

APPLICABLE TO ALL MEMBERS

E1

Demonstrable commitment to equality, diversity and inclusion – dealing with people and issues honestly, fairly and with respect

E2

Ability to analyse and interpret complex information and evidence, demonstrating impartiality, intellectual flexibility and sound judgment

E3

Ability to build supportive relationships and work as a team – welcoming and showing regard to the views and advice of others and supporting collective decision making

APPLICABLE TO PARTICULAR GROUPS

Council	Hearing Panel & Investigation	Education Visitor Panel	Companies	Education, Standards & Registration	Independent Members
E4 (all): Ability to listen, communicate and influence effectively – articulating clear reasoning			E5 (all): Ability to listen, communicate and influence effectively – providing objective advice		
E6 (Council (all), HP and IC (Chairs only) and Independent members): Ability to operate strategically, be held accountable and hold others to account – contributing positively to the GOC in a non-executive capacity.				E6: Ability to operate strategically, be held accountable and hold others to account – contributing positively to the GOC in a non-executive capacity.	
E7 (Council – all; Companies 1+ members; EVP – Chairs only; HP, IC, Standards, Education & Registration – lay only): Ability to articulate patient and consumer issues <u>and/or</u> the interests of service users who are especially vulnerable.					
E8 (all): Capacity and skill to understand stakeholder priorities – inspiring confidence and support amongst stakeholders.	E9 (Registrant only) (Companies 1+ members): Current “hands on” experience of delivery of a wide range of services in optical primary and/or secondary care; <u>OR</u> significant involvement with current practice in other roles, for example education, <i>which could include (but is not limited to): dispensing; contact lenses; awareness of commercial pressures in optical practices; General Ophthalmic Services (GOS) contracts; referral procedures; Local Optical Committee dealings with specialised local service delivery such as glaucoma, cataract and diabetic screening; domiciliary care and clinical-based secondary care issues.</i>				
E10 (all, but not Chair): Understanding of corporate governance and corporate performance management.	E11 (all): Ability to understand and operate within a complex legislative framework - thinking logically and weighing evidence to achieve well-founded impartial decisions and reasoning.		E12 (1+ members): Ability to articulate issues related to the optical market environment or clinical governance.		
E13 (Chair only): Experience of leading an organisation with a significant budget of comparable complexity through periods of organisational development &/or cultural change.	E15 (Chairs only): Ability to facilitate a decision-making process – using leadership, time management and organisational skills.				
E14 (Chair only): A portfolio of high level governance and organisational skills including strategic planning, financial management, risk management, corporate and senior executive performance management and service delivery in a regulated environment.	E18 (IP only): Current “hands on” significant experience as an IP within a hospital setting.		E17: Ability to provide relevant specialist knowledge, support and information and articulate issues relating to: a) non executive appointment / selection campaigns; b) non-executive performance appraisal; c) financial, audit and risk management; or d) non executive and executive remuneration policy.		
E16 (Chair only): Ability to build successful, constructive and supportive working relationships with stakeholders.	E19 (all): Understanding of: a) higher education and qualifications frameworks; b) standards and competency based assessment /assessment frameworks; and/or c) outcomes focused on risk based quality assurance				

** applies to 1+ members only (unless specified lay/registrant, it could be either depending on the competency requirement)*

APPLICABLE TO ALL MEMBERS

D1

Understanding of professional regulation and its impact on public protection

APPLICABLE TO PARTICULAR GROUPS

Council	Hearing Panel	Investigation	Education Visitor Panel	Education	Standards	Registration	Companies	Independent Members
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D2 (members only)

Demonstrable commitment to accountability – taking personal responsibility and holding others to account

D3 (Chair & 1+ members)

Specialist expertise relating to the work of the GOC in a field such as: legal, patient safety, patient advocacy, public involvement, human resources, fitness to practice and/or service delivery

D4 (all)

Handling and managing complaints

D5 (lay only)

Experience of higher and further education and training in an optical or non-optical field

D7 (all)

Knowledge of delivering governance, business management and human resourcing

D9 (all)

Understanding of:
 a) higher education and qualifications frameworks;
 b) standards and competency based assessment /assessment frameworks; and/or
 c) outcomes focused on risk based quality assurance

D6 (all)

Ability to articulate issues relating to:
 a) information systems and data security;
 b) customer service; and/or
 c) quality assurance

D8 (1+ members)

Ability to articulate issues relating to:
 a) financial work in a complex or charitable organisation, including managing budgets/ resources (preferably with a financial qualification);
 b) risk management or audit work in a complex organisation;
 c) higher education, learning and development; and/or
 d) technology as a driver/facilitator of transformational change

D10 (Chair only)

Strong media and communication skills to deliver messages to and influence a range of audiences