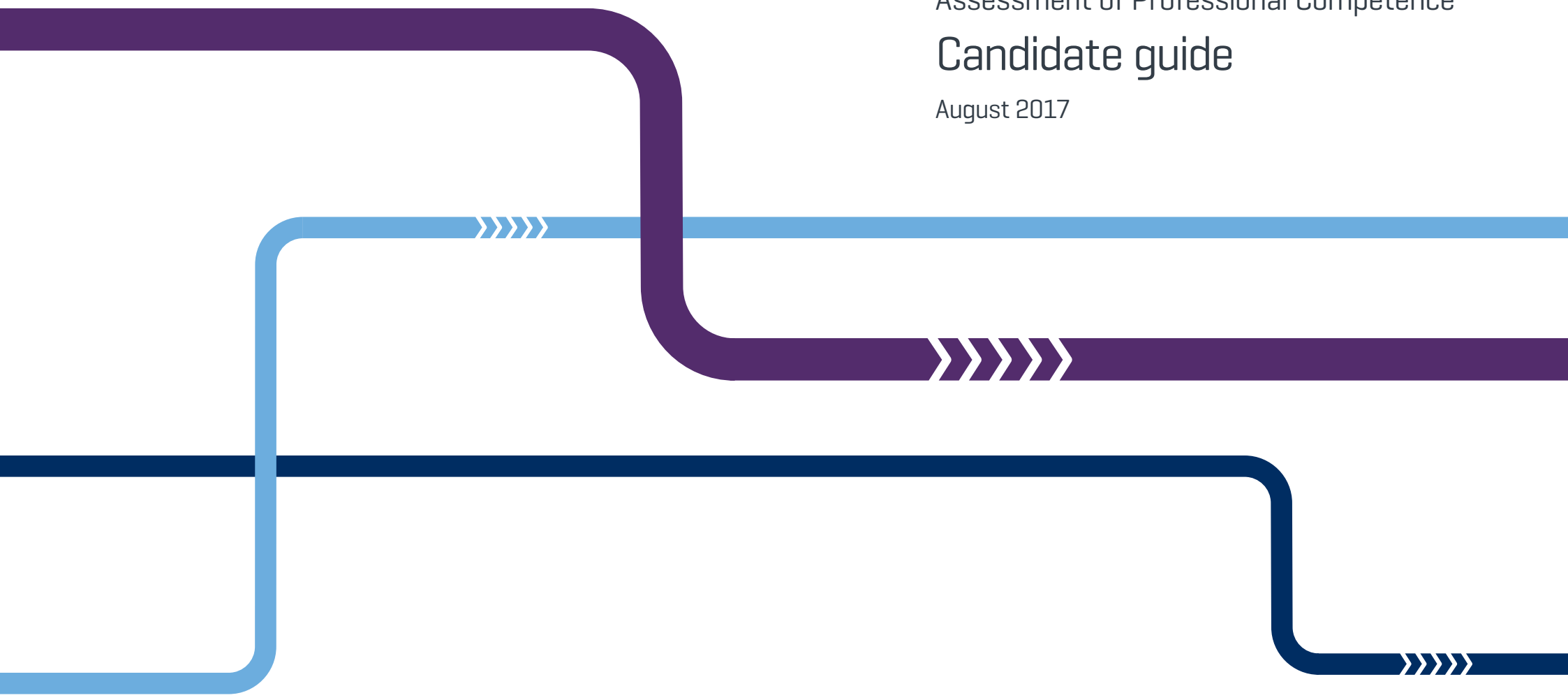




Assessment of Professional Competence

Candidate guide

August 2017



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Entry requirements

RICS recognises that a mix of academic and professional qualifications with relevant experience provide the skills and levels of competence to become a chartered surveyor. The eligibility requirements to begin the APC are:

- **RICS accredited degree** – At least 24 months' structured training and a minimum of 96 hours' Continuing Professional Development (CPD).
- **RICS accredited degree with a minimum of 5 years' relevant experience** – At least 12 months' structured training and a minimum of 48 hours' Continuing Professional Development (CPD).
- **RICS accredited degree with a minimum of 10 years' relevant experience** – Demonstrate a minimum of 48 hours' Continuing Professional Development (CPD) over the preceding 12 months. No structured training period required.
- **Bachelor degree (or membership of a RICS approved professional body) with a minimum of 5 years' relevant experience (at least 12 months must be post qualification)** – Successfully complete the preliminary review and a minimum of 48 hours' Continuing Professional Development (CPD).

If you need further information on any of the entry requirements for the APC please refer to [rics.org/howtojoin](https://www.rics.org/howtojoin) or your local RICS office.

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Introduction

The Assessment of Professional Competence [APC]

The Assessment of Professional Competence [APC] ensures that candidates are competent and meet the high standards of professionalism required to become a chartered surveyor.

The APC is based on candidates achieving a set of requirements and competencies. These are a mix of technical and professional practice, interpersonal, business and management skills. Completing the APC and the professional interview successfully leads to professional membership of RICS and the much sought after letters – MRICS.

Commitment is key

This guide will help you prepare for the commitment and responsibility required for the APC. Although there will be people to support you through your APC, it is your responsibility to make sure you start and remain committed to the assessment.

APC pathways

You will need to choose your APC pathway. A pathway is the area of the profession that you wish to qualify in. This needs to be based on your qualifications, experience and current job role. For more information please refer to [rics.org/pathway](https://www.rics.org/pathway)

Essential guides

From the beginning of your APC there are key documents that you need to download and read. You need to continue to refer to these throughout your training, preparation and assessment. The documents can all be found at [rics.org/pathway](https://www.rics.org/pathway)

- **Pathway guide** – the guide that is specific to the pathway you have selected to follow. It details the competencies you will need to meet and provides examples of the knowledge and activities that fall within the scope of each competency.
- **Self-assessment form** – this is a pathway specific document that is designed to help you understand where your skills and experience match the pathway requirements and your areas to develop.
- **Final assessment submission template** – a pathway specific template that guides you through what you need to develop and submit for your final assessment.
- **Structured training log book** – an excel spreadsheet that you will use to track your progress towards meeting the competencies required for your pathway if you are following a structured training programme.

These guides are generic and apply to all world regions. For specific advice on the APC in your part of the world, check our website and/or speak to your local RICS office.

The people involved in your APC

These are the people who will influence and support your progress towards achieving RICS membership.

You: You must commit to following the process through from beginning to end. You must familiarise yourself with the guidance and abide by it, planning and organising your time conscientiously. You must take responsibility for your own CPD, undertaking independent learning.

Your employer: Your employer should encourage you and make facilities and time available to you to complete your assessment documents. Some employers may not be able to give you access to the full range of experience needed. If this is the case you may need to gain a temporary secondment to supplement your experience.

Your counsellor: Your assessment must be supported by a member of RICS. They must be satisfied that you have achieved the required levels in all the competencies needed for your chosen APC pathway.

Your counsellor should support you through your training. They may not have personal knowledge of your experience in all the chosen competencies as you may have achieved some of them a number of years ago or in a different job. They will still be able to support you and verify your experience by having discussions with you about your experience.

Your supervisor: Best practice is to have someone overseeing your day-to-day activities, who is responsible for giving you guidance and support on a day-to-day basis. This is particularly important if you are completing a period of structured training.

It is important we hold your most up-to-date details. If your employer, supervisor or counsellor changes at any point during your APC please contact your local office to update the details.

The assessors: chartered surveyors who conduct your final assessment interview. The interview panel has a minimum of two members. All assessors are specially trained for this purpose.

Your local support team: can provide advice on completing your APC and can help you source training, CPD and counsellors. [rics.org/contactus](https://www.rics.org/contactus)

The APC competencies

To be competent to practise as an RICS member you must have the skill and/or ability to perform a variety of tasks or functions. The RICS competencies are not only a list of tasks or functions, they are also based upon attitudes and behaviours.

RICS has drawn up competencies in a generic way so that they can be applied to different areas of practice and geographical locations. It is important that you interpret them within the context of your own area of practice or specialism and geography.

The competencies are in two distinct categories

Mandatory competencies – personal, interpersonal, professional practice and business skills common to all pathways and compulsory for all candidates.

Technical competencies which are split into

- **Core competencies** – primary skills of your chosen APC pathway
- **Optional competencies** – selected as additional skill requirements for your APC pathway from a list of competencies relevant to that pathway.

Each competency is defined at three levels of attainment. You must reach the required level in a logical progression and in successive stages.

Level 1 – knowledge and understanding

Level 2 – application of knowledge and understanding

Level 3 – reasoned advice and depth of knowledge.

Level 1 - Knowledge and understanding

You will be required to explain what learning/training you have done, and when, to gain level 1 competency.

This may have been through formal education and/or formal training in the workplace or on-the-job experience. If your degree is relevant to your chosen pathway, you can draw on this to indicate how you have gained the required knowledge.

Alternatively, you may have developed your knowledge and understanding through targeted formal training. Formal training could include online courses, in-house seminars or workshops, distance learning, academic study, day-release programmes, structured learning or mentoring.

You may have participated in a training programme developed by your employer or in partnership with a training provider.

In order to reduce the number of words used, you can provide a list but you should include some brief detail, if necessary, to ensure that the assessor can be confident the education/training is relevant to the competency.

You can also link this to your CPD record.

Level 2 - Application of knowledge and understanding

You will need to be able to show how you have put your knowledge and understanding into practice. Briefly review your career and the activities you have performed that are relevant to this competency. The following may help you to structure your thoughts in regard to level 2 competencies:

- refer to projects you have been involved in
- identify the type of client - but be aware of your clients' confidentiality.

You can describe companies, buildings or land in financial terms (revenue, value) or in terms of size (large, small), area (floor size, levels, capacity) or location

- describe your own role
- explain how your involvement demonstrates your practical competence
- provide specific examples.

Level 3 - Reasoned advice and depth of knowledge

Where the pathway requires level 3 to be achieved, you will need to be able to explain the professional advice you have given to clients. Provide specific examples that describe the nature of the advice, the options you considered and the outcome.

The advice should be predominantly your individual responsibility, rather than collective. It should demonstrate that you are working with minimum supervision.

The advice should have financial or strategic implications for the client, and should be given on behalf of your firm in order to fulfil your contractual obligations to the client.

You must satisfy yourself and your counsellor that you have reached the required level of experience before applying for final assessment.

Choosing your competencies

It is important that you give careful thought to your choice and combination of competencies. Your choice will inevitably reflect the work you do in your day-to-day environment (driven by the needs of your clients/employer). Your choice and combination of competencies will be a reflection of your judgement.

At the final assessment interview, the assessors will take these choices into account. They will expect you to present a sensible and realistic choice that reflects the skills needed to fulfil the role of a professional in your area of practice and geographical location.

Structured training

This section is for candidates who hold:

- an RICS accredited degree + up to 5 years’ relevant experience; or
- an RICS accredited degree + 5–10 years’ relevant experience (pre-degree experience can count).

APC structured training requires you to demonstrate how you have gained the skills and abilities needed to perform specific tasks or functions. The competencies are based on attitudes and behaviours as well as skills and knowledge. Your training must be structured to allow you to gain the required experience to enable you to achieve the competencies for your pathway.

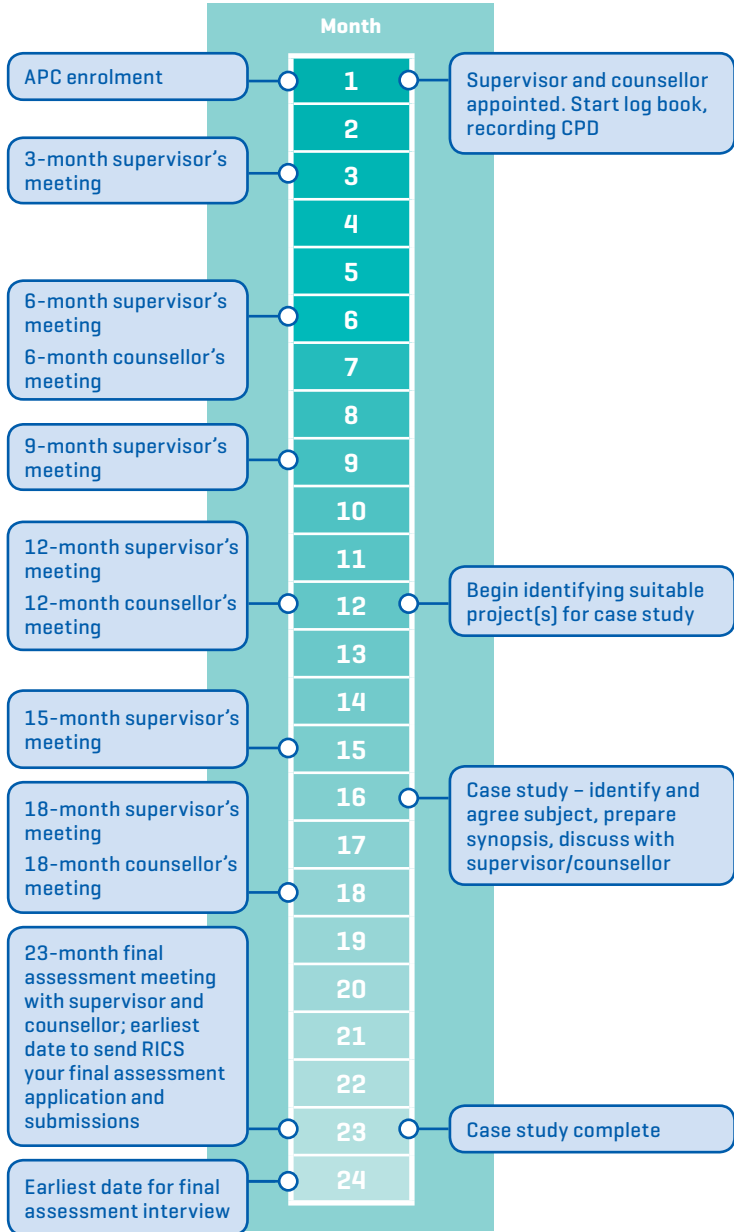
Throughout the APC your counsellor (and supervisor, if appointed) will need to continually monitor your progress. You will not be able to apply for the final assessment interview until your counsellor (and supervisor) certifies that, in their opinion, you have reached the level of competence required and have fulfilled the minimum training period. If you have less than 5 years’ experience you are required to complete a minimum of 24 months’ (400 days’) structured training to meet the competency requirements. If you have between five years’ and 10 years’ experience you will be required to complete a minimum of 12 months’ (200 days’) structured training to meet the competency requirements.

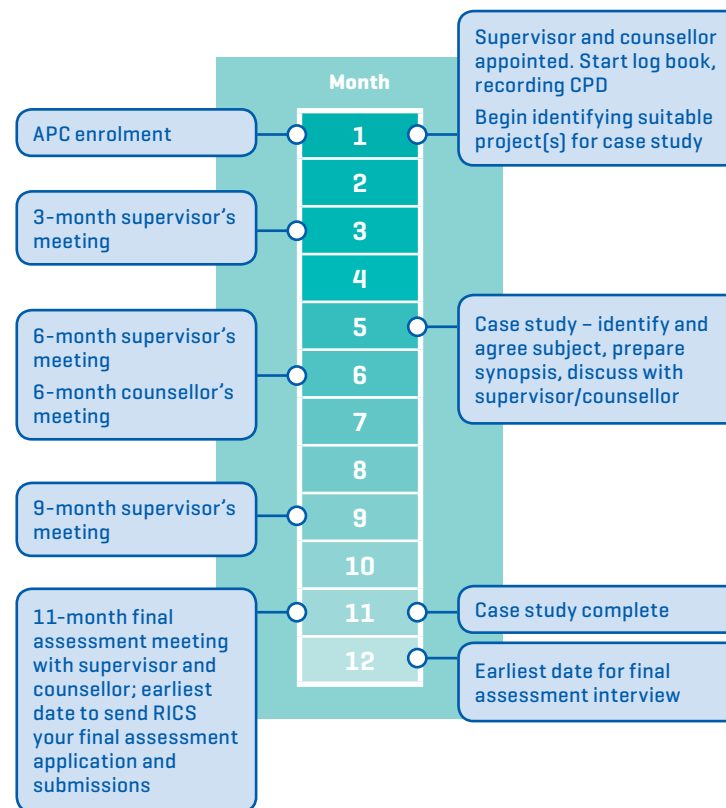
Your record-keeping in more detail

As soon as you enrol on to the APC, you must download the APC log book for your pathway. This is where you record your progress through your APC structured training and you will submit it to RICS with your final assessment documents.

You should also be keeping your own records in the form of a training diary. You will use the information from your diary to complete your log book. You should not record a period of less than half a day.

You do not need to record the mandatory competencies in your diary. These are an intrinsic part of your day-to-day work and are not normally part of the minimum days of experience. However, you must record your attainment of the mandatory competencies in your summary of experience for final assessment. Section 6 details what is required for your summary of experience.





At the end of 11 or 23 months (minimum) you can apply for final assessment; details of how to do this will be sent to you by your local team. You will then sit your final assessment interview after month 12 or 24, depending on which level of structured training you need to complete.

Day-to-day

Your supervisor and counsellor must keep in regular contact with you, with formal meetings at least every three/six months, but ultimately you are responsible for your day-to-day activities. You must:

- ensure your day-to-day work covers the required competencies of your APC pathway
- keep your diary in a format that will encourage meaningful discussion at the formal quarterly reviews of progress against the competencies and will assist with the preparation of your assessment records
- discuss before, and evaluate after, any planned training or professional development events
- keep notes of examples of practical experience and casework to assist at your quarterly reviews.

Recording your experience

This section is relevant to candidates who fit the following criteria:

- RICS accredited degree + minimum of 10 years' relevant experience (pre-degree experience can count); or
- Bachelor degree + minimum of 5 years' relevant experience (at least 12 months (200 days) must be post qualification); or
- RICS approved professional body membership + a minimum of 5 years' relevant experience (at least 12 months (200 days) must be post qualification).

Firstly, use your pathway guide to help you complete the self-assessment form; this lists the core and optional competencies for your chosen APC pathway. Against each one, record the level you need to achieve. Map your experience against each of these competencies at each level; are you able to provide similar examples? Based on the outcome of this exercise you need to decide your declared competencies in line with your pathway requirements.

You will need to spend some time discussing your career, relevant experience and chosen competencies with your counsellor. Decide if you both agree you have chosen the most appropriate competencies that reflect the work you do in your day-to-day environment.

If you identify any shortfalls in your experience, agree with your counsellor the most appropriate way of filling them.

As you continue on your assessment building your experience to meet all the competency requirements and completing your assessment submissions, you should meet with your supervisor/counsellor every 3 to 6 months. This helps to ensure you are progressing in the right direction and have their support and feedback on your summary of experience and case study.

Continuing Professional Development (CPD)

CPD is the systematic updating and enhancement of skills, knowledge and competence that takes place throughout your working life. It should be closely linked to your current work.

CPD can be taken from various sources including attending conferences, meetings or seminars, completing an academic course or informal reading. It is for you, as a professional, to decide what is appropriate and this should complement both your mandatory and technical competencies.

Special attention must be given to the principles underpinning CPD:

- gained in a structured manner
- based on an explicit process of selecting, planning and evaluating the activities
- reflect learning from informal training sources e.g. structured reading, secondments

All APC candidates are required to complete a minimum of 48 hours' CPD.

If you are undertaking structured training you must complete a minimum of 48 hours per 12 months of structured training.

If you are not required to complete structured training, you need to demonstrate a minimum of 48 hours in the 12 months prior to your preliminary review and update your record to reflect the requirement prior to your final assessment submission.

Your CPD must be split between formal development such as professional courses, seminars or online events and informal development such as private study or on the job training. At least 50% of your CPD must be dedicated to formal development. For more information on the types of formal and informal CPD please go to [rics.org/cpd](https://www.rics.org/cpd)

If you are on a part-time or distance learning accredited degree, RICS will consider your final year as counting towards your CPD for that year. This should be supplemented by other CPD activities for that year.

Use the relevant section on the submission template to record your CPD. Please note that during your interview, part of the discussion will focus on your CPD.

Once you have been successful and become an RICS member (MRICS) you will continue to undertake and record online a minimum of 20 hours of CPD activity each calendar year as part of your commitment to your ongoing professional development.

Rules of Conduct

Behaving ethically is at the heart of what it means to be a professional; it distinguishes professionals from others in the marketplace.

RICS has five ethical standards. You must understand them and how you apply them in your everyday role. The standards are:

Take responsibility

Treat each other with respect

Always provide a high standard of service

Act with integrity

Act in a way that promotes trust in the profession

The Rules of Conduct for members set professional parameters for individual members and govern matters such as ethics, personal solvency and CPD. The Rules of Conduct for members apply to all members worldwide. You must abide by them at all times.

The Rules of Conduct for firms set out the requirements for the conduct of business by professional practices. They govern matters such as professional indemnity insurance, holding clients' money and complaints handling. The Rules of Conduct for firms apply only to firms regulated by RICS.

Ethics module

You are required to successfully complete the RICS online ethics module prior to final assessment. This is made up of three elements:

1. The ethical standards and what they mean
2. Real life ethical scenarios that members have faced
3. A 20 question multiple choice test.

Your RICS team will inform you when you need to complete the ethics module. Please note once successfully completed this is valid for 12 months.

There will be a significant emphasis on professional practice and ethics in the interview, so you must familiarise yourself with them. Please note you can be referred on Conduct rules, ethics and professional practice alone. Download the rules for firms and members by visiting [rics.org/regulation](https://www.rics.org/regulation)

Plagiarism

RICS has launched Turnitin, a system to help check candidates' submissions are their own work and stand up to independent scrutiny. The system will compare a candidate's submission against submissions from other candidates and other existing works. RICS reserve the right at any time either to submit or require you to submit your documentation into Turnitin. If the system flags concerns with the level of similarities between work you have submitted and existing works then we may refer the matter for further investigation which could result in disciplinary action being taken against you. In addition, the progress of your application may be impacted including potential removal from the assessment process pending the outcome of the investigation.

RICS will not disclose submissions uploaded through Turnitin to a third party.

Summary of experience

For your summary of experience, you must write a brief statement about each of your mandatory and technical competencies. It is important to ensure you have a copy of the pathway guide for your chosen pathway with you when you are completing this stage.

If the competency you select is a level 3 competency, you should ensure you write the summary covering levels 1, 2 and 3. Level 3 competencies are the most important: they are crucial to demonstrating that you practise at a professional level.

For level 1 you must provide a statement of learning - how you gained the knowledge and understanding. This should link to any relevant CPD in your CPD record.

For level 2 you must provide a statement of the range of experience you have achieved and include real-life project/process examples.

For level 3 you must provide a detailed statement of advice given and include real-life project/process examples where you have personally given advice.

Levels 2 and 3 require you to provide at least one example. The number of examples you need to provide will be determined by the experience and competence each example demonstrates. Remember, RICS is looking for evidence that you can do the relevant job at the required level: for some competencies one of your examples may be sufficient, for other competencies you may need to provide multiple examples.

Once you have completed the statements you should review them as a whole: together, they form your summary of experience. In addition to showing your abilities in individual competencies, they should provide the assessors with an overview of your training and experience, the work that you are doing and the levels you are working at.

Your summary of experience should be a maximum 1,500 words in total for the mandatory competencies and a maximum 4,000 words in total for the technical competencies. The word count can be broken down to around 150–200 words per level, per competency.

You may find the preliminary review feedback report template beneficial as a checklist to consider if you have met the submission requirements for the summary of experience. You can download it at [rics.org/apcpeople](https://www.rics.org/apcpeople)

Case study

The case study is a maximum of 3,000 words, and must be on a recent project or projects [undertaken up to two years before your assessment] with which you have been personally involved. It must provide a critical appraisal of the project(s) together with an outline of your learning outcomes. This provides important evidence of the competencies you have achieved.

The case study must give detailed evidence of your ability to work competently and to apply the knowledge relevant to your APC pathway. You will use this case study to make a 10 minute presentation to the final assessment panel. See section 9 for full details of the professional interview.

Your choice of project is very important and must reflect your specific APC pathway. You may have been working on a complex instruction or large project. Alternatively, the instruction or project may be more straightforward and not of great financial value. It may simply be typical of the work with which you have been involved. The project may include work undertaken outside your country of assessment.

The assessors will be looking for you to have chosen a real life project that you have been involved in or may have led on. Consider a project process where you have had to deal with a key issue, anomaly or challenge that you have had the task of overcoming.

Make sure this relates to the competencies of your pathway demonstrating your professionalism and ability to problem solve.

You are not necessarily expected to be running the project. It is your involvement or role in the team that you must outline, analyse and comment on. If the project has been running for some time, you may not have been involved from the start, so your involvement may not have been continuous, or the project may not be finished when you prepare your case study. In this latter case, you should provide a prognosis of the outcome. If you know the outcome between sending in your case study and your interview then include this in your presentation.

The assessors will expect you to present a sensible and realistic topic for your case study that reflects the skills needed to fulfill the role of a professional in your area of practice and geographical location. You should expect to be assessed in the country where you work. This is because you are required to have a working knowledge of the legislation and are competent to practice in the country where you are working.

You must explain not only the project itself but the processes you followed and the rationale behind your decision-making. Your focus must be on analysing the project: do not simply provide a summary of what it involved. It is quality not quantity that counts. Appendices should support your report, not add to or expand on it.

List the mandatory and technical competencies demonstrated in your case study in the box provided in the submission template.

You should include the following four aspects.

1. Introduction

In this section you should provide a summary of the project and what your role was – include the following. We suggest this section should be approximately 500 words.

- What did you do?
- What was your level of responsibility?
- Who were the stakeholders?
- What was the timeline?

2. My approach

In this section you should describe the key issues or challenges on the project. You may write about one or more key issues but remember you only have a limited word count for the case study.

Explain the issues. Make it clear to the assessors why it became a challenge for you, include the options you considered and the solutions that you identified explaining why some options weren't feasible.

3. My achievements

In this section you should describe what you achieved and how.

Demonstrate your ability to think logically, laterally and professionally giving examples of where you gave reasoned advice to a client for your level 3 competencies.

4. Conclusion

In this section you need to reflect on and analyse your performance and make reference to the lessons you learnt and what you would do differently next time.

This section is very important in showing the assessors your analytical thinking and how you develop as a professional.

Appendix A – Competencies demonstrated in this case study

You need to use the template to list the competencies that you believe are demonstrated in your case study.

Appendix B, C etc

You may insert illustrations, photographs or plans to this section. Please keep the attachments to a minimum ensuring they are relevant to the case study.

The assessors will use your case study as a starting point to question you beyond what you actually did, probing your understanding of your project's wider issues. You will need to think about these processes while you are writing your case study, so that you are well prepared for the interview.

Important notes on your submission

- **Confidentiality:** you must ensure you have your employer's and client's consent to disclose any sensitive details in your final assessment submission. If you cannot get this consent you should disguise facts that might otherwise make the project identifiable.
The information contained in your submission will be treated as confidential by your panel of assessors and RICS.
- **References:** extracts from Acts of Parliament, case law and other sources should not be quoted at length but essential references must be given.

- **Total word count:** you must include a word count at the end of each section. You can include notes on what you have included in the count. The assessors will be looking to see that you have kept within the prescribed word count for both your summary of experience and your case study.
- **Appendices:** remember you need to use your appendices to support your case study and enhance the information you have given to the assessment panel. If it isn't relevant, don't use it.
- **Overview:** while writing the case study you should be aware of what evidence you have already provided in your summary of experience and ensure that the level and scope of activities you are describing is consistent with what has been detailed in the summary.

The assessors will look at the summary of experience and case study individually, but will also take a holistic view. Review all your written evidence together before you submit it, and make sure there are no omissions or contradictions.

Finally: your submission must reflect your abilities in the following areas:

- written and graphic communication
- professional standards of organisation and presentation
- analysis, reflective thought and problem solving
- learning from experience gained.

You may find the preliminary review feedback report template beneficial as a checklist to consider if you have met the submission requirements for the case study. You can download it at [rics.org/apcpeople](https://www.rics.org/apcpeople)

Preliminary review

If you do not hold an RICS accredited degree you will be required to submit your submission for a preliminary review. This review is carried out to determine if your submission is suitable for you to proceed to final assessment.

Your submission will be read and reviewed by a trained professional who has specialist knowledge in your field of practice. They will consider the totality of the evidence you have provided in your submission. The preliminary reviewer will seek to answer the question: Is the submission suitable for the APC assessors to prepare for and conduct the final assessment interview effectively.

All elements of your submission will be reviewed against the submission requirements. The requirements are divided into two sections on the preliminary review feedback report template:

- A.** Format requirements – submission elements including compliance, standard of writing and RICS assessment requirements.
- B.** Content requirements – submission elements including mandatory competencies, technical competence and the case study.

The preliminary reviewer will mark whether each element of your submission is suitable and provide feedback, where possible, if it is not. The reviewer may also provide feedback where the element is marked as suitable if they judge that the element could be improved prior to final assessment.

Outcomes

After submitting for your preliminary review you will receive one of the following outcomes.

Your submission is suitable for you to proceed

You may receive some additional advice from the reviewer, if appropriate, and the report will advise you of the next steps. You will now be eligible to apply for final assessment at the next available date.

You should now prepare for your final assessment. This can include an update to your summary of experience that reflects the work you have undertaken between preliminary review and submitting for your final assessment, especially where this will address feedback from the reviewer. This must not take your summary of experience over the word count.

The purpose of the review is to advise you on meeting the submission requirements, it is neither an assessment of your competence nor any form of guarantee of success at interview. It is only at interview that your competence against the pathway requirements will be assessed based on your final submission and how you perform in the interview.

Your submission is not currently suitable for you to proceed

The feedback report will explain why your submission has not been considered suitable to proceed to final assessment. The report will advise you of the steps you need to take in order to meet the submission requirements.

You will need to resubmit for preliminary review at the next available date.

Final assessment interview

The interview will last approximately one hour and is designed to determine whether you:

- can express yourself clearly in an oral presentation and interview
- can demonstrate, in support of your written submissions, your understanding of the knowledge gained and competencies achieved during your training
- have an acceptable understanding of the role and responsibilities of a chartered surveyor
- can apply your professional and technical skills to benefit those who employ your services.

If you have a disability that may affect your interview then please ensure you alert RICS to this at the point of applying for your final assessment interview. To enable reasonable adjustment to be made to your interview RICS will require supporting medical evidence. Your local team will guide you through this.

Structure of the interview

Chairperson's opening and introductions	3-4 minutes
Candidate's presentation on case study	10 minutes
Questions on the presentation	10 minutes
Discussion on overall experience including CPD, technical competencies, Rules of Conduct and professional practice	25 minutes
Chairperson's areas of questioning may include professional and technical matters, CPD, Rules of Conduct and mandatory competencies	10 minutes
Chair to close	1-2 minutes
Total	60 minutes

Presentation

You will give a 10 minute presentation to the assessment panel on any aspect of your case study. Try and pick a point from your case study to expand on in your presentation or detail the investigations and conclusions of your project.

Note: presentation facilities will not be provided at assessment centres. You can use A4 boards and or prompt notes if you wish. You can also provide assessors with hand outs, photographs or plans for example, to support the content of your presentation.

These notes can only be used as prompts during your presentation and must be discarded after the presentation has finished.

Interview

The interview will be conducted by a panel comprising a minimum of two chartered surveyors, trained and selected for this role.

At the interview you will be questioned on:

- your presentation and case study
- your final assessment submissions including your CPD record
- the broader aspects of your experience and knowledge, including ethics, RICS Rules of Conduct and current issues of concern to the profession.

The assessors will base the questioning on the law and practice of the country in which your interview is being held.

The assessors will normally ask you about what you did and about why you took a particular approach. They will also ask about your understanding of the wider issues surrounding your case study.

The assessors will be trying to determine your general level of ability; they do not expect you to be an expert in every area of professional activity. They will be looking to ensure you have achieved at least the minimum required levels of competence in key areas for the clients you serve, and that you understand the level of professional conduct expected of a member of RICS.

Remember the assessors will take a holistic view of your training, final assessment submissions, presentation and interview. Poor performance in one area may be balanced out by an excellent performance elsewhere.

RICS is looking for you to be not only technically competent, but also to

- be a good ambassador for the profession
- be aware of the professional and commercial implications of your work
- understand clients' and employers' objectives
- have up-to-date knowledge of legal matters
- have the confidence to work unsupervised.

After the assessment

Pass result

RICS will notify you of your results after your interview. It is your responsibility to check RICS has your up-to-date contact details. For security and data protection reasons, RICS will not give results over the telephone or to a third party.

If you receive a pass result you will be awarded professional membership of RICS (MRICS).

Referral result

If the outcome is a referral you will be sent a referral report explaining why the assessors reached this decision. To be eligible for re-assessment you must normally:

- complete some further relevant professional experience
- continue to complete your CPD, as required for your APC
- write a new case study or re-submit the same case study if the referral report indicated an acceptance of the case study
- agree with your counsellor how you will address the deficiencies identified in the referral report and update your submission accordingly
- If you are following a structured training programme, you must continue to maintain and record your experience until you are successful.

Once you have completed the above, you will be ready for re-interview at the next available assessment. Please note you will be reassessed on all the requirements of the APC including all competencies for your chosen pathway. The professional assessment takes a holistic approach.

Appeals

The appeal panel does not question the merits of the assessors' decision. It looks at the way the assessment was conducted, and will allow the appeal only if, on the balance of probabilities, there was fault in the process. It does not reach any conclusion about your competence to practise: it considers only administrative or procedural matters.

When an appeal is made, it must:

- be in writing, accompanied by the appropriate fee
- be made by you and not a third party
- clearly state the grounds on which the appeal is being made.

You will have 21 days from the date of your referral report being issued by RICS to appeal. Details of how to appeal are on [rics.org/apc/appeals](https://www.rics.org/apc/appeals)

The appeal panel has no powers to admit a candidate to RICS membership: if an appeal is approved, the original final assessment interview is disregarded and you will be given a fresh interview based on your original assessment submission.

If the appeal is dismissed the original assessment result will stand. Please note the appeal panel's decision is final and there is no right to appeal this decision.

Conflict of interest

RICS uses all reasonable endeavours to identify and avoid any obvious conflicts of interest when selecting a panel of assessors, prior to the interview going ahead. In the smaller RICS markets it can be much harder to avoid a conflict of interest as members are more likely to know one another in a professional capacity.

There are two main distinctions of a conflict of interest:

- **'Personal' interests:** in certain circumstances, there may be a connection between the assessor, and the candidate, but this may not present an issue to the candidate in practice. For instance, the individuals may have met at a CPD event or know of one another in a professional capacity.
- **'Prejudicial' interests:** where the assessor either stands to benefit from the outcome of an assessment interview or might otherwise be perceived as being influenced, the assessor must declare the conflict and should recuse themselves from the panel at the earliest opportunity.

In the unlikely event you do consider there is a conflict of interest on the actual interview day, you should declare this at the beginning of the interview, then the chairperson should decide whether the interview should go ahead with the panel member in question or whether the panel member should sit out of the interview. If it is only a two-person panel and a conflict is raised on the day of the interview and the chairperson decides it is deemed a prejudicial conflict of interest then the interview will need to be deferred and rescheduled for another date.

Help and support

There are many other people going through the APC at the same time as you, and many who have recently been through the APC. Make use of your local and virtual networking opportunities to engage with this rich environment of support and insight.

Contact your local RICS team to understand what is coming up and connect with the RICS LinkedIn group – [linkedin.com/groups](https://www.linkedin.com/groups) or [facebook.com/RICS](https://www.facebook.com/RICS)

RICS offers a series of online, face-to-face and blended training courses that you should review. These cover both technical subjects and APC specific courses, aimed at giving you the support and understanding to help you through your APC. [rics.org/training-events](https://www.rics.org/training-events)



Confidence through professional standards

RICS promotes and enforces the highest professional qualifications and standards in the development and management of land, real estate, construction and infrastructure. Our name promises the consistent delivery of standards – bringing confidence to the markets we serve.

We accredit 125,000 professionals and any individual or firm registered with RICS is subject to our quality assurance. Their expertise covers property, asset valuation and real estate management; the costing and leadership of construction projects; the development of infrastructure; and the management of natural resources, such as mining, farms and woodland. From environmental assessments and building controls to negotiating land rights in an emerging economy; if our professionals are involved the same standards and ethics apply.

We believe that standards underpin effective markets. With up to seventy per cent of the world's wealth bound up in land and real estate, our sector is vital to economic development, helping to support stable, sustainable investment and growth around the globe.

With offices covering the major political and financial centres of the world, our market presence means we are ideally placed to influence policy and embed professional standards. We work at a cross-governmental level, delivering international standards that will support a safe and vibrant marketplace in land, real estate, construction and infrastructure, for the benefit of all.

We are proud of our reputation and we guard it fiercely, so clients who work with an RICS professional can have confidence in the quality and ethics of the services they receive.

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