

# In the military? CNC could be your next step

As an armed police force carrying out a vitally important infrastructure role in policing, the Civil Nuclear Constabulary (CNC) is looking for people to join us as Authorised Firearms Officers at several of our sites across the country.

As a serving or retired member of the Armed Forces, you have a wealth of experience and skills and are used to carrying out a vitally important role.

Have you thought about the CNC as a career?

We have recently launched a [dedicated military area on our jobs website](#) where you can discover more about what we offer and read case studies from our officers who have joined us after serving in a variety of roles in the military.

We play a vital role in counter terrorism and offer world-class firearms training to our officers. We can help you continue to develop the skills you already have while developing new ones. And all in an environment you'll be familiar with and while continuing to be an important part of protecting the country.

We are proud to hold a Bronze Award in the Armed Forces Covenant Employer Recognition Scheme (ERS) and are currently working hard to achieve our silver.

The ERS recognises the commitment and support that UK employers offer to defence personnel. The Bronze Award is given to organisations who have pledged to support the armed services, have signed the Armed Forces Covenant and promote that they are armed forces friendly and employ reservists, armed forces veterans, cadet instructions and military spouses and partners.

If you haven't thought about a career with the CNC before, whatever your background, then visit our [cnc.jobs website](#) to find out more.

#ExceptionalAwaits

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You can spread the virus even if you don't have symptoms.

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## [How ONS changed workplace culture to get the best out of cloud](#)

### **Project objective**

[The Office for National Statistics](#) (ONS) wanted to move some of its services to the cloud to help its core functions operate more efficiently and effectively.

Migrating to the cloud and changing workplace culture was important to help the Digital Services Technology (DST) directorate fulfil 4 strategic outcomes. The function wanted to develop:

- a highly capable, digitally skilled workforce
- efficient automated operational processes
- robust leading edge technology
- flexible and adaptive delivery methods

The purpose of the directorate was to “enable innovation at speed and scale to keep ONS at the forefront of providing data, statistics and insights which matter”. It was important to the organisation to use cloud technologies so they could provide faster access to technology services and greater scalability.

### **About the ONS**

The ONS is the UK's largest independent producer of official statistics. They are responsible for collecting and publishing statistics about the UK economy, population and society.

The ONS is also responsible for running the census in England and Wales every 10 years.

### **Why the ONS decided it was ok to use the cloud**

The DST directorate worked with other teams across ONS to adopt a cloud-first approach. Technology leaders agreed that using mature cloud tools would help the organisation:

- better collect, process and interpret data to produce higher quality statistics

- improve data sharing with users, stakeholders and policy makers
- store data more securely
- efficiently complete the large-scale online census in 2021

## **Overcoming blockers to using the cloud**

It's important for the ONS to maintain trust in the data and statistics it produces. The first step was to engage the ONS board and demonstrate that using the cloud was as secure as existing on-premise solutions.

The ONS Chief Security Officer submitted a security paper alongside a technology cloud paper to the board. These papers explained that the organisation needed to move to the cloud to meet business needs and that migration was not just a cost-saving exercise.

Senior leaders were concerned that putting data into the cloud would cause security issues. This led to limited innovation when developing digital and technology products. One of the main reasons for ONS using cloud technology is to have more scalability and faster access to technology services across all areas of the business.

ONS took responsibility for the security of its cloud usage within the provider's service. This meant taking on the security management of people, data, applications, operating system and networks. The organisation developed 8 security principles which helps it to make sure:

1. Data in transit is properly protected.
2. Data at rest is properly protected.
3. Cloud services are security assured.
4. Cloud services are securely managed.
5. Cloud services are secured by design.
6. Access and use of cloud services is controlled.
7. Cloud services interfaces are protected.
8. Cloud services are protectively monitored.

If the organisation wanted to achieve core business objectives, such as getting 75% of the population to fill out the 2021 Census online, it would need to use scalable cloud services.

DST set up round table discussions with subject matter experts from different professions across the organisation. This helped staff to find out more about cloud usage and feel more involved and supported.

At first, ONS had people within the organisation who did not want to change and work in a new way. The department grew and spent the training budget to invest in staff to address the gaps in capability created by the move to cloud technologies across the organisation. DST convinced the leadership that increasing the training budget was critical to achieving business goals.

## Engaging with the workforce

Senior leadership aimed to remove any misconceptions about the cloud by being transparent and focussing on contentious topics like security. For example, the Chief Security Officer and cloud providers presented to staff and answered their questions in an open forum. By providing honest responses to staff's concerns and getting providers to give talks within the organisation, the DST built trust in its cloud strategy.

The communications team did user research and used analytics to improve engagement rates of content. The organisation usually provided staff with information by broadcasting messages. All teams were asked how they wanted to receive information. As a result, the organisation personalised their cloud strategy information to specific teams to make it clear what it meant to them.

The communications team did a lot of work to better understand the different types of information staff would need. As a result they introduced regular content updates in narrative form which invited feedback and questions. This approach was as much about improving understanding as it was about gaining feedback and improving collaboration.

ONS ran workshops to explain concepts like the zero trust model. Staff were shown technologies and given tutorials like how to build a service to make it easier to understand what was being used and why.

ONS communicated these messages through multiple channels such as:

- blogs posts
- email
- social channels like Slack
- show and tells
- town hall events
- feedback workshops

The comms team set up a technology week across ONS which included 36 events, each with a specific objective and target audience. Content was crowd-sourced from user groups, and events were open to all. For example, cloud sessions included:

- guest talks from AWS and Google Cloud
- non-technical introductions to the cloud
- panel discussions sharing experiences from different providers
- one to one opportunities with cloud experts
- 'Ask Me Anything' sessions with senior decision makers

## New ways of working and their benefits

Introducing [DevOps](#) and [DevSecOps](#) made a positive impact on development processes. These new ways of working helped to remove the traditional split between developers and operations and resulted in more collaborative working across the organisation.

Agile coaches were embedded in teams as well. With these roles came the move away from waterfall to agile ways of working and a continuous iteration approach.

The DST directorate started by doing a lot of small proof-of-concepts to explore different providers, improve capability, show the value of cloud and fail fast. The CTO maintained an honest and open conversation with staff to make it clear that experimenting and sometimes [failing was ok](#).

## Lessons Learned

If there was one thing ONS would do differently it would be to have more staff engagement from day one of the project.

Being open and honest with staff about the cloud strategy and cultural change was important in getting buy-in. Embracing the ability to fail fast and being open was best, especially when senior leaders did not have the answers.

## Using the cloud beyond 2020

Cloud is going to be critical to help ONS be more responsive and innovative to meet business requirements and user needs. The DST directorate takes the approach of 'Think Big, Do Small, Act Fast'. The cloud allows them to try out things quickly and cheaply as proof of concepts or pilots with test data before any big investments are made.

The organisation wants to achieve a 75% online completion rate of the 2021 census. The team had a trial run of census products in 2019 and is in the process of iterating the digital delivery. The scalability of the cloud will support millions of users filling out the census at the same time.

ONS has a target of having 80% of its infrastructure in the cloud by 2023.

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## [INSTEX successfully concludes first transaction](#)

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## Investment bosses banned for 29 years

Shahram Shoraka (48), formerly of North West London and now residing in USA, received the maximum 15-year disqualification order on 26 February 2020 at the High Court of Justice after Judge Jones deemed he had acted with a lack of commercial probity.

His colleague, Peter Herald Irvin Hellman (62), from South West London, had previously had his 14-year disqualification undertaking accepted by the Secretary of State in October 2018.

The pair are now banned from acting as a director or becoming involved directly or indirectly, without the permission of the court, in the promotion, formation or management of a company.

The court heard that Shahram Shoraka and Peter Hellman were directors of two companies: Omada Investment Management Ltd and Omada Holdings Ltd. The two directors intended for the Omada group of companies to become a financial services platform, while also owning a portfolio of institutions, such as banks and insurance companies.

During 2015, monies were advanced to an associated company within the Omada group from an offshore corporate entity to buy a Maltese bank. The funds were guaranteed by Omada Investment Management and Omada Holdings provided a guarantee but without any formal security.

The monies advanced under the loan agreement came to £4.2 million, plus interest, and was due to be repaid by June 2016. The loan, however was not repaid and this caused the two companies to enter into insolvency proceedings with an overall estimated deficiency of just over £19 million.

Administrators were appointed in December 2016, who brought the Omada group of companies to the attention of the Insolvency Service before investigators uncovered that Shahram Shoraka and Peter Hellman had acted with a lack of commercial probity in their business dealings.

As directors of Omada Investment Management, Shoraka and Hellam had secured close to £9.5 million and provided written agreements to investors about how their funds would be invested. Shoraka and Hellam, however, used the funds primarily on company expenses, overheads and office refurbishment costs.

The pair provided false information to clients about the status of their investments and failed to ring-fence investors' funds, while also misrepresenting to auditors the assets, liabilities and turnover of the company and submitted inaccurate accounts over three years.

And between July 2013 and February 2017, as directors of Omada Holdings, Shoraka and Hellam carried out further misconduct when they failed to

disclose to a client the loss of investment securities worth approximately £500,000.

Shoraka and Hellam secured additional investment from the same client but did not adhere to the agreements, instead spending the money primarily to complete the lease on the trading premises. The pair also made misrepresentations to the company's auditors regarding assets, liabilities and turnover.

Mark Bruce, Chief Investigator for the Insolvency Service, said:

Shoraka and Hellam were unscrupulous in their behaviour when it came to illicitly securing millions of pounds from their investors, spending the funds on anything but what they had signed-up to. They compounded their misconduct by providing false information and documentation to both investors and their auditors to perpetuate the fraud.

This represents the most serious misconduct and their substantial bans, some of the most restrictive terms that can be applied, will remove these two from the business arena, protecting the public and creditors from further abuse.

Peter Herald Irvin Hellman is from South West London and his date of birth is October 1954

Shahram Shoraka, 48, is formerly of North West London and currently resides in USA. His date of birth is January 1972.

OMADA INVESTMENT MANAGEMENT LIMITED (Company number 06256582) and OMADA HOLDINGS LIMITED (Company number 07678881)

Disqualification undertakings are the administrative equivalent of a disqualification order but do not involve court proceedings. Persons subject to a disqualification order are bound by a [range of restrictions](#).

[Further information about the work of the Insolvency Service, and how to complain about financial misconduct.](#)

You can also follow the Insolvency Service on: