

Note: Received 10 forms, with some of the boxes not filled in.

Skills for tribunal hearings and decision making

Evaluation Questionnaire

Course 2

8 & 9 October 2015

The aim of the course is to identify, discuss and develop the range of judicial style skills, values and competences for tribunal hearings and decision making.

1. Did the course meet its aims ?

Fully 10	Substantially	In part	Not at all
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2. We aimed to associate the skills, knowledge and values of the wider judicial profession with those needed by members of Guernsey tribunals. Did we achieve this ?

Fully 9	Substantially 1	In part	Not at all
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Comments:

- Excellent to have opportunity to compare with other tribunals.
- Mix of different tribunals, good examples of own experiences.
- Yes but not in the overwhelming manner.
- Possibly more knowledge of GSY Tribunals needed (but appreciate restrictions on time/research needed and delegates contribute knowledge anyway)
- It is very good to be brought up to date.
- Interesting too to learn about PAT.

3. We aimed to identify, explore and develop the range of communication and questioning skills necessary for tribunal hearings. Did we achieve this ?

Fully 9	Substantially 1	In part	Not at all
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Comments:

- Skill, Knowledge, values covered as well as how to look at evidence and case management.
- And in the manner where it was interactive and engaging.

4. We aimed to explore the case management powers of tribunals and the skills associated with their effective use. Did we achieve this ?

Fully 7	Substantially 3	In part	Not at all
Comments: - Yes and enjoyed role play (more than I thought) to actually practice this element.			

5. We aimed to consider the users' perspective of the tribunal experience and to explore how users can be best prepared for their engagement with a tribunal.. Did we achieve this ?

Fully 6	Substantially 4	In part	Not at all
Comments: - Examples from your practice were very helpful. - Good opportunities for discussion. - It is very helpful to remind ourselves of 'how it must feel' - Extremely useful			

6. We aimed to identify consider good practice concerning the giving of directions and introductions to hearings, and the skills to deal with unexpected interruptions during hearings. Did we achieve this ?

Fully 5	Substantially 5	In part	Not at all
Comments: - It is reassuring to see 'how it's done'. - Giving of directions - More could be done to help alleviate expectation re results. - Explored well.			

7. We aimed to consider issues surrounding the nature and quality of evidence, and also to reflect on the skills necessary for the good conduct of a hearing. Did we achieve this ?

Fully 8	Substantially 2	In part	Not at all
Comments: - Useful to understand difference to court system. - The seven C's are really useful. - Role play very helpful.			

8. We aimed to provide delegates with the opportunity to discuss the skills of good team working within the context of tribunal work. Did we achieve this ?

Fully 9	Substantially	In part	Not at all
Comments: - NASA exercise fun and interesting to see how completely different scenarios has same team criteria. - Interactive session brought the group together. - Very useful.			

9. We aimed to provide delegates with the opportunity to experience elements of a hearing of the Parochial Appeals Tribunal through a role play and thereby to identify the challenges of working as a tribunal member. Did we achieve this ?

Fully 9	Substantially 1	In part	Not at all
Comments: - N/a for me – another tribunal but everything was relevant to area of jurisdiction I operate. - Recap of skills needed for hearing. - Particularly enjoyed this more than I thought I would – the group dynamic helped to reassure. - Very illuminating - Very good.			

10. We aimed to provide delegates with the opportunity to make and write a reasoned decision and to reflect on the skills necessary for this task. Did we achieve this ?

Fully 7	Substantially 1	In part	Not at all
Comments: - I was not able to attend second day of the training. - By this stage the training had provided the grounding, the exercise confirmed it.			

11. Was there any aspect of the course that worked particularly well ?

- The interactive approach.
- Decision making, report writing.
- I had no idea what format this course would take or content(apart from the itinerary). I have enjoyed every moment and have taken so much on board. I am enthused to take this journey further.
- Good opportunity for interaction, not too fast/too slow – even though not on tribunal, helps with decision making in general.
- Interaction.
- Interaction between participants/inclusive.
- ‘Joining in’ sessions – team building etc.
- Giving confidence.
- The fact that there was a small number led to maximum participation.
- Role play surprisingly good & helpful. All interactivity good.

12. How could this course be improved for future delivery ?

- Longer! More role play.
- Nothing
- N/A
- Flow and pace were spot on – no improvement suggestions!
- GSY relevance

Thank you for completing this questionnaire.