

CONTEXT: The benchmark assessment framework for this role

This framework for health professionals has been drafted to complement the core standards for civil servants in policy, operational and corporate delivery published on the Civil Service website: www.civilservice.gov.uk/psg

It is designed to be applicable to health professionals at each of the 3 key stages identified by PSG—SCS3, SCS1 and G7—who will be expected to possess the competences in this framework in addition to the relevant core skills for their work policy, corporate and operations delivery.

1. Secure, maintain and develop your personal professional expertise

To meet this requirement you need to:

- Be registered as a qualified practitioner with the appropriate national body and meet that body's requirements for revalidation
- Understand the need to keep your knowledge up to date and take effective steps to do this
- Participate regularly in clinical/professional audit
- Have your work outcomes assessed through an annual appraisal programme

2. Contribute to the development of your profession within your department

To meet this requirement, you should be able to:

- Demonstrate a commitment to the training and development of trainees and professional colleagues
- Ensure that professional staff accountable to you have opportunities to participate in CPD and audit
- Lead by example

3. Apply your professional expertise in the delivery of government business

To meet this requirement, you should to be able to:

- Apply professional expertise in the delivery of policy, operational programmes or corporate activity
- Link the output of research and reviews to the delivery of policy or programmes
- Use professional expertise to challenge constructively
- Represent the UK Government at national and international professional for a and contribute proactively to their work

4. Provide clear professional advice to technical and non-technical audiences

To meet this requirement, you should be able to:

- Explain complex professional concepts, issues and technical detail in a manner and format appropriate to the audience
- Provide clear, high quality, impartial, professional advice to Ministers, civil servants and customers in a way which meets their needs and stands up to scrutiny
- Synthesise and present technical arguments from a range of sources
- Be able to appraise critically and use the relevant evidence base

5. Understand the needs and constraints of stakeholder communities

To meet this requirement you should to be able to:

- Understand the rules of the relevant professional, statutory and regulatory bodies
- Develop effective working relationships, based on respect with appropriate professional stakeholders
- Maintain regular contact with professionals working 'in the field' in areas relevant to your current role
- Develop effective working relationships, based on respect, with other client groups

6. Enter into constructive working relationships with colleagues

To meet this requirement you should be able to:

- Develop constructive working relationships, based on respect, with colleagues with whom you interact

7. Understand, interpret and comply with the statutory (and non-statutory, where applicable) requirements of your current role

To meet this requirement, you should be able to:

- Understand the legislative framework(s) for your area of responsibility
- Understand the role and expectations of the relevant regulators
- Take the action necessary to comply

8. To meet this requirement you should be able to ensure that your personal health does not put patients or the public at risk:

To meet this requirement, you should be able to:

- Conduct yourself responsibly when considering how your own health may affect the quality of the professional advice that you give
- Seek and take professional advice when necessary.

9. Conduct yourself with probity in all that you do