About the competency framework

The competency framework lists ways that a person who is working effectively as a Fee-paid Medical Member of the Social Entitlement Chamber might demonstrate each of the five competency areas relevant to this post.

This framework is aligned to the Judicial Skills and Abilities framework used by Judicial Office and Judicial College to ensure that role holders are assessed by the same measures at every stage of their career.

When considering your application and taking part in the selection process please think how your experience is transferable to the headings of the competencies. The bullet points below the headings are examples of the competency area. You do not need to address every bullet point, but you should seek to demonstrate the competency area as a whole.

### Exercising Judgement

Demonstrates integrity and applies independence of mind in making incisive, fair and legally sound decisions

- Makes, and contributes effectively to, decisions by applying the relevant legislation to medical facts and legal submissions
- Acts with integrity and ensures fairness in making joint decisions in challenging situations
- Demonstrates independence of mind
- Makes decisions with confidence, in a timely and appropriate manner

### Possessing and Building Knowledge

Possesses relevant medical knowledge. Demonstrates an ability and willingness to learn and develop professionally

- Demonstrates a breadth of current medical knowledge and the ability to quickly grasp the relevant areas of law and procedure
- Demonstrates an ability to acquire additional knowledge, especially of complex subject matter
- Keeps abreast of changes in medical practice and relevant developments in training, performance, and related fields
- Actively pursues continuous learning and professional development
- Encourages a shared learning approach, sharing relevant information and developments with others when appropriate
Competency Framework
Behaviours of an Effective Fee-paid Medical Member of the First-tier Tribunal, Social Entitlement Chamber

**Assimilating and Clarifying Information**
Quickly assimilates information to identify essential issues, develops a clear understanding and clarifies uncertainty through eliciting and exploring information

- Demonstrates speed in assimilating and processing large amounts of complex information from a variety of sources
- Keeps an open mind and does not reach premature conclusions
- Adapts questioning style to suit individual needs
- Works collaboratively to evaluate and interpret the evidence in order to reach well-reasoned decisions

**Working and Communicating with Others**
(‘Others’ refers to other Tribunal member(s), appellants and other tribunal users)
Participates in the proceedings appropriately and values diversity. Demonstrates good communications skills and empathy. Builds rapport with others, where appropriate

- Demonstrates courtesy and authority in all situations, inspiring respect and confidence in others by using effective verbal and non-verbal communication
- Shows an awareness of the importance of diversity and demonstrates sensitivity to the particular needs of different communities and groups
- Presents information succinctly and in a well-reasoned manner, using technical language only when necessary, ensuring complex information is understood
- Listens attentively and probes effectively, considering views of others to ensure fairness

**Managing Work Efficiently**
Works and plans effectively to make the best use of resources available

- Manages time and prioritises tasks and obligations to ensure efficient completion of workload
- Utilises available resources, making full use of available technology and embracing innovation
- Seeks guidance from others as appropriate
- Balances professional commitments with tribunal duties and responsibilities.