

## Judicial Skills and Abilities Framework

For all non-legal exercises launching after October 2025.

### Personal/Professional skills

- Possess ability and analytical skills to the standard required for the role.
- Demonstrates specialist skills and knowledge to the standard required for the role.
- Is able and willing to invest time in developing and maintaining skills and knowledge as appropriate for the role.
- Shows flexibility of approach: can apply skills and knowledge in unfamiliar or developing areas, as appropriate for the role.
- Has an understanding what is required for a fair hearing.

### Dealing with information

- Assimilates and organises pertinent information quickly.
- Identifies with clarity relevant issues for decision.
- Reaches clearly reasoned, logical and concise decisions that weigh up relevant considerations.
- Demonstrates sound judgement and an appropriate level of decisiveness.

### Communication skills

- Shows effective active listening skills, seeking to understand a party's case without prejudgement and with courtesy, sensitivity and appropriate patience.
- Demonstrates clear oral and written communication skills, in language appropriate for the forum and the particular circumstances.
- Adopts an appropriately authoritative approach that: (1) inspires respect and confidence; (2) ensures both fairness, allowing proper participation by the parties, and an appropriate and efficient use of judicial resources.

### Personal qualities

- Adheres to the [Bangalore Principles](#) of independence, impartiality, integrity, propriety and equality of treatment, appreciating the importance of high standards of conduct and of maintaining public trust in the judiciary.
- Possesses sufficient resilience for the role and an ability to remain calm in challenging situations.
- Has a practical, common-sense approach to problem solving.
- Shows open-mindedness and self-awareness.

### Effective working

- Is diligent and efficient, prioritising tasks appropriately and reaching timely decisions.

- Team work: has a collegiate approach; builds effective working relationships with colleagues taking full account of the [Statement of Expected Behaviour](#).
- Takes an inclusive approach to those with differences from themselves.
- Is able and willing to challenge inappropriate behaviour by others.
- Uses or can develop digital skills to the requisite standard.

### **Leadership, for some roles.**

- Builds and maintains an effective and efficient judicial team.
- Leads by example, motivating others to perform at their best.
- Ensures an inclusive culture for all, irrespective of background.
- Encourages and supports the professional development of team members.
- Has proper regard to the wellbeing of others.
- Where appropriate, identifies and shapes strategic objectives and standards.
- Implements, and where appropriate instigates, changes to improve efficiency and performance.
- Works collaboratively with others, including staff.