

FUNCTION	FOUNDATIONAL	INTERMEDIATE	ADEPT	ADVANCED	HIGHLY ADVANCED
IDENTIFY PROBLEM	Under direct supervision, identify a regulatory issue.	Under minimum supervision, identify a regulatory issue.	Working independently identify a complex/technical regulatory issue.	Identify an emerging regulatory issue.	Co-ordinate response to complex and emerging regulatory issues.
ESTABLISH REGULATORY TOOLS AND COREGULATION	Under direct supervision, identify potential regulatory responses, relevant regulatory tools and referral to coregulators.	Under minimum supervision, identify potential regulatory responses, relevant regulatory tools and referral to coregulators.	Working independently identify potential regulatory responses to complex/technical regulatory issues, relevant regulatory tools and referral to co-regulators.	Co-ordinate resources to support multifaceted response, whether internal or external to agency.	Negotiate and endorse multiregulator response.
UNDERTAKE EVIDENCE-BASED DECISION MAKING	Under direct supervision, compile evidence to inform decisions, using agency decision making tools.	Under minimum supervision, compile evidence to inform decisions using agency decision making tools.	Working independently compile evidence to support regulatory responses to complex/technical regulatory issues, using agency decision making tools.	Check/quality assure decision.	Endorse decision (where required).
DEVELOP REGULATORY RESPONSE	Under direct supervision, draft regulatory response in accordance with agency policies and procedures.	Under minimum supervision, prepare and initiate issuing regulatory response in accordance with agency policies and procedures.	Working independently: <ul style="list-style-type: none"> • prepare and issue regulatory responses to complex/technical regulatory issues • have input into developing improvements in agency regulatory response • mentor and guide less experienced staff to apply regulatory responses. 	Co-ordinate resources to support multi-faceted response, internal or external. Identify and develop potential improvements in agency regulatory response.	Support embedding of improvements in agency regulatory response.

¹ See also 'Undertaking regulatory practice' and 'Apply regulator powers'

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UNDERSTAND REGULATORY TOOLS	Awareness of: <ul style="list-style-type: none"> Regulators role (e.g. protect the environment) How the role can be fulfilled using the suite of available tools including those provided by statute and otherwise 	Awareness of and capacity, under supervision, to draft statutory instruments. Knowledge of non-statutory tools (e.g. inspections, audits conducted without recourse to statutory coercion)	Awareness of and experience in using the broad range of regulatory tools available to the agency.	Analyse agency use of various tools and direct their use in accordance with agency goals and strategies. Experience in the use of a wide variety of regulatory tools	Analyse agency use of various regulatory tools and advocate for the improvement either through better training or legislative response
CHOOSING THE APPROPRIATE TOOL	Under supervision: <ul style="list-style-type: none"> Compile evidence to inform regulatory response, utilising agency's decision making tools 	Compile evidence to inform decision of regulatory response, utilising agency's decisions making tools	Compile evidence to inform decision of regulatory response to the complex/technical regulatory issues, utilising agency's decision making tools	Develop regulatory strategies to deal with different problems using a variety of regulatory tools. Check/quality assure decision.	Endorse decision (where required).
APPLYING THE TOOL	Under supervision: <ul style="list-style-type: none"> Draft regulatory response in accordance with agency's policies and procedures Have careful regard to legislative requirements for the use of regulatory tools 	Prepare and initiate issuing regulatory response in accordance with agency's policies and procedures. Ensure that any response is within power; that is, that it complies with legislation	Prepare and issue regulatory response to complex/technical regulatory issues in accordance with agency's policies and procedures. Mentoring of less experienced staff in the application of regulatory responses. Input to the development of improvements in agency regulatory response.	Co-ordinate resources to support multifaceted response, whether internal or external to agency. Identify and develop potential improvements in agency regulatory responses. Monitor agency standards in the use of statutory tools.	Develop and foster an agency culture of lawfully issued and effective statutory instruments written in plain English. Support the embedding of improvements in agency regulatory response through effective training programs and self assessment protocols. Ensure the integrity of the regulatory suite of tools by encouraging and supporting appropriate enforcement action in the face of non-compliance.