# Health and Care Professions Council

## Competence Framework for Legal Assessors

This Competence Framework is based upon the *Judicial Skills and Abilities Framework 2014* for the Courts and Tribunals Judiciary and adapted specifically to the role of HCPC Legal Assessor. There are six competency headings:

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| **Competency heading** | **Description** |
| Advising effectively | * Provides independent, proportionate and unbiased advice
* Tailors advice according to the circumstances of the case
* Applies relevant case law and concepts related to public interest and public protection.
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| Working with others\*\*Others refers to all participants at hearings, e.g. The Panel Chair and Members, HCPTS staff, Registrants (and their advocate/representative) and HCPC Advocates and witnesses. | * Ensures proceedings are conducted fairly and according to relevant rules and procedures
* Recognises and shows understanding of the differing needs of participants and provides appropriate support for registrants who are not legally represented.
* Shows appropriate regard for the panels’ autonomy in reaching decisions
* Values and promotes equality and diversity, and reminds the panel of its importance where appropriate
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| Exercising judgement  | * Demonstrates integrity and applies independence of mind to ensure that proceedings are conducted fairly
* Ensures that the panel’s decision is presented in a clear and well-reasoned manner in line with the Health and Social Work Professions Order 2001 and other relevant regulatory standards.
* Respects confidentiality in relation to both evidence and to the panel’s deliberations
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| Demonstrating and building knowledge  | * Demonstrates and applies detailed knowledge of current law, Human Rights Act and relevant Court decisions
* Demonstrates an ability and willingness to learn and develop.
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| Managing work efficiently  | * Undertakes preparation in advance of each tribunal
* Assists the Chair (and hearings officer) to effectively use time available
* Produces draft determinations in a timely manner (usually before the end of the hearing day) using HCPTS word processing packages.
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| Communicating effectively | * Provides clear and succinct oral and written communication, in particular during hearings and in the assistance given to Panels in the drafting of Decisions
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