

1. Knowledge of Key Legislation Governing the HPC

Self assessment:	Rating				
• Awareness of legislation governing HPC	5	4	3	2	1
• Understands the goals and objectives of the HPC	5	4	3	2	1
• Awareness of issues relating to and relevant of diversity and equality.	5	4	3	2	1

Assessment of fellow Panel Member	Rating				
• Awareness of legislation governing HPC	5	4	3	2	1
• Understands the goals and objectives of the HPC	5	4	3	2	1
• Awareness of issues relating to and relevant of diversity and equality.	5	4	3	2	1

Chair Assessment of Panel Member	Rating				
• Awareness of legislation governing HPC	5	4	3	2	1
• Understands the goals and objectives of the HPC	5	4	3	2	1
• Awareness of issues relating to and relevant of diversity and equality.	5	4	3	2	1

Rationale for rating other than 3

2. Application of Relevant Procedures

Self assessment:	Rating				
• Demonstrates knowledge of and adherence with the legal and procedural framework of the Committee	5	4	3	2	1
• Asks for support /clarification from the Legal Assessor or Panel Chair where necessary	5	4	3	2	1

Assessment of fellow Panel Member	Rating				
• Demonstrates knowledge of and adherence with the legal and procedural framework of the Committee	5	4	3	2	1
• Asks for support /clarification from the Legal Assessor or Panel Chair where necessary	5	4	3	2	1

Chair Assessment of Panel Member	Rating				
• Demonstrates knowledge of and adherence with the legal and procedural framework of the Committee	5	4	3	2	1
• Asks for support /clarification from the Legal Assessor or Panel Chair where necessary	5	4	3	2	1

Rationale for rating other than 3

3. Understanding of the importance of public protection and a fair hearing

Self assessment:	Rating				
• Displays an understanding of the allegations and seeks clarification where necessary.	5	4	3	2	1
• Uses personal or clinical experience to explore issues in relation to allegations, where relevant	5	4	3	2	1

Assessment of fellow Panel Member:	Rating				
• Displays an understanding of the allegations and seeks clarification where necessary.	5	4	3	2	1
• Uses personal or clinical experience to explore issues in relation to allegations, where relevant	5	4	3	2	1

Chair Assessment of Panel Member	Rating				
• Displays an understanding of the allegations and seeks clarification where necessary.	5	4	3	2	1
• Uses personal or clinical experience to explore issues in relation to allegations, where relevant	5	4	3	2	1

Rationale for rating other than 3

4. Decision Making

Self assessment:	Rating				
• Actively participates in the decision making	5	4	3	2	1
• Listens to advice and takes into account appropriate guidance	5	4	3	2	1
• Can analyse and evaluate complex information	5	4	3	2	1
• Reaches objective decisions based on the evidence.	5	4	3	2	1
• Provides comprehensive reasoning for decision reached	5	4	3	2	1

Assessment of fellow Panel Member:	Rating				
• Actively participates in the decision making	5	4	3	2	1
• Listens to advice and takes into account appropriate guidance	5	4	3	2	1
• Can analyse and evaluate complex information	5	4	3	2	1
• Reaches objective decisions based on the evidence.	5	4	3	2	1
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Chair Assessment of Panel Member	Rating				
• Actively participates in the decision making	5	4	3	2	1
• Listens to advice and takes into account appropriate guidance	5	4	3	2	1
• Can analyse and evaluate complex information	5	4	3	2	1
• Reaches objective decisions based on the evidence.	5	4	3	2	1
• Provides comprehensive reasoning for decision reached	5	4	3	2	1

Rationale for rating other than 3

5. Questioning

Self Assessment	Rating				
• Asks relevant and fair questions linked to the evidence presented	5	4	3	2	1
• Allows time for a sufficient response without interrupting	5	4	3	2	1

Assessment of fellow Panel Member	Rating				
• Asks relevant and fair questions linked to the evidence presented	5	4	3	2	1
• Allows time for a sufficient response without interrupting	5	4	3	2	1

Chair Assessment of Panel Member	Rating				
• Asks relevant and fair questions linked to the evidence presented	5	4	3	2	1
• Allows time for a sufficient response without interrupting	5	4	3	2	1

Rationale for rating other than 3

6. Working in a collaborative and professional manner

Self Assessment

	Rating				
• Thoroughly prepares by reading all paperwork	5	4	3	2	1
• Upholds confidentiality	5	4	3	2	1
• Maintains professional working relationships by handling differences of opinion constructively	5	4	3	2	1
• Realises the impact of their role and position of authority	5	4	3	2	1

Assessment of fellow Panel Member

	Rating				
• Thoroughly prepares by reading all paperwork	5	4	3	2	1
• Upholds confidentiality	5	4	3	2	1
• Maintains professional working relationships by handling differences of opinion constructively	5	4	3	2	1
• Realises the impact of their role and position of authority	5	4	3	2	1

Chair Assessment

	Rating				
• Thoroughly prepares by reading all paperwork	5	4	3	2	1
• Upholds confidentiality	5	4	3	2	1
• Maintains professional working relationships by handling differences of opinion constructively	5	4	3	2	1
• Realises the impact of their role and position of authority	5	4	3	2	1

Rationale for rating other than 3

Communication

Self Assessment

	Rating				
• Adopts a non confrontational and tactful communication style	5	4	3	2	1
• Puts others at ease, allowing them to put their point across	5	4	3	2	1
• Is open to suggestions from others	5	4	3	2	1
• Articulates views clearly and concisely	5	4	3	2	1

Assessment of fellow Panel Member

• Adopts a non confrontational and tactful communication style	5	4	3	2	1
• Puts others at ease, allowing them to put their point across	5	4	3	2	1
• Is open to suggestions from others	5	4	3	2	1
• Articulates views clearly and concisely	5	4	3	2	1

Chair Assessment

• Adopts a non confrontational and tactful communication style	5	4	3	2	1
• Puts others at ease, allowing them to put their point across	5	4	3	2	1
• Is open to suggestions from others	5	4	3	2	1
• Articulates views clearly and concisely	5	4	3	2	1

Partner signature:

Panel Chair Signature

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