

Attestation for Assessing PACE Candidates at the Assessor's Hospital Workplace

PACE assessors are expected to provide an objective assessment of a candidate. To do so, assessors must recognize the inherent [bias or conflict of interest \(COI\)](#) of assessing a candidate who works for the same organization and make every effort to minimize the impact of that potential bias/COI on the assessment.

Assessors who wish to assess candidates who are employed by their organization must attest to the conditions listed below. This attestation must be completed upon conclusion of their assessor training, and again every three years upon re-training (if applicable). This attestation acknowledges the assessor's awareness of the need to maintain the integrity of the PACE assessment.

I hereby attest to the following:

- ✓ I will not assess candidates for whom I was directly involved with interviewing or hiring (for their current position, or any other position within any organization).
- ✓ I will not assess candidates that I have been directly involved in training or assessing previously (i.e., through school placements, compounding certification, etc.).
- ✓ I will not assess candidates that I have a relationship with, outside of a typical workplace relationship (i.e., friends, family members, classmates).
- ✓ I will provide unbiased assessments and not allow other staff, including the organization's management, to interfere with the integrity of my assessments.
- ✓ I will not seek out information regarding a candidate's workplace performance from other colleagues or supervisors.
- ✓ I will not allow staffing challenges to influence my ability to assess a candidate fairly and objectively (i.e., hiring pressures).
- ✓ I will conduct assessments objectively and independently, or with a co-assessor, ensuring related assessment observations are kept confidential.
- ✓ I will immediately disclose to OCP any circumstances that could reasonably be perceived as compromising the objectivity of an assessment or any time I feel that I cannot provide an unbiased assessment for a candidate.

Assessor Name:

Date:

***Please note: You must fill out the bias/COI section of the PACE candidate online application each time you accept a candidate who works for (or has worked for) your organization.**