

Q6) How do we ensure consistency and fairness throughout the process? i.e. between the various candidates and assessors. Where is the benchmark?

A6) This is why there are Verifiers. It is the purpose of the Verifier to ensure consistency between assessors within an authority. Just as an assessor has different types of evidence to confirm competency, verifiers have different ways to ensure consistency and fairness across the process. Examples of these are Assessor Questioning, Candidate Questioning, Observing Desktop Assessments and Observing an Assessor Observation.

Q7) What is the correct level of competence required by the candidate? What level should be working towards? A newly qualified officer is not going to be as experienced or as competent as a senior officer? At what level should we be pitching our expectations when reviewing work and questioning?

A7) We compare the level of competence required to that of a Driving Test. When the Driving Test is passed, it means the candidate is at the level of a newly qualified officer.

which criteria have been met. Personally, I would be dubious of a candidate who didn't want me to observe them. Two formal assessments needed per task. I have interpreted this as at least two formal candidate assessment feedback forms per task. Why does there need to be two formal assessments? Feedback can be informal or formal. What happens if you provide informal feedback, the work is corrected by the candidate. Assessor then produces formal feedback. Why would a second feedback form be mandatory? That is correct, feedback is given in two ways, informally and formally and formally is when the Assess 4 is completed by the assessor

This is how it works:

An assessor carries out a desktop assessment, and can't clearly see how a piece of evidence meets a piece of criteria ticked by the candidate on the Summary Assessment Matrix. Instead of completing the Assess 4 straight away, they talk to the candidate (informal) to find out why they felt it met the criteria. After their informal chat it can go one of two ways

- 1) After explaining it to the Assessor, the candidate now sees that it doesn't meet the stated criteria and an alternative is discussed.
- 2) The Assessor now understands how it has been met, but the candidate hasn't put all the details as evidence and is now aware of what they must do. The assessor agrees that they will accept this piece of evidence at this time.

The outcome of the informal chat is then detailed on the Assess 4 with what must be done in the future.

The Assess 4 belongs to the candidate, and nothing on the Assess 4 should come as a surprise to the candidate, this is why we have the informal chat.