

The Health Professions Council is committed to equal opportunities. Assessment of performance is objectively based on an individual's ability. You must guard against unfair discrimination. Please read attached notes for guidance.

Personal Details

Name										Re	g No	o.			
Length of time as RA					Date	e of	app	rais	al						
Period covered by Appraisal	I														
Name of fellow Assessor															
Name of HPC Evaluator															

Competency Types

Knowledge of Key Legislation Governing the HPC Application of Relevant Procedure Understanding of the Role Decision Making Working in a Collaborative and Professional manner Communication

Rating scale

- 5 Outstanding Performance
- 4 Exceeds the requirements of the role
- 3 Good Performance meets the requirements of the role
- 2 Limited Performance shows some minor weaknesses
- 1 Poor Performance shows significant weakness, further training needed

1. Knowledge of Key Legislation Governing the HPC

Self Assessment:	Ra	ting			
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 the issues relating to and relevant of diversity and equality.	5	4	3	2	1
Assessment of fellow Assessor:	Ra	ting			
Awareness of legislation governing HPC	5	4	З	2	1
 Understands the goals and objectives of the HPC 	5	4	З	2	1
• Awareness of the issues relating to and relevant of diversity and equality.	5	4	3	2	1
HPC Assessment of Partner:	Rat	ting			
Awareness of legislation governing HPC	5	4	З	2	1
 Understands the goals and objectives of the HPC 	5	4	З	2	1
• Awareness of the 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:	Ra	ting				
Is aware of and applies the relevant tests and processes for each type of applicant	5	4	З	2	1	
Asks for support /clarification where necessary	5	4	З	2	1	
No more than 2 appeals upheld within the last 12 months	5	4	3	2	1	
Assessment of fellow Assessor:	Ra	ting				
Is aware of and applies the relevant tests and processes for each type of applicant	5	4	З	2	1	
Asks for support /clarification where necessary	5	4	З	2	1	
No more than 2 appeals upheld within the last 12 months	5	4	3	2	1	
HPC Assessment of Partner:	Ra	ting				
Is aware of and applies the relevant tests and processes for each type of applicant	5	4	З	2	1	
Asks for support /clarification where necessary	5	4	З	2	1	
 No more than 2 appeals upheld within the last 12 months 	5	4	3	2	1	

Rationale for rating other than 3

3. Understanding of the Role

Self Assessment:	Rating
 Demonstrates up to date knowledge for the role 	5 4 3 2 1
 Can be relied to return the assessment within 10 working days 	5 4 3 2 1
 Appreciates the impact of the process on the candidate 	5 4 3 2 1
Assessment of fellow Assessor:	Rating
 Demonstrates up to date knowledge for the role 	5 4 3 2 1
 Can be relied to return the assessment within 10 working days 	5 4 3 2 1
 Appreciates the impact of the process on the candidate 	5 4 3 2 1
HPC Assessment of Partner:	Rating
 Demonstrates up to date knowledge for the role 	5 4 3 2 1
 Can be relied to return the assessment within 10 working days 	5 4 3 2 1
 Appreciates the impact of the process on the candidate 	5 4 3 2 1

Rationale for rating other than 3

4. Decision Making

Self Assessment:	Ra	ting	I			
• Reaches non discriminatory, objective decisions based on fact and available evidence	5	4	З	2	1	
Supports decision with sound and relevant reasoning	5	4	З	2	1	
Able to reach difficult decisions, regardless of external pressures	5	4	З	2	1	
Requests further information where necessary	5	4	3	2	1	
Assessment of fellow Assessor:	Ra	ting	I			
Reaches non discriminatory, objective decisions based on fact and available evidence	5	4	3	2	1	
Supports decision with sound and relevant reasoning	5	4	З	2	1	
Able to reach difficult decisions, regardless of external pressures	5	4	З	2	1	
Requests further information where necessary	5	4	3	2	1	
HPC Assessment of Partner:	Ra	ting	J			
• Reaches non discriminatory, objective decisions based on fact and available evidence	5	4	3	2	1	
Supports decision with sound and relevant reasoning	5	4	3	2	1	
Able to reach difficult decisions, regardless of external pressures	5	4	3	2	1	
Requests further information where necessary	5	4	3	2	1	

Rationale for rating other than 3

5. Working in a collaborative and professional manner

Self Assessment:	Rating
Upholds confidentiality at all times	5 4 3 2 1
 Handles differences of opinion constructively and professionally 	5 4 3 2 1
Willing to receive feedback and learn from others	5 4 3 2 1
Assessment of fellow Assessor:	Rating
Upholds confidentiality at all times	5 4 3 2 1
 Handles differences of opinion constructively and professionally 	5 4 3 2 1
Willing to receive feedback and learn from others	5 4 3 2 1
HPC Assessment of Partner:	Rating
Upholds confidentiality at all times	5 4 3 2 1
 Handles differences of opinion constructively and professionally 	5 4 3 2 1
 Willing to receive feedback and learn from others 	5 4 3 2 1

Rationale for rating other than 3

6. Communication

Self Assessment:	Rating
 Adopts a non-confrontational and tactful communication style 	5 4 3 2 1
Clearly presented reports	5 4 3 2 1
Is open to ideas from others	5 4 3 2 1
Assessment of fellow Assessor:	Rating
 Adopts a non-confrontational and tactful communication style 	5 4 3 2 1
Clearly presented reports	5 4 3 2 1
Is open to ideas from others	5 4 3 2 1
HPC Assessment of Partner:	Rating
 Adopts a non-confrontational and tactful communication style 	5 4 3 2 1
Clearly presented reports	5 4 3 2 1
Is open to ideas from others	5 4 3 2 1

Rationale for rating other than 3

Partner signature	HPC Evaluator signature