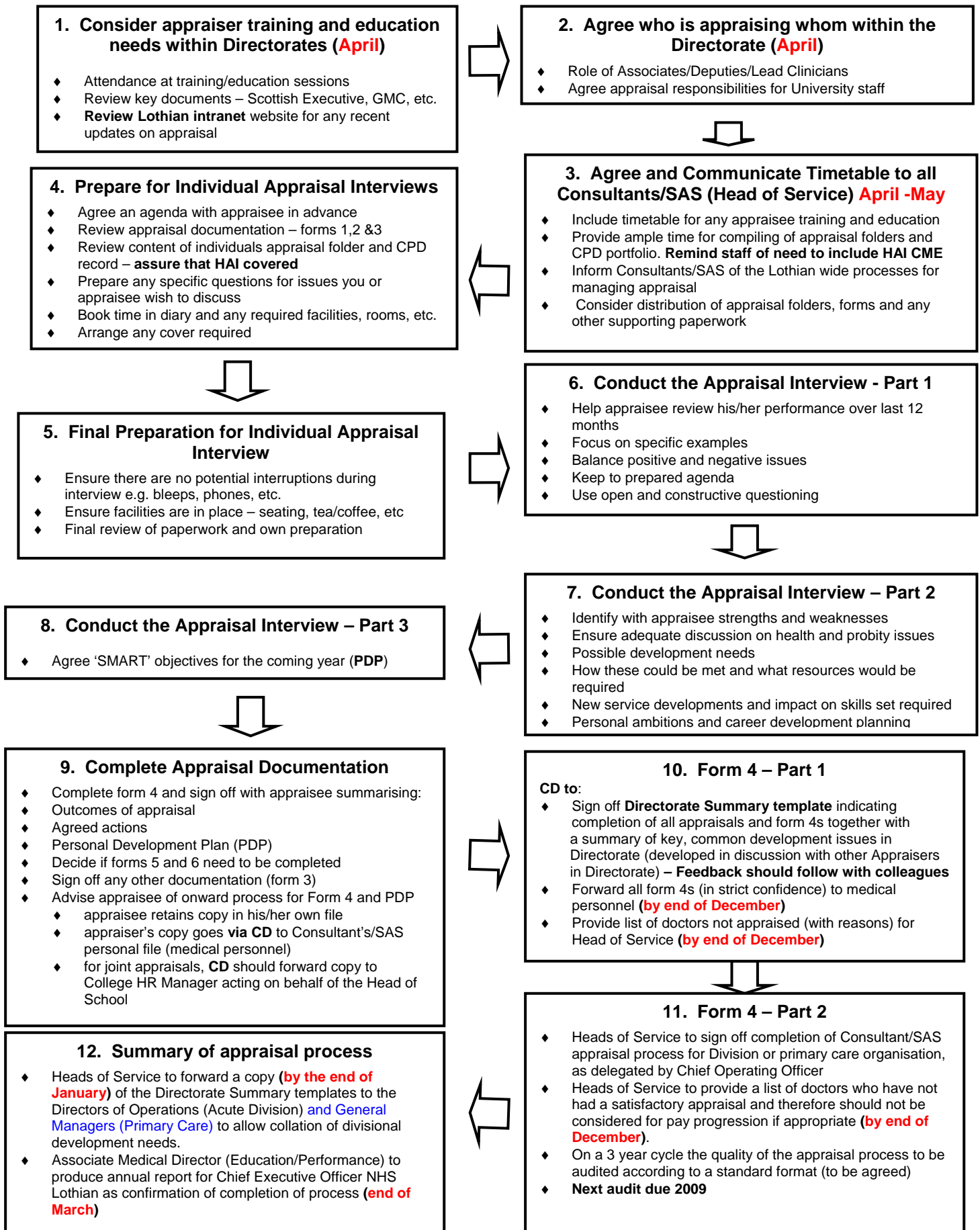


Annual Flowchart for Consultant/Staff and Associate Specialist Appraisal Process*



*The annual process begins in April each year and CDs should aim to have all appraisals completed by the end of September but all form 4/PDPs should be forwarded to HR by December.