Registration Assessor self appraisal and peer feedback



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.

Name		Reg No.
Length of time as RA	Date of appraisal	
Period covered by Appraisal		
Name of fellow Assessor		
Name of HPC Evaluator		

Competency Types

Personal Details

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 Excellent Performance (Consistently exceeds performance requirements)
- 4 Above Average Performance (Regularly exceeds performance requirements)
- 3 Satisfactory Performance (Meets performance requirements)
- 2 Limited Performance (Fails to meet performance requirements sometimes)
- 1 Poor Performance (Consistently fails to meet performance requirements)

1. Knowledge of Key Legislation Governing the HPC

Rating	
5 4 3 2 1	
5 4 3 2 1	
5 4 3 2 1	
Rating	
5 4 3 2 1	
5 4 3 2 1	
5 4 3 2 1	
Rating	
5 4 3 2 1	
5 4 3 2 1	
5 4 3 2 1	
	5 4 3 2 1 5 4 3 2 1 5 4 3 2 1 Rating 5 4 3 2 1 5 4 3 2 1 5 4 3 2 1 5 4 3 2 1 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8

Rationale for rating other than 3

2. Application of Relevant Procedures

Self Assessment:	Ra	ting	I		
Is aware of and applies the relevant tests and processes for each type of applicant	5	4	3	2	1
Asks for support /clarification where necessary	5	4	3	2	1
• No more than 2 appeals upheld within the last 12 months 5 4		3	2	1	
Assessment of fellow Assessor:	Ra	ıting	ı		
Is aware of and applies the relevant tests and processes for each type of applicant	5	4	3	2	1
Asks for support /clarification where necessary	5	4	3	2	1
 No more than 2 appeals upheld within the last 12 months 		4	3	2	1
HPC Assessment of Partner:		ıting	J		
Is aware of and applies the relevant tests and processes for each type of applicant	5	4	3	2	1
Asks for support /clarification where necessary	5	4	3	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:	Ra	l			
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:	Ra	ting	1		
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:	Ra	ting			
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	ı		
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			3	2	1
Assessment of fellow Visitor:	Ra	ting			
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
HPC Assessment of Partner:		ting			
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:	Rat	ting			
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:	Rat	ting			
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:	Rat	ting			
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 Visitor:	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	Evaluator's signature	HPC Evaluator signature