

*Table 1: OCFs vs RCFs: Purpose and Focus*

OCFs – build organisational capability	RCFs – build professional capability
Help regulatory staff work well within their agency.	Focus on the specific knowledge, skills and behaviours needed for effective regulatory work.
Support good communication, leadership, cultural fit, teamwork, and overall performance.	Give a clear, organised view of what it means to be a capable regulator.
Form the primary layer of capability in any agency.	Form the secondary and potentially tertiary layer of regulatory capability in regulatory agencies.