



CRITERIA FOR REASSESSMENT

# Criteria for Reassessment of Adjudicators on the RICS President's Panel



## Criteria for Reassessment of Adjudicators on the RICS President's Panel

These criteria focus on the knowledge, skills, experience and qualifications required to remain on the RICS President's Panel as a construction adjudicator, and to be eligible for appointments by RICS DRS.

All adjudicators on the President's Panel in the UK will be reassessed every five years. (Please note that panellists may be called for an early reassessment in accordance with the Service Level Agreement).

To remain on the Panel, you must satisfy the following requirements:

- Recognition in the market, as reflected in your skills form and referees' reports, of your active involvement and expertise in your sphere of professional practice
- Proof of your knowledge, skills and experience required to remain on the Panel
- Completion of the Decision Writing workshop within 12 months prior to reassessment (including submission of the mock decision and receipt of feedback)
- Minimum of 40 hours of relevant CPD per calendar year in the last five years
- Successful completion of the online RICS Professionalism Module
- Successful completion of the Diversity and Inclusion e-learning
- Successful completion of the reassessment interview within six months\*
- Payment of the appropriate fee

\*Failure to complete your formal reassessment interview within six months of the date you are invited to do so, will result in your name being removed from the Panel temporarily, and you will not receive appointments from RICS DRS until the reassessment has been completed successfully.

### Panel reassessment interview

Prior to the interview you will need to send to DRS:

- Completed skills form including professional references
- Two adjudication decisions completed by you in the last five years
- Letters and directions relating to one of the decisions
- The scenario-based decision from Workshop 4: The Decision
- Complete record of your CPD for previous five calendar years (including records of any CPD that you undertook during the year when you are being assessed)

- Evidence of successful completion of the online RICS Professionalism Module and the Diversity and Inclusion e-learning
- The appropriate fee

DRS reserves the right to ask for any information that it considers relevant to maintain the quality and standards of the Panel.

## Guidance on the required documents

### RICS skills form

In the skills form, you should provide information about your professional qualifications, your employment history and career progression, your professional experience, and your experience as an adjudicator, as well as relevant skills, geographical coverage, the value, complexity, and types of disputes in which you submit you are qualified to act as an adjudicator.

Your updated skills form will be considered to assess whether you have identified your skills accurately and whether the skills you list are consistent with your practical experience. The information provided should clearly demonstrate that your professional knowledge and expertise are recognised in the market, such that RICS can hold you out both as a senior professional in your primary field of practice and as someone fully competent to discharge the role of an adjudicator.

### Professional references

Your skills form must include names, contact details and signatures of two referees who can support your skills form. Your referees should have significant standing in or advanced knowledge of adjudications (such as solicitors, your clients or other adjudicators) but cannot be from your firm. DRS will obtain written references and will forward these to the interview board. The referees will be asked to comment on your standing in the profession, your knowledge, expertise and experience as an adjudicator. A member of the interview panel may speak to one or both of the referees before your interview. RICS also reserves the right to make wider enquiries among your colleagues or clients, etc, where it regards this as appropriate.

All references provided and received will be treated in strict confidence.

## Adjudication decisions, letters and directions

You will need to submit two decisions prepared by you in the last five years and letters and directions relating to one of the decision to demonstrate case management.

The decisions you select to discuss during your panel assessment should be representative decisions reflecting as wide a range of adjudication skills and competencies as possible. They should not be simple 'smash and grab' decisions. You should, ideally, select decisions that challenged you and that you believe reflect your knowledge and practical abilities as an adjudicator. RICS reserves the right to request a specific decision.

Before submitting your decisions letters and directions, you must make sure that you have your employer's and clients' consent to disclose any sensitive details in your assessment submission. If you cannot get this consent, you must ensure that any reference to the parties, properties or other personal information is suitably anonymised. For clarity, assessors prefer decisions that have been anonymised rather than redacted. This means personal information should be altered to prevent identification, rather than simply obscured by blacking it out.

You will also be required to submit the scenario-based decision completed as part of Workshop 4: Decision Writing. This must have been completed within the 12 months immediately preceding your reassessment interview. The decision, together with the feedback provided by the markers, will be included in the documentation reviewed by the interview board.

## CPD Records

CPD is important for keeping up to date with practice and procedure. You will need to submit evidence that in the last five calendar years, you have completed 40 hours of CPD per calendar year, of which at least 20 hours must comprise of dispute resolution-related experience. In addition, you may be asked to submit records of any CPD that you have undertaken during the year in which you are being assessed. The interview board will discuss your CPD records and their relevance to you.

Explanatory note: The required total of 40 hours is 20 hours over and above the 20 hours required under the RICS Rules of Conduct for RICS Members. Your CPD records must include the competency workshops. A part (not all) of these additional 20 hours can be in the form of practical experience gained as a party representative or acting as a dispute resolver. This means that for the purposes of panel assessment, the additional 20 hours can include dispute

resolution-related professional development or acting as a party representative in third-party proceedings or acting as an adjudicator or other dispute resolver. This recognises that some surveyors are not full-time dispute resolvers and the importance attached to surveyors acting as dispute resolvers, keeping their practical dispute resolution skills fresh. Such experience does not, however, fall within the RICS definition of CPD for surveyors and so cannot be recorded on the RICS website.

RICS professionals on the Panel are required to record all their CPD, including dispute resolution CPD activities which fall within the RICS definition of CPD, on the RICS website. If this does not amount to the 40 hours in total per calendar year, they must provide the interview panel with a separate written record of dispute resolution experience.

Your records should include details of your CPD and dispute resolution-related experience and should cover activities relevant to your field of expertise as well as the role of an adjudicator or other dispute resolver.

**Your CPD records must include some of the RICS competency workshops undertaken between 2020 - 2025.**

Copies of CPD records, including the RICS online records, should be provided with dispute resolution matters highlighted. RICS members can access and extract their RICS CPD from their online records at [www.rics.org/cpd](http://www.rics.org/cpd)

**RICS Professionalism Module and Diversity and Inclusion e-learning**

After the appropriate interview fee has been paid, you will be enrolled on the e-learning modules and sent a link to access the modules free of charge. Prior to your interview, you will need to send a copy of the certificates you received after successful completion of the modules to DRS.

If you have completed these modules in the last three years, you do not have to complete them again. We will accept certificates that are less than three years old.

**Eligibility for LVD and Other Appointments**

If you are currently eligible only for LVD appointments, the reassessment provides you with an opportunity to demonstrate your capability to undertake the full range of construction



adjudications, including those outside the LVD MAP process. If successful, you will become eligible for nomination in all suitable construction adjudications.

If you no longer wish to be considered for LVD adjudications, you may indicate this in your skills form. Please note, that doing so may reduce the number of nominations RICS is able to offer you.

### Guidance on reassessment interviews

The interview board will refer to your skills form, your other submissions and your competency workshops attendance and have a discussion with you about:

### RICS guidance notes

You must be able to demonstrate that you are familiar with the applicable RICS professional standards such as *Conflicts of Interest for Members Acting as Dispute Resolvers*, *Surveyors Acting as Adjudicators in the Construction Industry*, *Surveyors Acting as Advocates* etc. (RICS professional standards are available on [rics.org](https://www.rics.org)).

### Involvement, conflict, bias and perceived bias

You must:

- be able to demonstrate an understanding of involvements;
- be able to explain when an involvement becomes a conflict;
- be aware of the risks of both real and apparent bias and explain the steps that can be taken to avoid reasonably foreseeable difficulties;
- understand the rules of natural justice and the need to operate within the boundaries of natural justice when acting as an adjudicator;
- You must be able to demonstrate that you understand the overall importance of fairness in allowing the parties to present their case, and deal with that of their opponents.

### Managing the process, including standard documentation

You must demonstrate that you:

- can manage the adjudication timetable and procedure in a transparent, efficient and expeditious manner;
- can control the process, apply judging skills and produce appropriate documentation throughout the process;

- have sufficient standing, gravitas and flexibility of attitude to manage the process, including a hearing.

### Relevant law including dealing with jurisdictional challenges

The interview board will have a discussion with you to establish that you:

- are familiar with the Housing Grants, Construction and Regeneration Act 1996 (as amended), and the Scheme for Construction Contracts Regulations;
- are able to deal effectively with both threshold and substantive jurisdictional problems and challenges, that you have a clear understanding of the criteria to be considered when determining whether, and how, to proceed and you that you can clearly communicate to the parties any jurisdictional determination;
- are aware of relevant case law, particularly in respect of contract, tort and negligence, evidence and legislation, sufficient to understand the context of legal arguments, so that a rational, and well -reasoned decision will be made.

### Decision, including identifying the issues and analytical reasoning

You must be able to demonstrate the ability to write a decision that:

- identifies, expresses and analyses the issues and sub-issues that need to be considered during decision making;
- shows that you can apply analytical skills throughout the process;
- is concise, clear and includes logical reasons for your decision;
- can communicate your conclusions and reasoning in a structured, fluent and logical manner.

### Costs

You must be familiar with the general principles of allocating costs.

### General

The interview board will also consider your overall suitability to be an RICS President's Panellist.

This will include assessment of:

- your overall ability and aptitude;
- the standard and professionalism of your documentation and communications;
- any upheld complaints that have been made against you to RICS;
- any judicial criticism or comment relating to your professional work;
- any disclosure(s) made in your skills form;
- any disclosure or critique made by a referee.

Please be aware that RICS reserves the right to review and decline applications for reassessment where a concerning disclosure has been made.

For the possible outcomes of the reassessment and other information about the interview, please refer to the RICS Interview Guide for Candidates available from DRS or on [Dispute Resolution Service \(DRS\) \(rics.org\)](#)

### Useful resources

- [Surveyors Acting as Adjudicators in the Construction Industry, 4th edition](#)
- [Conflicts of Interest for Members Acting as Dispute Resolvers, 2nd edition](#)
- Podcast: Dealing with Conflict of Interest in Dispute Resolution, with Martin Burns and Philip Meade #42 – available on [RICS Podcast](#)
- The Housing Grants, Construction and Regeneration Act 1996 (as amended)
- The Scheme for Construction Contracts Regulations
- Low Value Disputes Mode Adjudication Procedure, 2<sup>nd</sup> edition
- Adjudicating Construction and Engineering Disputes, 2024 by Matthew Molloy and Jonathan Cope

Please note:

**All panellists must agree to, sign and comply with the Service Level Agreement between DRS and a panellist. A copy is available upon request.**

**These criteria are monitored and their effectiveness is reviewed on regular basis. DRS reserves the right to update/modify the criteria at any time.**

#### **For further information contact**

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