agency Response to Serious Organised Crime

Online CSAE and Crime Operations

Operational Security (OPSY)

Regional Cyber Crime Unit (Protect, prevent and pursue capabilities)

Online Serious Organised Crime (OSOC)

Regional & TVP Cryptocurrency Unit

Regional Investigations Syndicates

Research and Analysis (R&A)

ROCTA

Sensitive Intelligence Unit

South East Regional Economic Crime Unit (RECU):

- TVP Economic Crime Investigations Teams investigation teams (ECU)
- TVP Criminal Finances Team (CFT)
- TVP Asset Recovery teams (ART)
- Regional Fraud Team (RFT)
- Regional Fraud Development Officer (RDO)
- Asset Confiscation Team (ACE)
- Regional Cash Team (SERCT)
- Regional Civil Recovery Team
- Regional Asset Recovery Team (RART)
- Proactive Economic Crime Team (PECT)
- Financial Intelligence Unit (FIU)
- Financial Investigation Team (FIT)

South East Region Prison Intelligence Team (SERPIT)

South East Technical Surveillance Unit (SETSU)

Tackling Organised Exploitation (TOEX)

Our Capabilities in Detail



Business Support

The Business Support team works across the unit, supporting operational matters and our people as required. Our busy team covers all core services, including Finance, Business Change, HR and Facilities (to name a few).

We work with colleagues and counterparts across the South East forces and the regional and national network, to support our complex and specialist unit and the work against Serious and Organised Crime.

Communications

The Communications Team works to promote the work of the unit to several stakeholders including partners, regional forces, the wider public and beyond. It also provides strategic and tactical communications support for operational matters as required. The team, which is part of a wider network of ROCU communicators, also manages all the internal communications demands of a busy and complex specialist policing unit.

County Lines Intelligence Coordinator

The County Lines Intelligence Coordinator provides tactical advice and support to police forces, law enforcement partners and regional investigative syndicates whilst delivering on any national requirements.

They work with forces and other relevant partners, including non-governmental organisations and Regional Intelligence Bureaus to help build a more complete picture of the county lines threat across the regions.

Covert Operations Unit

The Covert Operations Unit provides undercover capability and advice to the forces within the South East region, as well as the SEROCU and has undercover operatives deploying physically and within the online environments.

Digital Forensics Unit

The Digital Forensics Unit supports all the SEROCU capabilities with the routine recovery of digital evidence from a range of devices.

They offer highly specialised services to the region and forces including phone examinations, vehicle telematics downloads and on-scene data acquisition.

Regional Disruption Team (RDT)

The Regional Disruptions Team (RDT) work closely with partners to develop a problem-solving approach to tackling Serious Organised Crime. Through building successful relationships with government agencies and other partners the RDT seek to tackle organised crime groups through a holistic approach, using a wide range of powers beyond those which are available to policing. This is in line with the SOC strategy to ***“target and coordinate disruptive activity so that we have the greatest impact on the most serious criminals and groups impacting on the UK [utilising the] full force of the state”***.

The team also consists of subject matter experts on the use of ancillary orders, including Serious Crime Prevention Orders.

Government Agency Intelligence Network (GAIN)

The GAIN Co-ordinator within SEROCU works alongside the Regional Disruptions Team. They refer requests for intelligence to the GAIN hub to be distributed to partners ensuring intelligence is requested and shared appropriately in order to maximise the effectiveness of collaborative work between agencies and identify opportunities for joint operations to tackle the SOC threat.

Gateway

The Gateway consists of a small team of expert tactical advisers who work closely with forces and partner agencies to capture and understand demand for SEROCU capabilities. The team review and assess investigations held by forces and partner agencies for suitability for SEROCU capability support and achieve this as follows:

The team is the single point of entry to SEROCU for forces and partner agencies to request and access capabilities, intelligence and information.

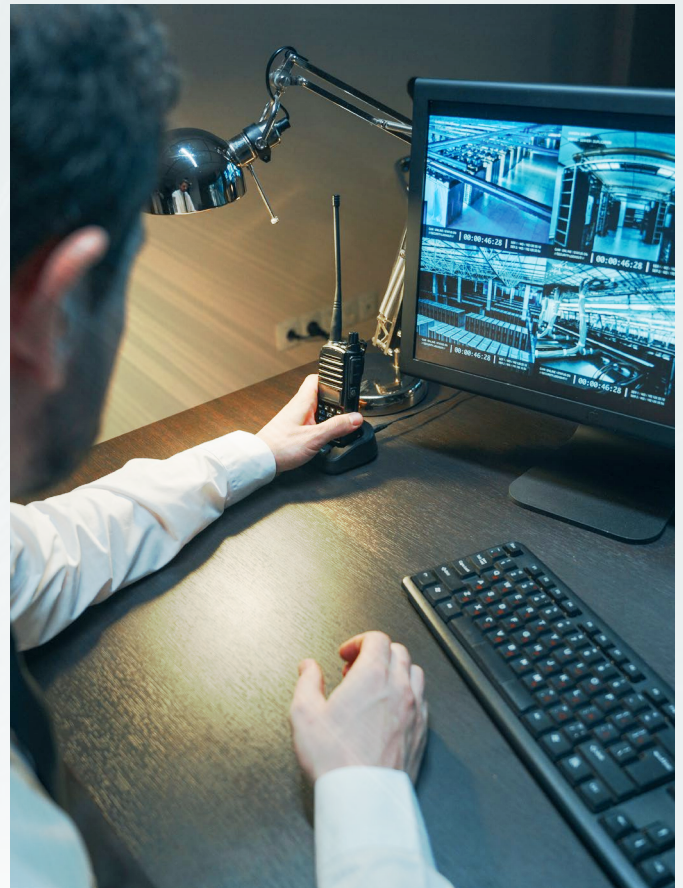
Provide a consistent capture of demand for capabilities to provide a regional understanding in order to provide greater accountability.

Provide a triage and assessment process to inform the deployment of capabilities. Ensuring SEROCU resources are effectively used and fully exploited.

Work closely with ROCTA to understand where risk is held across the region and proactively identify investigations where SEROCU should either own the risk or provide capability support.

Provide a transparent service that demonstrates a robust decision-making process.

Provide advice to Senior Investigating Officers on use of capabilities to assist with tactical and strategic decisions.



HUMINT

A small team of dedicated officers who proactively seek to identify, recruit and develop Covert Human Intelligence Source (CHIS) opportunities. Primarily focusing on targeting identified threats, vulnerabilities and intelligence gaps in the South East region.

Intelligence Development

The Intelligence Development teams are split into four geographical teams providing an intelligence development capability for SEROCU. The role of the teams is to gather, develop and corroborate intelligence relating to serious and organised crime groups or individuals impacting the South East region.

SEROCU Intelligence Development Officers are co-located with force Intelligence teams across all four force areas and engage with all internal SEROCU capabilities to maximise covert and overt intelligence opportunities.

Multi-agency Response to Serious Organised Crime

The objectives of the Multi-Agency Response to Serious Organised Crime are to identify the highest risk serious and organised crime subjects in our communities and prisons.

They assess and prioritise these highest risk subjects utilising multi-agency intelligence and information, and then disrupt and minimise the risk posed by them.

Operational Security

The Operational Security Advisor (OPSY) provides specialist expert advice and guidance in respect of the legalities and administrative procedures relating to covert assets and operations.

Regional Cyber Crime Unit

The Regional Cyber Crime Unit sets out to tackle both cyber-dependent crime and the most complex and serious cyber-enabled crime.

The unit is made up of the Cyber Pursue Team, Cyber Protect and Prevent capabilities. The Pursue element of the unit specialises in tracking down those engaged in the most serious computer attack enquiries. This involves targeting those involved in large scale computer malware attacks, hacking, network intrusions and denial of service attacks (DDOS). Their work also targets large scale computer fraud and criminal activity on the Darknet marketplace.

Protect officers work with businesses, industry, government and law enforcement agencies to increase cyber-crime awareness and their resilience to cyber threats.

Prevent officers work in offender management and engage with subjects involved in cybercrime or are on the verge of cybercrime, to deter them and provide positive diversions away from cybercrime. They also deliver the prevent message to schools, universities, businesses and others involved within the wider cyber community.

Online Serious Organised Crime (OSOC)

Online Serious Organised Crime (OSOC) sets out to tackle criminality on the Dark Web except child sexual exploitation. The unit will lead their own investigations and provide support and guidance to other teams within the region.

Regional & TVP Cryptocurrency Unit

The Regional & TVP Cryptocurrency Unit is a relatively new small team specialising in the seizure and investigation of cryptocurrency. The team will provide expertise for the identification and seizure of a range of cryptocurrency.

The team will provide guidance and support for officers and staff who have cryptocurrency in these investigations. The team will also be proactive in identifying opportunities to seize cryptocurrency.

Regional Investigations Syndicates

The Regional Investigations Syndicates are split across several sites in the South East region. In addition, they also provide the surveillance capability for the SEROCU.

The role of the syndicates is to investigate, disrupt and dismantle the most harmful serious and organised crime groups impacting the South East region. They take on investigations developed within SEROCU or from other law enforcement bodies and other agencies. They can also provide ad-hoc specialist support to other ROCUs or law enforcement bodies.

The team is inclusive of all ranks and is made up of multi-skilled officers and police staff including investigators, surveillance trained officers, intelligence development officers and analysts. The team conducts investigations using covert and overt techniques, against groups or prominent individuals to reduce the threat of organised crime.

Online CSAE and Crime Operations

The Online CSAE (Child Sexual Abuse and Exploitation) and Crime Operations team work under the investigations command to tackle crime in the online world.

They work together with the Covert Operations Unit (COU) to task those who work undercover to detect CSAE and crime online. They also work to identify offenders and send evidence across the UK to the appropriate investigative teams.

The team also works internationally with other law enforcement agencies and partners in the private sector.

Research and Analysis (R&A)

The Research and Analysis Team (R&A) provide high level analytical support to almost all of the SEROCU capabilities. They use research and analytical techniques to create intelligence products that inform strategic and tactical planning against serious organised crime (SOC).

The team are trained to make analytical assessments that assist in the detection, prevention and targeted disruption of SOC. They make recommendations that drive activity and create a more complete picture of the serious organised crime threat in the South East.

R&A also includes a performance function which assesses the impact that SEROCU and the South East forces have on SOC, so that it can assist in improving the service provided by the unit.

ROCTA

ROCTA own the whole serious and organised crime assessment process providing a single regional capability that will assess, manage and understand the threat and risk from serious and organised crime.

The ROCTA is designed to enhance and improve the delivery of a consistent

and complete assessment of serious and organised crime risk across agencies throughout each region.

The ROCTA will:

Identify Threats – Using targeted intelligence gathering which includes partner agencies to identify groups, vulnerabilities and individuals relating to serious and organised crime.

Assess Risks – Use a standard assessment criteria and exploit data sources to objectively assess threats there by providing an understanding of levels of risk.

Support Tasking – To understand the SOC capacity and demands within the region so that an effective and efficient response can be provided ensuring appropriate mitigation is aligned with the threat, risk, harm and vulnerabilities posed. To provide richer and consistent data to support SOC System tasking processes at the local, regional and national level to inform and support resource allocation.

Review the impact – Assess the effectiveness of our collective response to organised crime risk by using a standard framework. Identify and share best practice that may be of benefit across policing and wider law enforcement.

Sensitive Intelligence Unit

The Sensitive Intelligence Unit (SIU) is part of a national infrastructure set up to provide a single intelligence picture of the threat posed by serious and organised crime in the South East. This drives operational business and helps develop enforcement opportunities and activity.

It specifically provides a function to access and protect sensitive equities, which manages and disseminates intelligence from a variety of sensitive sources.

South East Regional Economic Crime Unit

The South East Regional Economic Crime Unit (RECU) is made up of a number of different teams:

TVP Economic Crime Teams (ECU)

Conduct investigations into offences of serious and complex fraud, election crime, misconduct in public office and bribery across the Thames Valley. There are two teams, one in the North and one in the South.

TVP Criminal Finance Team (CFT)

Uses criminal and civil legislation, including Account Freezing Order investigations under the Proceeds of Crime Act, to tackle money laundering activity in Thames Valley Police focusing on organised criminality and vulnerable persons.

TVP Asset Recovery Teams (ART)

The ART is split into two teams, one in the North and South of TVP. They provide a core function of confiscation and recovering the assets which relate to the proceeds of crime. They conduct civil investigations and manage all POCA cash detention orders obtained across TVP. They also support LPAs and SOCU with advice and guidance throughout SOC investigations.

Regional Fraud Team (RFT)

Conducts investigations against organised crime groups or individuals identified as being involved in high level fraud activity impacting on the South East region.

Regional Fraud Development Officer (RDO)

This is an individual role carried out by a Detective Sergeant. They are responsible for supporting the City of London Police National Co-ordinator and regional forces in their investigations of fraud.



Asset Confiscation Team (ACE)

ACE are Home Office funded and were established to assist HM Courts and Tribunal Service (HMCTS) and CPS enforce confiscation orders obtained by Law Enforcement Agencies. They achieve this by investigating current and historic confiscation orders to identify, secure and realise assets. They utilise specific POCA and other powers to achieve this.

Referrals are also made by South East forces to assist the early enforcement of challenging orders, or realise value in complicated assets. They also engage in partnership projects to proactively identify potential cases and assets, including with HMRC, NCA, Prisons and HMCTS. The team enforce all confiscation orders obtained by SEROCU and also provide FI resilience to other RECU functions.

The team also houses a Financial Intelligence capability, providing partners (HMCTS), the RECU and ROCU capabilities with a financial research resource.

Regional Cash Team (SERCT)

The SERCT work with numerous partner agencies to target criminal cash and listed assets being moved through South East Air and Sea ports. Based (and mainly focused) at Gatwick, the team also carries out operations at ports across the region, including Newhaven, Portsmouth and Southampton.

They use POCA powers to seize, investigate and forfeit assets. Like other teams, they also provide resilience to the RECU.

The team receives referrals from partner agencies of cash / listed asset seizures and adopts them as POCA investigations. They also self-generate seizures by organising operations at various ports.

Civil Recovery Team

Amendments to POCA gave the CPS powers in the High Court to recover criminal assets civilly. Home Office funding has been given to the ROCU network to provide investigative resources and form a small collaborated ROCU/CPS partnership.

Regional Asset Recovery Team (RART)

The RART is a proactive team using both criminal and civil (POCA) investigative and disruptive tactics to target SOC money laundering, criminal enablers, and to remove assets from the criminal economy. The team conducts project work targeting Money Laundering themes. They are Home Office funded and support all of the regional forces. They also provide specialist support and advice to ROCU capabilities. Work is tasked from other capabilities within SEROCU, self-generated or from Regional Tasking.

Proactive Economic Crime Unit (PECT)

PECTs are part of a national network embedded in ten ROCUs created to tackle fraud and associated money

laundering. Co-ordination and workflow is provided by the City of London Police (CoLP). Their purpose is to disrupt SOC fraud and money laundering by taking a proactive approach with a focus on pursue/disruption. They also look to identify and recover assets for victims.

Financial Intelligence Unit (FIU)

The FIU receive SARs and DAMLs and other Financial Intelligence for SEROCU and develops these into packages for the proactive teams.

The Regional SARs FI Co-ordinators proactively research Arena for (economic) disruption opportunities against SE SOC, OCGs and high harm crime. They also conduct projects to raise awareness and use of financial intelligence, bringing it into mainstream policing. They are part of a national network to deliver Home Office set outcomes.

Financial Investigation Team (FIT)

This team supports the investigation syndicates by developing financial intelligence linked to criminal investigations and later adopting any restraint and confiscation investigation that arises from the criminal investigation.

They also advise the investigation teams on the best financial investigation strategy for the case to include civil recovery options.

South East Region Prison Intelligence Team (SERPIT)

SERPITs role is to exploit intelligence that exists within the prison service environment and other institutions, in order to disrupt the activities of subjects who present the highest threat and risk in relation to national security, counter terrorism and serious and organised crime. As well as investigating the most serious cases of corruption within the service.



South East Technical Surveillance Unit (SETSU)

The Technical Surveillance Unit provides specialised, technical operational and I.T. services as well as expert advice in respect of covert surveillance and I.T. infrastructure (applying SEROCU and national standards) in support of investigations and operations into serious organised crime and counter terrorist operations.

Tackling Organised Exploitation (TOEX)

TOEX teams provide dedicated intelligence and analytical expertise in support of forces undertaking complex investigations involving organised exploitation, such as modern slavery and human trafficking, child/adult sexual abuse and exploitation, and immigration crime.

More efficient and effective development of intelligence and data creates enhanced options to further safeguard victims, identify new suspects and persons of interest, arrests being possible at an earlier stage in the investigation and further harm being prevented – including localised criminality and the upstream organised criminality which drives it.



Working at SEROCU

We asked some of our people about what it is like to work in the SEROCU, and this is what they had to say:

I'm Frank, and I am a DC in Investigations. I have worked in the SEROCU for three years.

In the Investigations team we work as part of a small, dedicated team. Every day is different. We have responsibility for the highest-level organised crime groups and primary subjects within the region, and the offences can range from immigration, burglaries, human trafficking and drugs.

We respond to fast time intelligence to investigate cases. We also use our skills to support forces on cases as required.

The best bits of the role are that it's challenging, as you manage your own workload, and it's really rewarding when you take out OCGs and primary suspects. You get to do a lot of networking with other teams and broaden your horizons by working with national and international agencies.

You get the opportunity to be very creative and do things that haven't been tried before.

I would say to others who are interested in joining the SEROCU that if you like proactive policing, then this is the place for you. You will get the opportunity to be creative, effective and successful.

Frank, Detective Constable, Investigations

I'm Kate, and I'm a Financial Investigator in the ACE Team in SEROCU. I have been in the role for one year.

I'm part of a small team helping to enforce Confiscation orders made by the courts following investigations where defendants have financially benefited from their offences, as well as working to identify and realise new assets which could go towards paying off the full benefit figure that has been set at the time of confiscation under POCA Section 22.

The role is really interesting; the new assets which come to light for some defendants and the ways that they try to hide some makes it a real challenge to find and to prove that the asset really belongs to the defendant. We also get to work with multiple agencies and departments such as HMRC, HMCTS, Trading Standards, DWP etc. Being able to realise assets so that money can be given back to victims, or go back into Police Forces and HM Government is very rewarding - recently I was able to get back £5000 for a small company who had lost money due to the fraud of an employee and a colleague obtained £21,000 which was given back to an individual victim who had lost her house as a result of being a victim.

Kate, Financial Investigator, ACE

Next steps

For candidates currently working within the South East region, vacancies can be found on the TVP Careers website or via your local HR team.

All our externally advertised vacancies can also be found on TVP careers website.

tvpcareers.co.uk

Further information

For further information about recruitment, please contact our Regional South East Recruitment Team at: RecruitmentSE@ThamesValley.police.uk

To contact our dedicated Regional HR Team for a more general discussion about anything you've read in this guide, please email: SEHR@thamesvalley.police.uk

For further information about SEROCU, please visit: rocu.police.uk or find us on LinkedIn [@SEROCU](https://www.linkedin.com/company/SEROCU)

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