



## FRANCOIS LABUSCHAGNE

FACILITATOR & DIRECTOR

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### QUALIFICATIONS

YEAR	NAME OF QUALIFICATION	NAME OF INSTITUTE
1988	Diploma Juris	University of the Free State
1995	Bachelor Legum	University of the Free State
2002	Certificate in Project Management	University of Johannesburg
2004	Society of Advocates Pupilage Exam	Pretoria Society of Advocates
2014	Certified in Fraud Examination (CFE)	International Association of Certified Fraud Examiners
2014	Registered Assessor and Moderator	FASSET (Sector Education and Training Authority for Finance, Accounting and Consulting)
2015	Registered Trainer and Moderator	Botswana Qualifications Authority

### PROFESSIONAL MEMBERSHIPS / AFFILIATIONS

- ✕ Accredited Facilitator, Assessor and Moderator with SASSETA and FASSET
- ✕ Admitted Advocate to the High Court
- ✕ CFE member of the Association of Certified Fraud Examiners (ACFE)
- ✕ Full member of the Institute of Commercial Forensic Practitioners (ICFP)
- ✕ Member Institute of Directors
- ✕ Registered Trainer and Moderator (Botswana)
- ✕ Member of the International Police Association

### YEARS OF PROFESSIONAL EXPERIENCE

- ✕ 31 years

### LANGUAGE PROFICIENCY

- ✕ English
- ✕ Afrikaans

### EMPLOYMENT HISTORY

Francois is a director of Nexus Forensic Services and Nexus Training Academy, and an admitted advocate of the High Court of South Africa. Prior to joining Nexus group of companies, he had tenures at the following organisations:

- ✕ Practicing as an advocate at Pretoria Society of Advocates January 2004 - September 2012 (general practice specialising in criminal matters, labour law, arbitrations and corporate governance)
- ✕ Senior State Advocate (1999 -2004) Directorate of Special Operations (Scorpions)
- ✕ State Advocate at the Director of Public Prosecutions 1997-1999 (Pretoria)
- ✕ Magistrate Bloemfontein 1995-1997 (Criminal Court)
- ✕ Public Prosecutor in District Court (1 year) and Regional Court (6 years) 1988-1995.

## NATURE OF FORENSIC EXPERIENCE

Francois has gained experience in the following fields or industries:

- ✘ Investigations of white collar crime which include large fraud syndicates, corruption and fraud committed by foreign entities. Investigations conducted overseas and interrogations of witnesses in courts in Lichtenstein and Switzerland. Liaison with ambassadors, diplomats and judicial officers abroad
- ✘ Investigations and sourcing of evidence in major white collar matters from United Kingdom, Switzerland, Lichtenstein, British Virgin Islands, Korea and Botswana,
- ✘ Prosecution of offenders of large scale fraud in financial statements, pyramid and Ponzi schemes
- ✘ Prosecutions of cash heist robberies, murder and other serious offences in the High Court Pretoria
- ✘ Investigation of workplace misconduct and initiating on behalf of employers in disciplinary hearings
- ✘ Presiding as arbitrator in many disciplinary hearings
- ✘ Acted as an arbitrator between parties in several civil and labour disputes
- ✘ Acted for clients in Labour disputes, CCMA, Labour Court and Labour Appeal Court
- ✘ Corporate governance reviews including forensic audit and review of policies and transactions and development of risk awareness and risk plans
- ✘ Providing opinions to Government on adequacy of legislation related to safety and security on the Gautrain
- ✘ Forensic investigations of supply chain and procurement within large municipalities.
- ✘ Provided regular presentations of advanced lectures to the members of the Northern Transvaal Law Society (Attorneys) regarding fraud detection and evidential issues related to Criminal law and Criminal Procedure
- ✘ Presenting lectures to the Board of Healthcare Funders of SA (Forensic management) on topics like fraud detection and risk management controls
- ✘ Guest speaker at 2011, 2012 2013 and 2017 Healthcare and Medical Aid Fraud Conferences
- ✘ Former member of the audit committee of a large medical scheme
- ✘ Former member of the Inspection panel at Council for Medical Schemes
- ✘ Assisted the Council for Medical Schemes with inspections, investigations, compliance and representing CMS at internal appeals tribunal
- ✘ Providing opinions and advice to SARS (2008-2012) on investigation and evidential issues
- ✘ Providing assistance to forensic accountants in reporting and testimonies in Court

Francois is an experienced litigant who has served the National Prosecuting Authority with distinction for many years. From the above it is evident that he has vast experience covering a wide field of criminal law and it is no surprise to note that he had been involved in some of the most prominent white collar prosecutions in recent years.

During his tenure as private counsel at the Pretoria Society of Advocates he gained civil and labour law experience and has acted on behalf of clients in the High Courts, labour courts , Labour Appeal Courts and Supreme Court of Appeal.

Francois is an accredited trainer, assessor and moderator in South Africa and also accredited with the Botswana Qualifications Authority as a registered trainer in different law and forensic programmes.

Please note that this CV contains personal information of the employee, and general reference to involvement in training. Specific detail about involvement in assignments and roles played in specific projects will be provided in a separate 'record of experience' document, which will detail the candidate's industry- and training-related experience.

Francois is a sought after speaker and has presented many keynote speeches and lectures to the medical scheme industry as well as the different Law Societies (Gauteng and Limpopo).

Francois regularly attend ACFE meetings and provided training to members of the ACFE at the ACFE Head Office during 2016.

## NATURE OF TRAINING EXPERIENCE

Francois has and continues to facilitate training on behalf of Nexus Training Academy, on courses, which inter alia includes:

- ✕ Training to medical schemes and health care professionals on Fraud Analysis and Detection, covering the following elements of fraud:
  - Detection within the health care environment.
  - Conducting investigations within the health care environment.
  - Types of fraud within medical schemes.
  - Effective prosecution of medical scheme fraudsters with reference to fraud detection, red flags and process analysis.
- ✕ He conducted training to trustees of medical schemes on the following topics:
  - The appointment of trustee criteria and requirements.
  - General compliance in terms of the Medical Scheme Act.
- ✕ He conducted advanced lectures (2010-2011 and 2012) to members of the Law Society (attorneys) on aspects of fraud detection and evidential issues and requirements.
- ✕ SIU training on conducting Procurement Fraud Investigations in the public sector. Training included all relevant legislation and ethics.
- ✕ He provided regular presentations of advanced lectures to the members of the Northern Transvaal Law Society (Attorneys) regarding fraud detection and evidential issues related to Criminal law and Criminal Procedure
- ✕ Presenting lectures to the Board of Healthcare Funders of SA (Forensic management) on topics like fraud detection and risk management controls
- ✕ Guest speaker at 2011, 2012 2013 and 2017 Healthcare and Medical Aid Fraud Conferences
- ✕ Western Cape Government - The course topics included but were not limited to; How to Plan Forensic Investigations, Illegal and Unfairly Obtained Evidence and its Admissibility, Interview Techniques and Recovery of Ill-Gotten Gains.
- ✕ Telkom - Internal Investigations
- ✕ Discovery – Advanced Certificate in Fraud Examination Preparation Course
- ✕ Premier Foods - Internal Investigations
- ✕ SAPS - Basic Financial Investigation
- ✕ Hawks - Asset Recovery (2 courses)
- ✕ Hawks - Money Laundering
- ✕ Hawks - Forensic Law (2 courses)
- ✕ Hawks - Procurement Fraud
- ✕ SAPS - Forensic Investigation
- ✕ SAPS - Procurement Fraud (4 courses)
- ✕ City of Cape Town - Internal Investigations
- ✕ Standard Bank - Statement Taking and Giving of Evidence
- ✕ Nedbank - Internal Investigations (3 courses)
- ✕ Financial Services Board - Investigation Techniques
- ✕ Financial Services Board - Interviewing Techniques (2 courses)
- ✕ Financial Services Board - Financial Investigation
- ✕ Financial Services Board - Health Care Fraud