

## **Chamber President 2025 Outreach Event, Question and Answers**

**Q1** - Are you expecting or asking for application and interview answers in the STARR format?

**A1** – The STARR format (situation, task, action, result and reflection) is a framework which can be used to explain an example to set out your answer. It can help us understand what you were facing, what you did and what your outcomes were. But no, you do not have to use it at application or at interview.

At interviews, if we are asking scenario questions, STARR does not apply because it is not about your previous examples or experience. We will be putting scenarios to you and asking you to give us your views of them so it would not fit there.

**Q2** - Does the 'brand new area of law' relate to recently created/developed law, or can it be existing law that is a new area to the individual candidate?

**A2** – Both, this is to test your ability to master new areas of law that are new to you as well as areas of law that have recently been introduced.

The important point here is that this can include existing law that is new to the candidate, that they will encounter in the role. However, just when you think you are up to date and you know the law of your Chamber, the Scottish Parliament will introduce a new act to commence in a month, and so there is also that side of new law.

**Q3**- When submitting written work such as Facts, Findings and Reasons (FFR), are we assured of confidentiality because even if anonymized, it is still possible sometimes to join the dots and identify a person? And is this permitted by the candidate's Chamber President to submit a written judgment, FFR even to a trusted party?

**A3** – Anyone who wishes to lodge written work and they feel uncertain about whether they can, should have a conversation with the Chamber President to ask for clarity. We would like to reinforce that the whole of the JABS process is confidential, and we would ask that parties' names are redacted.

**Q4** - What type of support will be provided in terms of training before the selected candidate undertakes their role?

**A4** – There is currently work underway to develop an induction process and that information will be more available at the point of interview, this will be an important part of the support that you will have. You will also be allocated a mentor from one of the existing Chamber Presidents, giving you largely informal support while in post.

**Q5** - What type of support is in place to help deal with work related stress and is there any support for Neurodivergence?

**A5** - We understand the importance of trauma informed practises when we're sitting as decision makers, but we're learning more about vicarious trauma, which is the

kind of trauma that can impact us from sitting on these types of cases. The judicial training body for judiciary in Scotland is very focused on trauma informed principles and vicarious trauma, so I'm sure there will be training opportunities there.

In terms of support to help judicial officers, the kind of support that you would give as a Chamber President is a huge part of the Chamber President's role, to determine when there have been factors in a case that are of such concern that the welfare of their judiciary is troubling, a Chamber President might put in place a debriefing process for the tribunal or individual. There are agencies available to all members of the Judiciary Court and Tribunals, which includes occupational health, counselling support, various care and support by other agencies independent of the chamber which is confidential.

We are becoming much better informed about the impact of neurodiversity and the support can be highly individualised.

**Q6** - What support does the Chamber President received from the Judicial Office and Scottish Courts and Tribunal Service (SCTS)?

**Q6** – Our President of Scottish Tribunals is well informed about tribunals and is incredibly supportive of all of Chamber Presidents. With her experience and knowledge, she is able to offer individualised support when and where necessary.

The Judicial Office in the SCTS exists to support the Judiciary in Scotland, Courts and Tribunals, Judiciary. You can expect to be able to contact the Judicial Office for unusual things, we also have access to the Parliament House library.

Our new Lord President is very committed to the work and the development of tribunals, and he is very much supportive. The SCTS staff also provide great deal of support to the Chamber President.

**Q7** - What direct support does the Chamber President have for administrative things?

**A7** – The Chamber President has staff that provide casework support, clerk support and scheduling support. The Health and Education Chamber President's office is made-up of three people: the most senior tribunal judge, in house legal member and an executive assistant.

The in-house Legal member takes the lead role in some judicial delivery work and the Executive Assistant does two things – provides the Chamber President with a wide range of administrative support and takes responsibility for member liaison, which means when communication is going out to Members, it always goes through the Executive Assistant. They play a very effective and efficient role in making sure that communication channels are as they should be. The Chamber President's executive assistants will be their eyes and ears and will support the Chamber President to gain a better understanding of some of what's happening on the ground.