



SCENARIO TRAINING

Technical Delegate version



COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 01

Category: Expert

Intimidating behaviour or cultural differences

The Country A Expert was known to be quiet among his fellow Experts and to keep himself to himself. He didn't really respond to pleasantries and did not seem readily approachable.

On the first day of the Competition, the Country B Expert noticed that the Country A Expert was spending a great deal of time watching the Country B Competitor and often sitting very close to him. The Country B Expert began to feel uncomfortable with this situation but as the Country A Expert was not doing anything specifically wrong he was unsure of what to do.

At one point in the day the Country A Expert pulled up his chair and rested his feet up on the Country B Competitor's work. The Country B Expert felt that the Country A Expert was not setting a good example to all the other Experts and more importantly the Competitors.

The Country B Competitor had also highlighted to his Team Leader that he was disturbed by the close attention he believed he was receiving from the Country A Expert.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Country B Expert to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 01

Category: Expert

Discussion Point 1

Related Competition Rule(s):

6.1.22 - Bullet Point 7

Competitors have the right to expect:-

No undue interference by officials or spectators that may hinder them (Competitors) in the completion of their Test Project.

6.3.3 Personal qualities & ethical criteria

Experts must be of the highest integrity. They must be honest, objective, fair and prepared to cooperate.

Discussion Point 2 – suggested actions

- Do not tolerate this type of behaviour because you have a duty of care to your Competitor.
- Make a record of any instances where you feel the other Expert behaviour has been unacceptable.
- Discuss the concern with the Chief Expert and ask for prompt resolution to the situation.
- Ensure that a resolution has been implemented and behaviours have indeed changed following your discussion with the Chief Expert.
- If you are dissatisfied that nothing has changed within an agreed time frame, then again discuss with the Chief Expert and be prepared to raise the issue directly with your Jury President or your own country/region Technical Delegate.

Discussion Point 3 – suggested actions

- Potential cultural differences may lead to different interpretations of acceptable behaviours.
- Always accept the default position of things may be happening without “thinking” and not with an ulterior motive.

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 02

Category: Chief Expert

Tipping the scales – a Chief Expert’s perspective

A Country A Competitor became very upset. He realised that he had gone wrong in his Test Project but he believes through no fault of his own.

The drawing that was issued to him was stated as being to a 1:1 scale and actual size. In this industry the Test Project drawings have very few dimensions on it and it is industry practice to take measurements directly off the drawing with a ruler where the dimensions have not been specified on the drawing itself.

The Country A Expert realised that during the photocopying of the drawing, the drawing had been accidentally enlarged and therefore the drawing that had been issued to his Competitor was not indeed as specified to a 1:1 scale. As a clear result of this error his Competitor has made part of the Test Project incorrectly.

However, the same incorrect enlarged drawing had also been issued to all the other Competitors who had not mentioned the error and made the necessary adjustments in their calculations to make the component correctly.

The Country A Expert immediately highlights the situation to the Chief Expert.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Chief Expert to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 02

Category: Chief Expert

Discussion Point 1

Related Competition Rule(s):

6.1.22 Competitors – Honesty, fairness and transparency

Competitors have the right to expect fair and honest treatment during the Competition in terms of the following:

- Clear and unambiguous instructions

Discussion Point 2 – suggested actions

- The Chief Expert should not discuss this concern immediately with the other Experts in his Jury, because it may lead to bias in seeking a fair resolution to this situation. It may not suit the other Experts whose Competitors did not make the same mistake to make any adjustment for this accidental error.
- The Chief Expert should immediately contact his Jury President for advice on how to resolve and implement a fair resolution to this type of extraordinary situation.
- The Chief Expert should NOT try to solve this without consultation with his Jury President.

Discussion Point 3 – suggested actions

- How the Country A Competitor feels. The Competitor was not informed that part of the competition assessment or marking was to check the drawing scale and had taken the information given to him in “good faith” to be correct. The Competitor could feel cheated if handled incorrectly.
- The other Experts tactical position. It may not suit them to resolve this situation just for one Competitor.
- You should also contact the Competitor's Team Leader if the Competitor seems very upset.

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 03

Category: Jury President

Tipping the scales – a Jury President’s perspective

A Country A Competitor became very upset. He realised that he had gone wrong in his Test Project but he believes through no fault of his own.

The drawing that was issued to him was stated as being to a 1:1 scale and actual size. In this industry the Test Project drawings have very few dimensions on it and it is industry practice to take measurements directly off the drawing with a ruler where the dimensions have not been specified on the drawing itself.

The Country A Expert realised that during the photocopying of the drawing, the drawing had been accidentally enlarged and therefore the drawing that had been issued to his Competitor was not indeed as specified to a 1:1 scale. As a clear result of this error his Competitor has made part of the Test Project incorrectly.

However, the same incorrect enlarged drawing had also been issued to all the other Competitors who had not mentioned the error and made the necessary adjustments in their calculations to make the component correctly.

The Country A Expert immediately highlights the situation to the Chief Expert who in turn contacts the Jury President.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Jury President to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 03

Category: Jury President

Discussion Point 1

Related Competition Rule(s):

6.1.22 Competitors – Honesty, fairness and transparency

Competitors have the right to expect fair and honest treatment during the Competition in terms of the following:

- Clear and unambiguous instructions

Discussion Point 2 – suggested actions

- The Jury President should advise the Chief Expert not discuss this concern immediately with the other Experts in his Jury, because it may lead to bias in seeking a fair resolution to this situation. It may not suit the other Experts whose Competitors did not make the same mistake to make any adjustment for this accidental error just for this one Competitor.
- The Jury President with the Chief Expert should find and agree a fair resolution that potentially makes neutral the elements of marking related to this error for ALL Competitors. (e.g. zero for all or one score for all)
- The Jury President should seek approval of this resolution with the Chair and Vice Chair of the Technical Committee before implementing.
- The Jury President should lead, with support from the Chief Expert, the announcement to the rest of the Jury about the situation and the resolution to be implemented to address this error.

Discussion Point 3 – suggested actions

- How the Country A Competitor feels. The Competitor was not informed that part of the competition assessment or marking was to check the drawing scale and had taken the information given to him in “good faith” to be correct. The Competitor could feel very cheated if handled incorrectly. The JP should make sure that the Competitor’s Team Leader has been called if the Competitor is upset.
- The other Experts tactical position. It may not suit them to resolve this situation just for one Competitor.

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 04

Category: Chief Expert

In the scheme of things

The Country A Competitor has performed very well and has completed his Test Project in accordance with the processes outlined in Technical Description. The Country B Competitor has also been successful in completing the Test Project but it was noticed during the last competition day by several Experts that he did not use the specified process and tool to complete his work.

These two Competitors are strong contenders for Gold.

The process and tool to be used for this aspect of the Test Project is clearly highlighted as a “MUST DO” in the Technical Description but when it comes to marking, the Country A Expert observes that the Marking Scheme only takes into account measurements of the final end product and nothing is associated with doing by the specified process.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Expert to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 04

Category: Expert

Discussion Point 1

Related Competition Rule(s):

6.3.5 Expert Responsibilities

At the Competition:

Before the Competition begins, Experts assist the Chief Expert to prepare final details of the Test Project, the Aspects of Sub Criteria to be used for assessment and the marks to be allocated to each Aspect of a Sub Criterion.

Discussion Point 2 – suggested actions

- The Country A Expert may feel initially to have a right to protest about this situation but it was his/her responsibility before the Competition begins to ensure a good correlation exists between the competences highlighted in the Technical Description and what actually appears in the Making Scheme. During the Competition, even if the competency is highlighted in the Technical Description but is not reflected in the Marking Scheme, as in this scenario, there is nothing that can be done to make amends.

Discussion Point 3 – suggested actions

- How the Country A Competitor feels. The Competitor may also be very aware that his nearest rival did not undertake the correct process and may feel aggrieved by the fact that this has happened without penalty. If the Competitor is upset then the Team Leader for that Competitor should be called.
- Take time before the Competition begins to ensure you as Expert are happy with what is being agreed in terms of Marking Schemes to be used.

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 05

Category: Jury President

A tactical intervention – a Jury President perspective

The Chief Expert in Hairdressing comes to you for advice over an incident which was observed during day 3 of the Competition. In the Hairdressing competition the Marking Scheme reflects that any Expert observed saying anything to their compatriot Competitor during the competition time, will instantly incur a one mark deducted for their Competitor. The whole Jury have agreed to this approach before the Competition using the forum and this was then subsequently written into their Marking Scheme.

The Country B Expert had indeed observed the Country A Expert say just one word to the Country A Competitor. This word being “shorter”. The Country B Expert highlighted this breach to the Country A Expert who immediately apologised and completely accepts that her Competitor should lose 1 mark for this breach.

However, the Country B Expert also observed that the Country A Competitor when hearing the word “shorter”, cut the hair of her manikin head shorter. If the Country A Competitor had not made this adjustment then she would have stood to lose 6 marks for not satisfying this part of the criteria.

The Country B Expert raises this concern to the Chief Expert that tactical intervention has occurred whereby the Country A Expert knowingly sacrificed one mark to save her Competitor five.

The Chief Expert is not clear what can be done about this allegation and asks her Jury President for help.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Jury President to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 05

Category: Jury President

Discussion Point 1

Related Competition Rule(s):

6.3.15 Breach of rules or Code of Ethics

If an Expert breaches the rules, they will be subject to the disciplinary procedures described in Section 15.

9.2 Precedence

Technical Descriptions cannot overrule the Competition Rules. In all cases of discrepancy, the Competition Rules take precedence

6.3.14 Decisions made on the Discussion Forum

Any decisions made by the Experts on the Discussion Forum in the preparation period for the Competition will stand provided they were made according to the Competition Rules.

6.3.9 Communication with compatriot Competitor

At all other times, communication is not permitted except in the presence of a non-compatriot Expert.

6.9.4 Responsibilities – Jury President

Any issues that cannot be resolved by the Jury are to be raised by the Jury President at the next Jury Presidents' meeting. If necessary, the Jury President may be accompanied at these meetings by the Chief Expert and/or an interpreter.

Jury Presidents and Chief Experts are required to monitor the quality of the work of their Experts and recommend to the Chair and Vice Chair of the Technical Committee that those considered unsuitable are not appointed for the following Competition.

Discussion Point 2 – suggested actions

- As Jury President you should discuss this issue with the Chief Expert and Deputy Chief Expert
- If a local resolution cannot be reached, then it should be referred to the Chair of the Hearings Committee
- Has the marking scale been adhered to?
- Should all marks for that section of the Test Project be removed?
- Is this a purposeful breach of the Competition Rules?

Discussion Point 3 – suggested actions

- Fairness to all Competitors
- The Jury President must understand the marking scheme and marking procedure for the skill.
- The Jury President, with the assistance of the Chief Expert and Deputy Chief Expert, must ensure that the system and procedures used in the marking of the Test Projects are free from bias, prejudice, use of influence, special treatment, individual dishonesty or negligence. Each and every attempt from any source to use influence in favour of a Competitor must be confronted and reported to the Jury President.
- The history of the Skill – has this been the normal procedure?

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 06

Category: Jury President

A difference of opinion

The Chief Expert presents his proposal for the Marking Scheme to the panel of Experts just prior to the start of the Competition. The proposal is in accordance with the Technical Description and includes all Aspects of Criteria. (Detailed Marking Scheme)

A new Expert from Country A however objects and indeed presents his own country's proposal. The Chief Expert highlights that this new proposal is not in accordance with the Technical Description and also informs the Country A Expert that his proposed changes, at this point in proceedings, would be a breach of the Competition Rules.

The Country A Expert states that his country is the leading industrial country in this skill area. Again, the Chief Expert points out that he and his panel of Experts are bound by the Marking Criteria in the Technical Description and that he cannot change the Marking Scheme for this immediate Competition. The Chief Expert offers to discuss new proposals after the Competition has started and to agree possible changes for the next Competition.

The new Expert continues arguing and questions the professional capability of the Chief Expert. The Country A Expert also coerces two other Experts to supporting him in his campaign for immediate change and much time is lost. The Chief Expert has currently no Deputy Chief as he, along with the Workshop Supervisor, has gone to visit a local factory on this pre Competition day.

The Chief Expert phones the Jury President to ask for his assistance.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Jury President to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 06

Category: Jury President

Discussion Point 1

Related Competition Rule(s):

9.4 Updating and validity

Technical Descriptions are updated each Competition cycle by the Experts to include the latest technical advances and are submitted to the Secretariat. Technical Descriptions must be updated and validated by signature by at least 80% of the Experts at the Competition. If this is not done then the current Technical Description stays active for the next Competition.

Update of the Technical Description is to be completed by 4 pm on day C+1. Exceptions must be agreed previously with the Chair of the Technical Committee and the CEO.

11.5.5 Assessment criteria

Every Test Project must be accompanied by a marking scheme matching the assessment criteria as given in the Technical Description, as well as a detailed list of Aspects of Sub Criterion defined on Objective Marking Forms and (if appropriate) Subjective Marking Forms.

9.5 Circulation

Decisions and recommendations concerning Technical Descriptions must be circulated to Members at least 12 months before they are implemented.

Discussion Point 2 – suggested actions

- The Jury President should reiterate the relevant Competition Rules to the whole jury highlighting when and where changes can be made to the Technical Description for a WorldSkills Competition.
- The Jury President should reiterate to the Jury that such matters are an issue of process and comments about anyone's professional capability are unacceptable.
- The Jury President should highlight to the Deputy Chief Expert and Workshop supervisor that the Competition preparation takes precedence over other things?

Discussion Point 3 – suggested actions

- The Jury President should ensure that the Chief Expert is cautious not to present his proposed Marking Scheme as a fait de compli and to invite consensus.
- The Jury President must be seen to support the Chief Expert but also ensure that no bad feeling is left amongst the Jury to potentially affect the post Competition voting for Chief Expert.

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 07

Category: Expert

Undue pressure

It is day three of the Competition, the Competitors have left for the day and it was getting late into the evening.

There had been a number of issues for discussion which had already taken a long time to resolve and the Jury President of the skill concerned was keen to get the marks signed-off for this day.

The new Country A Expert was asked to look through the marking sheets of her Competitor.

On inspection of the marks the Country A Expert was surprised to see that her Competitor had been marked so low for something that she considered to be clearly objective. This was a yes or no task that she thought her Competitor would have done without a problem. She asked to see further evidence of the work and on inspection argued that subjective marks had been allocated when it should have been given objectively for this part of the assessment.

She was then informed by the Chief Expert that she needed to sign the marks sheet or her Competitor would lose marks.

Tired and unhappy about this situation she tried to contact her Technical Delegate but she could not get hold of him. The Country A Expert felt under a great deal of pressure to sign the marking sheets, and could see no alternative.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Expert to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 07

Category: Expert

Discussion Point 1

Related Competition Rule(s):

12.4.7 Checking Forms

When the marks and/or scores for all marking forms for a specified marking day (or all the marks and scores for the complete Competition for skills who have not specified marking days) have been entered, CIS mark entry for that day (or the complete competition) is locked.

The jury must then sign the Mark Entry Acceptance Form (or Final Mark Entry Acceptance Form in the case of day 4) to confirm their acceptance of the printed marking forms for the specified marking day (with the exception of any objections already raised and being dealt with). The signed Mark Entry Acceptance Form (or Final Mark Entry Acceptance Form) must then be delivered to the CIS office.

Discussion Point 2 – suggested actions

- The Expert is unhappy with something then they should not sign regardless of the pressure they may feel they are under until they have got the necessary advice from their Technical Delegate.
- The Expert should understand the Competition Rules more comprehensively to rebuff any suggestion that marks may be lost if they do not sign the marking form for her Competitor at the end of a Competition day.

Discussion Point 3 – suggested actions

- There is always pressure to get the marks signed off and into to the CIS. This has to be balanced and the Expert should not detract from their duty of ensuring their Competitor is treated fairly.

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 08

Category: Expert

Thoughtlessness or intimidation

It is the afternoon of the third day of the Competition. You are aware that your Competitor has produced a very high standard of work so far.

The Country A Expert comes over and you see him standing very close to your Competitor and taking notes. After a few minutes the Country A Expert goes away and but returns some time later with another Expert.

Both Experts are now standing in your Competitor's work space observing your Competitor, talking and laughing together and taking notes. You can see that this is upsetting your Competitor.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Expert to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 08

Category: Expert

Discussion Point 1

Related Competition Rule(s):

6.1.22 - Bullet Point 7

Competitors have the right to expect:-

No undue interference by officials or spectators that may hinder them (Competitors) in the completion of their Test Project.

6.4.3 Personal qualities & ethical criteria

Experts must be of the highest integrity. They must be honest, objective, fair and prepared to cooperate.

Discussion Point 2 – suggested actions

- Do not tolerate this type of behaviour because you have a duty of care to your Competitor.
- Approach the Experts and ask them to cease their behaviour.
- If it continues intermittently make a record of any instances where you feel these other Experts behaviour has been unacceptable.
- Discuss the concern with the Chief Expert and ask for prompt resolution to the situation.
- Ensure that a resolution has been implemented and behaviours have indeed changed following your discussion with the Chief Expert.
- If you are dissatisfied that nothing has changed within an agreed time frame, then again discuss with Chief Expert and be prepared to raise directly with your Jury President or your own country Technical Delegate.

Discussion Point 3 – suggested actions

- Potential cultural differences may lead to different interpretations of acceptable behaviours.
- Always accept the default position of things may be happening without “thinking” and not with an ulterior motive.

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 09

Category: Chief Expert

A tactical intervention – the Chief Expert perspective

One of your hairdressing Experts comes to you for advice over an incident which was observed during day 3 of the Competition.

In the Hairdressing Competition the Marking Scheme expresses that any Expert observed saying anything to their compatriot Competitor, during the Competition time, will instantly incur a one mark deduction for their Competitor. The whole Jury including you have agreed to this approach before the Competition using the forum and this was then subsequently written into their Marking Scheme.

The Country B Expert had indeed observed the Country A Expert say just one word to the Country A competitor. This word being “shorter”. The Country B Expert highlighted this breach to the Country A Expert who immediately apologised and completely accepts that her Competitor should lose 1 mark for this breach.

However, the Country B Expert also observed that the Country A Competitor when hearing the word “shorter”, proceeds to cut the hair of her manikin head shorter. If the Country A Competitor had not made this adjustment then she would have stood to lose 6 marks for not satisfying this part of the criteria.

The Country B Expert raises this concern to you that this is beyond an error but a tactical intervention whereby the Country A Expert knowingly sacrificed one mark to save her Competitor five.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Chief Expert to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 09

Category: Chief Expert

Discussion Point 1

Related Competition Rule(s):

6.3.15 Breach of rules or Code of Ethics

If an Expert breaches the rules, they will be subject to the disciplinary procedures described in Section 15.

9.2 Precedence

Technical Descriptions cannot overrule the Competition Rules. In all cases of discrepancy, the Competition Rules take precedence

6.3.14 Decisions made on the Discussion Forum

Any decisions made by the Experts on the Discussion Forum in the preparation period for the Competition will stand provided they were made according to the Competition Rules.

6.3.9 Communication with compatriot Competitor

At all other times, communication is not permitted except in the presence of a non-compatriot Expert.

6.3.4 Responsibilities – Jury President

Any issues that cannot be resolved by the Jury are to be raised by the Jury President at the next Jury Presidents' meeting. If necessary, the Jury President may be accompanied at these meetings by the Chief Expert and/or an interpreter.

Jury Presidents and Chief Experts are required to monitor the quality of the work of their Experts and recommend to the Chair and Vice Chair of the Technical Committee that those considered unsuitable are not appointed for the following Competition.

Discussion Point 2 – suggested actions

- As Chief Expert you should discuss this issue with your Deputy and the Jury President.
- If a local resolution cannot be reached, then you should ask your JP to refer it to the Chair of the Hearings Committee.
- Has the marking scale been adhered to?
- Should all marks for that section of the project be removed?
- Is this a purposeful breach of the Competition rules?

Discussion Point 3 – suggested actions

- Fairness to all Competitors
- The Jury President must understand the marking scheme and marking procedure for the skill.
- The Jury President, with the assistance of the Chief Expert and Deputy Chief Expert, must ensure that the system and procedures used in the marking of the Test Projects are free from bias, prejudice, use of influence, special treatment, individual dishonesty or negligence. Each and every attempt from any source to use influence in favour of a Competitor must be confronted and reported to the Jury President.
- The history of the skill – has this been the normal procedure?

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 10

Category: Chief Expert

Smile you are on camera

The Country B Expert observes that a spectator is intensely filming the Country A Competitor with a video camera. After 15 minutes the person is still stretching over the workshop barrier filming and clearly unsettling the Competitor. The Country B Expert decides to approach the spectator and advise them to move on and not disturb the Competitor whilst they are working. Unfortunately this spectator does not speak the Country B Expert's language but gets the idea to move away from the Country B Expert hand gestures. The spectator moves away.

However, only some 10 minutes later the same spectator returns and starts to film the same Competitor again. The Country B Expert waves the spectator away yet again but is dismayed by the spectator's persistence as they return once more after a short period away and continue filming once more.

The Country B Expert reports his observations to the Chief Expert.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Chief Expert to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 10

Category: Chief Expert

Discussion Point 1

Related Competition Rule(s):

6.1.22 - Bullet Point 7

Competitors have the right to expect:-

No undue interference by officials or spectators that may hinder them (Competitors) in the completion of their Test Project.

Discussion Point 2 – suggested actions

- This persistent intrusive behaviour by a spectator should not be tolerated because there is a duty of care to all Competitors regardless of which country/region they come from.
- The Chief Expert should speak directly to the spectator and if there is a language issue then try to find someone who can translate your conversation. It should be highlighted to the spectator that they could be removed from the venue if their behaviour persists.
- The Chief Expert should inform the JP of this concern and if it continues ask the JP to initiate the necessary procedure to remove the spectator from the Competition venue.

Discussion Point 3 – suggested actions

- Potential cultural differences may lead to different interpretations of acceptable behaviours.
- There could be a misunderstanding. Perhaps the spectator has been tasked by the Member country/region to film the Competitor throughout the competition. Perhaps the spectator is the Competitor's parents.

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 11

Category: Jury President

Undue the influence

The Jury President is informed confidentially that his Chief Expert for the Skill that he has been given responsibility is not carrying out his duties and is indeed drinking alcohol in his office in the workshop.

The Jury President visits the workshop during mid-morning and finds the Competition running and all Competitors working hard on their Test Projects. There are some Experts on duty observing the Competitors. The Jury President visits the office and finds the Chief Expert asleep and there are empty beer cans on his desk.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Jury President to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 11

Category: Jury President

Discussion Point 1

Related Competition Rule(s):

6.4.7 Breach of rules or Code of Ethics

If a Chief Expert breaches the rules, they will be subject to the disciplinary procedures described in Section 15.

6.9.4 Responsibilities – Jury President

Any issues that cannot be resolved by the Jury are to be raised by the Jury President at the next Jury Presidents' meeting. If necessary, the Jury President may be accompanied at these meetings by the Chief Expert and/or an interpreter.

Jury Presidents and Chief Experts are required to monitor the quality of the work of their Experts and recommend to the Chair and Vice Chair of the Technical Committee that those considered unsuitable are not appointed for the following Competition.

5.1 Health & Safety - Policies and procedures

Discussion Point 2 – suggested actions

- The Jury President should immediately discuss this concern with the Chief Expert regarding his/her unacceptable behaviour.
- The Jury President should talk to the Technical Delegate of country/region of the Chief Expert requesting an immediate and guaranteed change in behaviour of this Chief Expert.
- If no immediate improvement happens the Jury President should raise his concerns to the Chair and Vice Chair of the Technical Committee.

Discussion Point 3 – suggested actions

- It may not be appropriate for the Jury President to raise this concern in an open forum like the Technical Committee as it may cause embarrassment for the Member involved.
- There could be extenuating circumstances why the Chief Expert is behaving this way. This could be a one off and not necessary systemic behaviour.

COMPETITION SCENARIO – EXERCISE SHEET

Scenario No: 12

Category: Jury President

A fair approach

On the second morning of the Competition the Jury President for Bricklaying was informed by a very angry Technical Delegate from Country A that Competitors who brought aluminium guides with them to the Competition have been allowed to install them prior to the start of Competition.

The Competitors who did not bring these guides have to use wooden guides provided by the Host organisation. They were also not allowed to install these wooden guides until the start of the Competition. The Technical Delegate viciously states that this has seriously disadvantaged his Competitor by about 30 to 40 minutes. He wants the Jury President to take immediate corrective action to address his concern.

Discuss and agree the following in relation to this scenario

- What Competition Rules(s), if any, relate directly to this scenario?
- What do you believe are the appropriate actions for the Jury President to take?
- What things do you believe should be considered when addressing this type of issue?

COMPETITION SCENARIO – SUPPORT SHEET

Scenario No: 12

Category: Jury President

Discussion Point 1

Related Competition Rule(s):

6.1.22 Competitors – Honesty, fairness and transparency

Competitors have the right to expect fair and honest treatment during the Competition in terms of the following:

- Every Competitor has the right to expect that no Competitor will receive unfair assistance or intervention that may provide an advantage.

6.1.5 Competitors – rights and responsibilities

Competitors – Before the Competition - The Technical Delegate (with support from their Member Organisation) is responsible for ensuring that all compatriot Competitors are provided with the following information: - Briefing on tools and any additional equipment or material to be taken.

6.3.6 Toolbox check

Each day a team of experts will examine in detail the contents of all toolboxes. This examination will ensure that any items found that will give an unfair advantage to a competitor will be removed from use in the competition. The Competitor must be present at all times during the toolbox check. If any suspect or unauthorised equipment is identified the Chief Expert and the compatriot Expert must be notified immediately.

Discussion Point 2 – suggested actions

- The Jury President should discuss the circumstances with the Chief Expert and Deputy Chief Expert. The Jury President should gather the key facts and avoid emotional input.
- The Jury President should understand what equipment was specified for use in the Technical Description and when this equipment was to be used.
- The Jury President should work on a resolution with the Chief and Deputy Expert to ensure that all competitors do have an equal opportunity to successes going forward.
- If a local resolution cannot be agreed upon the Jury President should raise the concerns at the Technical Committee meeting and ask for assistance from the Chair and Vice Chair of the Technical Committee for a decisive resolution.

Discussion Point 3 – suggested actions

- Decouple any emotional and anecdotal statements from the facts of the matter.
- Keep those Technical Delegates involved informed about forward actions and potential resolutions.