

Independent Judgement Review Pack

A practical control for using AI to challenge a decision without allowing a persuasive answer to pre-empt human judgement.

THE SEQUENCE

Source > First view

Observe and interpret before the model supplies a frame.

AI challenge > Dissent > Decision

Test the view, preserve disagreement and keep accountability visible.

Use this pack for consequential, subjective decisions where feedback is delayed or rejecting an option is difficult to reverse.

Apply friction where the consequence earns it

This is not a universal approval score. It is a structured pause that keeps observation, AI influence, dissent and accountability visible.

Triage the decision

1

Use the full pack when judgement is subjective, feedback is slow, or a rejection removes future options.

Complete the first view

2

The decision owner records evidence, interpretation, uncertainty and reversal conditions before seeing AI advice.

Use AI as a challenger

3

Ask for missing evidence, alternative interpretations and assumptions. Verify claims against source material.

Protect dissent and learn

4

Record the minority case, make the accountable decision, then review which overrides improved the outcome.

USE THE FULL REVIEW IF TWO OR MORE APPLY

☐ The criteria are subjective or contested.

☐ Feedback will arrive late or may never arrive.

☐ Rejecting the option is hard to reverse.

☐ The decision affects people, money, safety or rights.

Name the judgement before asking for an answer

Separate the decision from the tool. State which error is more costly and what evidence is required before the option can be accepted or rejected.

DECISION AND OWNER

What must be decided? Who is accountable for the outcome?

FALSE POSITIVE

What happens if we accept an option that should have been rejected?

FALSE NEGATIVE

What happens if we reject an option that should have been preserved?

EVIDENCE STANDARD

Which source material, expert input or observed behaviour must be inspected? What would count as sufficient?

REVERSIBILITY AND FEEDBACK

Can the decision be reversed? When will useful outcome evidence become available?

CONTROL LEVEL

Light check / Full independent judgement review / Independent specialist review

Preserve an independent interpretation

Read the source material first. Keep this page out of the AI prompt. Brevity is acceptable; independence is the control.

OBSERVATION

What does the source evidence say? Separate observed facts from summaries and assumptions.

INTERPRETATION

What do I currently think the evidence means, and why?

UNCERTAINTY

What is missing, ambiguous or outside my expertise?

CONFIDENCE

Low / Medium / High. What makes that confidence appropriate?

REVERSAL CONDITION

What evidence or argument would cause me to change this first view?

☐

First view completed before AI recommendation or rationale was shown.

Use the model to widen the decision

Do not ask only for a polished justification. Ask the model to expose assumptions, missing context and the strongest credible alternative.

AI RECOMMENDATION

What did the model recommend? Record model/tool, date, prompt or workflow reference.

STRONGEST ALTERNATIVE

What is the best evidence-based case for the opposite decision?

MISSING CONTEXT

What could the model not see: private data, local history, lived experience or operational constraints?

SOURCE CHECK

Which claims were traced to authoritative sources? Mark unsupported or circular claims.

WHAT CHANGED

Compare with the first view. Which evidence changed the interpretation, and which wording merely felt persuasive?

VERIFICATION CHECK

☐ Original source inspected

☐ Alternative requested

☐ Material claims verified

☐ Uncertainty preserved

Make challenge part of the role

The challenger is not asked to be difficult. They are asked to preserve the strongest evidence-based minority interpretation before closure.

INDEPENDENT CHALLENGER

Name / role / relevant independence from the proposal or AI workflow

MINORITY CASE

What is the strongest case against the emerging recommendation?

UNRESOLVED UNCERTAINTY

What remains disputed or unknown after challenge?

FINAL DECISION AND RATIONALE

State the decision in plain language. Refer to evidence, not the fluency of the explanation.

ACCOUNTABLE OWNER

Who owns the outcome and follow-through?

REVIEW POINT

Date or event that triggers reconsideration



Decision trace preserves the first view, AI influence, dissent and final rationale.

Turn overrides and errors into operating evidence

Review at the agreed point, or when better evidence becomes available. The aim is not to prove the person or model right; it is to improve the next decision system.

OUTCOME EVIDENCE

What happened? Which evidence is observed, and which remains uncertain?

AI CALIBRATION

What did the model identify well? Where did it misread context, uncertainty or error cost?

HUMAN CALIBRATION

What did the first view or dissent identify well? Which assumptions failed?

PRODUCTIVE OVERRIDE

Did accepting or rejecting the AI recommendation improve the result? What evidence supports that assessment?

CHANGE THE WORKFLOW

What should change in the prompt, evidence order, roles, review threshold or escalation route?

NEXT REVIEW

Owner: _____

Date / trigger: _____

Keep the evidence trail with the decision record.