

Justice, Policing and Security Portfolio

About Agencia

Agencia has been transforming organisations for over 20 years. What makes us different? Well to put it simply, we not only design the change but also make it happen, turning strategy into action and action into results.

We are not consultants but a team of industry experts with years of on-the-ground experience in a range of diverse fields.

The result is we have the capability to solve problems in a way that some businesses just can't, finding inspiration where others may find difficulty; especially when addressing tricky or seemingly hard to solve issues.

Our work has addressed a diverse range of challenging issues both in the UK and internationally.

We have reformed government judicial capabilities, transformed healthcare services, developed integrated strategies for organisations, improved communities and ultimately changed lives. We are extremely proud of our achievements.

As a family-run business our values are based on collaboration, practical and realistic methods and making a difference. We are passionate about the issues our clients face, working with you and not just for you.

Bringing energy and creative problem solving is fundamental to our approach as is an independent, down-to-earth pragmatism, ensuring solutions are implemented appropriately, on time and within budget.

We also believe that solving tricky problems requires a consistency of approach. To ensure this happens you will always be working with the same team throughout the project until completion.

We are proud to have been trusted to deliver over 400 contracts, developing and exporting British public service expertise.

Agencia is an official supplier on the UK Government Conflict, Stability and Security Fund and Prosperity Fund Frameworks and a member of the Price Waterhouse Coopers [PwC] UK alliance delivering the UK Department for International Development [DFID] Good Governance Fund.

Our Capability

- Community/Neighbourhood Policing
- Intelligence led policing
- Organised Crime Investigation
- Corruption investigation, prevention and professional standards
- Police senior leadership programmes
- Strategic planning and performance management
- Financial investigations, anti-money laundering, asset seizure and recovery
- Investigating off-shore companies
- Drafting legislation and sentencing guidelines
- Advanced advocacy skills training
- Capacity building in rule of law institutions
- LEAN process mapping and re-engineering in justice organisations
- Service Commissioning
- Effective criminal case management
- Contingency planning and disaster management
- Major incident/event command
- Offender management, penal reform, Probation Service Development
- Mediation and Alternative Dispute Resolution in criminal and civil cases

Agencia Ltd - Portfolio of Key Example Projects (in chronological order)

The following do not represent our full portfolio, and are provided to demonstrate the range of our experience.

Croatia – Court Administration Project (April 2007 – March 2009)

Following the impact made at the Zagreb Commercial Court, the President of the Supreme Court of Croatia asked for Agencia support to a wider range of courts in Croatia; this request was supported by the UK government and led to a two-year Court Administration Project (CAP). The overall purpose of CAP was the introduction of effectiveness and efficiency into court administration – rolling out into the largest courts in the country an expansion of the pilot project at Commercial Court Zagreb delivered by Agencia in 2006-07.

Deliverables:

1. The establishment of four “Centres of Excellence” in four of the largest Municipal Courts in Croatia
2. The introduction of comprehensive skills for improved management and best practice delivery
3. The delivery of management, business planning and leadership workshops
4. The capacity of the Judicial Academy further enhanced in delivery of practical skills and change management across the courts structure.

Serbia – Support to the High Judicial Council and State Prosecutorial Council (April 2011 – June 2014)

Following an earlier scoping study, Agencia was asked to implement a project with the High Judicial Council and State Prosecutorial Council of the Republic of Serbia. The purpose of the project was to enhance the managerial and administrative capabilities of the HJC and SPC, as the highest judicial bodies, to enable them to play an effective role in leading the courts and prosecution services in Serbia.

In June 2013 the focus of the work changed. During the period until June 2014, the Agencia team worked with the Higher Public Prosecution Office in Belgrade to establish a pilot Victim & Witness Care Unit. An expansion strategy was produced to develop Victim and Witness Support Units in all four major cities in Serbia.

Kosovo - Anti – Corruption Training (August 2012 – July 2014)

On behalf of the British Embassy in Kosovo, Agencia delivered a project to strengthen anti-corruption policies and further EU integration in Kosovo. Working with the Kosovo Judicial Institute Agencia developed a 3-year anti-corruption training strategy for Kosovan judges, prosecutors, police and customs officers and delivered a series of training seminars on managing intelligence, corruption investigation, developing joint agency and cross border responses to financial crimes and coaching and mentoring for senior investigators from the Kosovo Police, Prosecution and Customs. The programme included a study visit to UK institutions leading corruption investigations.

Bosnia & Herzegovina (December 2013 – March 2018)

On behalf of the British Embassy in Sarajevo, Agencia delivered a project to strengthen the managerial capacities of the State Prosecutor’s Office (the office that prosecutes the most serious war crimes, organised crime and corruption cases).

Deliverables:

- Produced an inception report identifying the capacity building priorities for the institution.
- Produced a strategic plan 2015-2018 setting out key organisational and operational priorities.
- Produced a strategy to implement the national anti-corruption strategy and action plan and improve outcomes from investigations and increase assets recovered.
- Delivered financial investigation and asset recovery training to prosecutors and investigators from the Prosecutors and the State Investigation and Protection Agency (SIPA).
- Undertook a counter-terrorism capability assessment and produced an action plan to implement the national counter terrorism strategy.
- Completed a review of security and integrity and produced an action plan to raise standards to Ministry of Justice accreditation.
- Provided technical support to implement plan and secured additional investment from international donors. Facilitated training by Ministry of Security on data protection legislation.
- Drafted a revised operational agreement between the Prosecutors Office and SIPA.

Malaysia – Training on advocacy skills for prosecutors from the Inland Revenue Board (June 2014)

In response to a request to improve advocacy skills amongst Malaysian Inland Revenue Board Prosecutors Agencia developed an eight-day training programme and delivered this to 32 staff in the capital Kuala Lumpur.

Macedonia – EU Judicial Reform and Developing Alternative Sanctions (Probation Service) (January 2015 – November 2016)

Agencia was a key partner in a European Consortium delivering a two-year project to develop a professional, efficient and effective judicial system in the Former Yugoslav Republic of Macedonia and to implement a Probation Service capable of delivering a range of alternatives to custody.

Deliverables:

- Legal framework for probation service developed and adopted.
- Probation service established and fully operational with qualified personal employed.
- Enforcement of alternative measures such as house arrest developed and enhanced.
- Treatment of the convicts in the process of re-socialisation (work engagement as a part of the treatment) further enforced and enhanced.
- Community work introduced and further developed.
- Public awareness of the characteristics and the meaning of the alternative measures increased.

Bosnia and Herzegovina - Capacity Building for the High Judicial and Prosecutorial Council (August 2015 – March 2018)

Agencia is a key partner in a consortium delivering a capacity building programme of projects to the High Judicial and Prosecutorial Council (HJPC) Secretariat. The institution has oversight of the performance of all courts and prosecutor's offices in Bosnia and Herzegovina and is responsible for the appointment, promotion and disciplinary conduct of judicial officials.

Deliverables:

- Inception report identifying short, medium and long-term priorities.
- Produced Capacity Building Plan 2015-18 and provided technical assistance to implement the plan.
- Delivery of Total Quality Management Assessment and Improvement Plan using Common Assessment Framework adopted by Public Administration Reform Office of BiH.
- Implementation of revised strategic and business planning and performance management arrangements.
- Production and implementation of a Human Resource Management Strategy.
- Implementation of a new performance management framework and monthly performance meetings.
- Development of proposals for an organisational re-structure.
- Reformed judicial appointments process.

Support to the National Crime Agency, The Fusion Centre, Barbados (2017-18)

Agencia were commissioned by UK National Crime Agency to deliver a programme of training to investigators from the region at the Digital Forensics Laboratory in Barbados. Two training programmes were delivered, each of two weeks duration. The training covered:

- Establishing Standard Operating Procedures
- Exhibit Handling
- Evidence retrieval from electronic devices
- Intelligence Analysis
- Court Presentation
- Python and SQL programming

Foundation Financial Investigations Training. Ministry of Interior, Nairobi, Kenya (April 2018)

Agencia has been commissioned by the Ministry of Interior in Nairobi to deliver a two-week duration foundation course for financial investigators. The course covers all aspects of financial investigations including:

- Legislation
- Case Management
- Intelligence Management
- Money laundering, confiscation and restraint
- Interview skills
- Overseas enquiries

The training forms part of an overall approach to strengthening Kenya's capability to effectively tackle corruption offences.

For further details please contact:

Steve Pitts
Director, Justice, Security & Policing

Tel: +44(0)1482 649900

Mobile: +44 (0)7966 091430

Email: stevepitts@agencialtd.com

Web: www.agencialtd.com

