



Bronze Rally Event Assessment

Notes for those completing Event Assessments:

- If not all assessment tasks have been covered, despite using a number of assessment methods, and the Assessor feels that the Assessee is not yet competent to be a Bronze official, they should ask for further assessment to be completed. This can be at a time the Assessor believes is appropriate, either at another event and by using the assessment methods outlined below. The Assessee should be advised of the Dispute Resolution Procedure outlined on the CAMS Website
- Where an Assessee is found to be *Not Yet Competent*, the Assessor must include reasons for reaching this decision in the Assessor's Comments and should indicate next steps to be taken by the Assessee to be competent.
- The Assessee has the right to ask for a copy of the event assessment once the assessment has taken place.
- The Assessor must send the event assessment form to CAMS within two weeks of the assessment (see postal address below).
- Assessors are encouraged to use the "Assessment Methods" listed below.
- Assessors should always ask applicants how they think they performed and whether, in their opinion, they feel confident, at this time, to take on a Bronze, as this will mean taking on more responsibility for other people and for the event activities.
- To receive an upgrade the applicant must send an upgrade form (available from CAMS website www.cams.com.au or the Officials' Hotline on (1300 883 959) to the below postal address

Team Assessing

The teams will be made up of one person who has skills in and one person who is the subject matter expert who has the "technical" skills of the task involved. This will enable a quality assessment to be conducted. "Technical" skills is deemed to be a Bronze, Silver or Gold qualified official who may not necessarily have an EA endorsement.

How do assessment teams work?

1. The assessment team will meet before the assessment to discuss the required competencies;
2. Discussion will include how the overall assessment decision will be reached (i.e. will each assessors views be equally considered);
3. Discuss how differences of opinion in regard to the assessment decision will be handled
4. Discuss how the observation of the candidate will take place with the technical person and then be followed by the Assessor who is responsible for the sign off of the "assessment process";
5. Observation may also take place at a number of opportunities to "validate" competency (only if required);
6. Decide when feedback will be given to the candidate and by who (summarized through one piece of feedback);
7. Agree not to "undermine" the assessment decision afterwards (i.e. one assessor doesn't tell other people that they didn't agree with the assessment decision);
8. On agreement between the Assessment Team a candidate will be deemed "competent" or "not yet competent";
9. Team Assessor Details included on Candidates application form and duly signed off;
10. Candidate will then submit their upgrade application.

Assessment Methods

1. Observation: This is the most commonly used assessment method as it will provide Assessors with a good understanding of the Assessee's competence to fulfil a Bronze role. Use the assessment criteria to observe the Assessee while performing their roles and responsibilities at the event.
2. Oral Questions: Develop a list of questions relevant to the official's role. Ask open questions, i.e. those that require an explanation and not just a 'yes' or 'no' answer. Ask what the Assessee would do in a particular situation as a Bronze official.
3. Written Questions: Assessors could put together a small list of questions that the Assessee can complete during a break. The answers will provide Assessors with knowledge of the Assessee's level of understanding. These questions could, for example, relate to some event risk management situations.
4. Listening & Responding: Active listening, i.e. paying full attention to what the Assessee is saying, will give Assessors an insight into the level of understanding the Assessee has for the role of a Bronze official. Assessor's responses should always be non-critical and phrased in a positive manner.
5. Demonstration: If the event does not allow Assessors to assess some of the skills listed, Assessors could ask the Assessee to demonstrate the required skills.
6. Reflection: Ask how, at a previous event, a particular situation was handled by the assessee. Assessors may need to put some thought into an appropriate situation prior to conducting the assessment.

Completed assessment forms to be sent to:

CAMS Customer Services, PO Box 427, Caulfield East, Victoria, 3145