

# ORIGINAL EMAIL

From: UK-FM Internal Communication at KPMG  
To: UK-DL KNews KPMG ALL  
Cc:  
Subject: Year End Reviews and Goal Setting - Message from Eddie Donaldson.

Sent: Fri 29/06/2007 09:01



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Alert

KPMG LLP (UK)

INTERNAL USE ONLY

## Email to all staff From Eddie Donaldson

I would like to re-iterate some of the key messages for the year end performance reviews and goal-setting sessions, for which many of you will be starting to prepare.

### Year End Reviews & Goal-Setting

**In December 2006 and February 2007 we announced in Knews how we were going to make more effective use of Dialogue this year.**

As a reminder I include below the key points presented at that time. Whilst there is no substantial change in the proposed distribution of ratings from previous years, in practice performance managers have been reluctant to adhere to these. This year, therefore, to help us ensure we:

- provide a robust framework to enable the matching of reward to performance
- give open and honest feedback
- consider relative performance against the appropriate peer group
- identify and proactively plan for development needs

We are emphasising the need to distinguish between individual performances and encouraging the more constructive use of the Needs Improvement grading.

#### Expected distribution of ratings

Across the firm the expected distribution of ratings will be as follows:

EP 1	10%
EP 2 & 3	20%
SP 5	40%

Eddie Donaldson

#### Quick Links

- [Year End Reviews & Goal-Setting](#)
- [Dialogue System](#)
- [Promotions](#)
- [Salary and Bonus Review](#)
- [Further Information](#)

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NI 9	min 3% of population

SP5 will be regarded as stronger than SP4 and SP6. Those rated NI7-8 will now be eligible to be considered for salary and bonus review. The greater use of all the 9 box categories will help strengthen our ability to link reward to performance and put a greater emphasis on personal development planning.

Further guidance on this can be found in the Skills in Action booklet , (referenced at the end of this note) and/or from your PML/performance manager .

Performance managers and PMLs will be conducting moderation meetings over the coming weeks so that potential ratings can be established for individuals that are fair relative to others doing similar roles at the same grade.

**Note:** *The only group for whom completion of the 9-Box remains optional will be first-year students in certain client-facing functions as this group typically spends a significant portion away from the office through their study programme. Please refer to functional guidance for confirmation.*

### Completion timeline

It is everyone's responsibility to ensure that their year end review is held with their performance manager and goals have been agreed during August and September. **Both must be approved via Dialogue by 30 September at the absolute latest to ensure eligibility for salary/bonus review consideration.**

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Goal setting should focus on key priorities for the year ahead, kept to a manageable number and linked to your personal development goals. Again, it is your responsibility to ensure that you meet with your performance manager to discuss goals either at the same time as your Year End Review, or shortly after. This will ensure you both have a clear view of what is expected of you going forward. In advance of your meeting, do take some time to consider how you want to develop yourself during the coming year, your short and long term career plans and how these can be aligned with your team's and function's goals.

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## Dialogue System

Support on using the Dialogue system is available through a national network of Dialogue Super Users (you will be able to check the name of your local Super User from the Dialogue website). Further help will also be available through the HR PeopleCentre on or through the IT helpdesk on .

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In line with last year, we will be communicating salary reviews and bonus allocations in October and paying increases in the October payroll. Bonuses will continue to be paid in December. Therefore it is critical that year end reviews are completed by the end of September to ensure we reward all our people based on their performance during the year.

As previously communicated in Knews, if you do not have an up to date performance rating recorded on the Dialogue system and agreed goals for the year ahead by 30 September 2007, you should not expect to receive any bonus award for the 2006/07 financial year.

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## Further Information

- The revised Skills in Action booklet and in particular pages 39-41 and 46-49 - download from: <http://uknow.uk.kworld> or order from Watford distribution, ref no 305-691
- Your PML, performance manager and any functional guidance
- For more information on salaries, bonuses and benefits see [My Total Reward](#)

From: UK-FM Internal Communication at [KPMG](#)

Sent: 29 June 2007 09:01

To: UK-DL KNews **KPMG ALL** [incl. to me, [Noëlle Rawé](#)]

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## Email to all staff From Eddie Donaldson

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constructive use of the Needs Improvement grading.

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At Part 2 of my so-called 'performance appraisal' with Peter Bassett, partner, and Kathy Woodhouse, HR, on 24.10.07 (I secretly recorded; recording under section 9.1 KPMG pg), **my performance was rated as '8NI'** (section 9.7 KPMG pg) - thereby placing 'ME' among the lowest 10% of the UK KPMG staff.

CONTRAST with my performance ratings at KPMG over the previous 9 years!

This '8NI' rating was based on fabrications against me by extremely sick, cruel, sadistic, perverse monsters:

Peter Bassett - Lines 901-903: "But, for the sake of the appraisal that we have to do a merit rating, and are now looking at 'NI-8' – which is the one that reflects the quality of output, **but the need for further work and development on the other dimensions...**"

Kathy Woodhouse – Lines 905 – 906: "I think we should put a note on there: again, **a difference in the points of view**; that both parties have agreed that the most important thing is to move forward"

You bet "**there was a difference in the points of view**"! BUT, of course, theirs = Bassett's - prevailed. Anything to CONTINUE to please 'the brothers', including 'Dear Mr Andrew David Ladsky', in the Jewish-Freemason 'Brotherhood' (Persecution # 6)...

...by adding to my 'punishment' for 'daring' to challenge – and expose – their organised crime activities. (Case summary ; Résumé de mon cas)

(NB: If the linked documents don't open, try with:



**SP5** will be regarded as stronger than SP4 and SP6. Those rated NI7-8 will now be eligible to be considered for salary and bonus review.

**5-SP – "Strong performance" - had been my dominant rating in previous years.**

The greater use of all the 9 box categories will help strengthen our ability to link reward to performance and put a greater emphasis on personal development planning.

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can be established for individuals that are fair relative to others doing similar roles at the same grade.

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(NB: For what took place in my case, see e.g. Header 6 of my [17.01.08 Grievance](#); section 8 [KPMG pg.](#)

My so-called 'performance appraisal' took place in 2 parts...in Oct 07! **I secretly recorded both meetings (\*)** – the other being 'part 1', on [09.10.07](#) with my line manager, Ceri Hughes (recording under 8.1 [KPMG pg.](#)).

('Part 2', on [24.10.07](#) (referred to above) was as result of my complaining to **Jeanette Dunworth, HR**, about Ceri Hughes: my [15.10.07-10h05](#) email. However, **it was STILL a continuation of the SAME treatment: sections 9.1 to 9.7 KPMG pg)**

(\*) See **section 13 [KPMG pg](#) / point # 4** of my summary in the [08.05.07](#) email from BUPA Wellness at KPMG - about KPMG getting 'my' doctor to ask me whether I had recorded conversations at KPMG. When you consider the content, you can see why it was worried.

**Your year end review** should aim to summarise your key achievements during the year. It **should take into account the context in which you worked**, your overall performance in terms of your goals, your usual 'day job', and anything that not otherwise captured that has contributed to the wider One Firm (eg volunteering, contributing proactively to internal employee networks) together with the skills and behaviours that you believe that differentiated your performance.

**At the end of the [my 2006-07 Performance Appraisal](#), I capture "the context in which I had had to work"** – which was, from Feb 07, horrendous, ongoing [criminal psychological harassment](#) that impacted on my ability to perform my work – as detailed e.g. in my [17.01.08 Grievance](#) to KPMG; sections 3.4 and 4 [KPMG pg.](#)

**WHAT TOOK PLACE** at my so-called 'performance appraisal':

- During **PART 1** on [9 Oct 07](#) Ceri Hughes, **refused point blank to take into consideration the actions taken against me by KPMG** that had not only prevented me from doing my work, but also had a devastating impact on me – and **threatened me with ending the meeting if I persisted in raising it: [lines 47 to 148](#):**

**CH** - Lines 53-54: "***We won't be focusing on some of the issues you brought up in your form, [end of my Performance Appraisal form] around what's going on in your life outside of KPMG***"

**Me** – Lines 57-58: "***And the things I have highlighted that have actually impacted on me for half the year. Who will discuss that?***"

CH – Line 59: ***"We won't be discussing it in this meeting"***

Me – Line 60: ***"Because that had an impact on me and on my performance"***

CH – Lines 66-68: ***"Well, previously,...although you had this awful thing happening to you outside of work, you kept a very distinct line between work and non-work. (\*)  
As you have demonstrated in this form, now you see the two as criss-crossing, as running [I interrupted]"***

**(\*) THIS WAS A FALSE ACCUSATION. IT WAS A KEY PART OF KPMG'S STRATEGY FOR COVERING-UP THE IMPACT ON ME OF ITS CRIMINAL ACTIONS AGAINST ME.**

This accusation was expanded on during the **24 Oct 07** meeting with Peter Bassett and Kathy Woodhouse, HR - using the fabricated **05.08.07** 'feedback' 'from' 'my colleague', **Finbarr Geaney** (section 9.4 [KPMG pg](#)) - that claimed:

***"You have a well known personal legal difficulty with your house. This problem does get you down a lot and it sometimes impacts negatively upon your mood in the office and thus your impact with colleagues" – [lines 188-244; 367-392; 734-737.](#)***

NOTE that **KPMG** repeated this **FALSE** accusation under para.11 of [its PACK OF LIES Defence](#) (includes my Comments) (extracts below).

Me – Lines 69-70: ***"Because of what happened. Because it has invaded my work life. Because it came into my work life. Because KPMG when [Ladsky](#) [CH interrupted]"***

CH – Line 71: ***"Do you think it is KPMG's fault it invaded your work life?"***

Me – Lines 72-73: ***"Let me finish, please. When [Ladsky](#), apparently came and made accusations against me, right, [KPMG](#) then took action against me"***

CH – Line 74: ***"Noëlle we are not going to discuss that"***

Me – Lines 75-78: ***"Yeah but, which is why I captured it, because, I said, before I had not captured it, but now it has invaded my work life, and it has impacted.***

***I have had a month, practically the month of April, without having intranet access; and getting the messages.***

***As I captured in my form, the effect of that on me was absolutely devastating."***

CH – Line 79: CH: ***"And I read that, and I accept what you are saying, but we are not going to discuss it today"***

Me – Lines 87-88: ***"... YES, that's a fact: it HAS impacted on me. What has happened here has impacted on me – which is not surprising"***

CH – Lines 89-91: ***"Can you not appreciate that this discussion, in the same way as everybody else's discussion around this document, is how you progressed against your goals, and your performance against your goals"***

Me – Lines 92-93: ***"You cannot dissociate the two; the environment under which I have had to perform - which is why I have had to put that in" [at the back of my [2006-07 Performance Appraisal form](#)]***

CH – Lines 94-95: “**But I have to. That has to be the basis that we progress this discussion. And if you don’t agree to that, then I can’t progress the discussion**”

Me- Line 96: “**All I am saying is that it cannot be put aside and ignored**”

CH – Line 97: “**But it has to be; has to be**”

Me – Line 98: “**It has impacted on the way I have worked**”

CH – Line 99-100: “**I would suggest to you that, actually, that’s something we need to address for the future as development [UNBELIEVABLE!]. It can’t impact**”

Me – Lines 101-102: “**It’s not a question of development. It’s just a question of my being treated differently from others**”

CH – Lines 103-105: “**I am not treating you differently...Because you chose, in your Dialogue form, to raise issues that are related to what is going on outside of KPMG**”

Me – Lines 106-109: “**No, I did not. I very specifically say in my form that, at mid-year, I had not put in, even though I was going through absolute sheer utter hell. [Overview # 10, # 11, # 13] I made no reference to it whatsoever in my form. I did not bring it in. And I do specify the reason I am bringing it in is because it has now invaded my work life**”

CH – Lines 119-120: “**This discussion and this document is about your goals, your performance against those goals in KPMG. The two have to be separate**”

Me – Line 121: “**My being deprived of the tools to work with for a whole month, surely [interrupted]**”

CH – Line 122: “**What about the other 11 months?**”

Me – 123-125: “**We are going to talk about the other 11 months. I am saying that you cannot cross out the fact that, for a whole month, I was reduced in tears at my desk, getting all these messages making me feel as though I was a criminal. With no intranet access**” [Header 4 of my [17.01.08](#) Grievance; section 4 [KPMG pg](#)]

CH – Line 126: “**That’s not something we can discuss today Noëlle**”

Me – Lines 127-129: “**But that, what I am saying is that it cannot just be ignored. That is something that has impacted on my performance; because I did not have the tools for starters, never mind anything else**”

CH – Lines 130-135: “**We are not going to revisit that. I think that we have discussed this enough times** [WHEN? She NEVER discussed it – in spite of being copied on my numerous emails reporting endlessly that **I was totally cut off from ALL the sites** e.g. my [17.04.07-10h44](#) email to IT – **FOR 24 DAYS!**]

**Again, I have not been part of the discussion you had with HR** [Ditto about being copied on EVERYTHING] [involving more than 1 party = [a typical criminal psychological harassment tactic: Header 2](#)],

but I have been assured, or it has been assured to me that it was explained that that was a mistake, that you were meant to have intranet access [A 'mistake', KPMG, 'the IT specialist', made last for 24 DAYS! at which point it made sign a letter 'agreeing' to be barred from accessing the Internet].

It was unfortunate, regrettable, and something that we should and would wish to avoid [cue to laugh out loud], but nevertheless it did happen. There is nothing more that I can do, or anyone else can do to change that" [As we have agreed to say with our dear 'brothers' including Andrew David Ladsky in the Jewish-Freemason 'Brotherhood' (Persecution # 6).

Me – Lines 136-137: "Funnily enough, when I signed the letter, I immediately got the intranet back. It must be the best IT fix ever. I am just mentioning that."

CH – Line 138: "What can I say to you? I absolutely was not involved in any of that"

Me – Line 139: "As my performance appraisal manager, you need to know that..."

CH – Lines 142-143: "As I said at the beginning, the purpose of this discussion is not to focus on the things that are happening outside of KPMG"

Me – Line 144: "But that took place inside KPMG"

CH – Lines 145-147: "Okay, but we are not going to focus on it in this discussion. I need you to understand and accept that before we can go on, because we are going to be talking at cross purposes"

Me – Line 148: "Well, there we are"

Ceri Hughes also FALSELY accused me of "letting my personal problem interfere with my work": lines 61-68. More on this in the following paragraphs.

(Henchwoman Ceri Hughes was always ready to assist KPMG in any way she could. Other example: 'her' highly threatening letter to me of 14.12.07)

- During PART 2, on 24 Oct 07, (sections 9.1 to 9.7 KPMG pg) Peter Bassett, partner, and Kathy Woodhouse, HR, did the same thing. In order TO CONTINUE TO IGNORE the criminal actions they had taken against me (Protection from Harassment Act 1997), AND COVER THEM UP,...

...they continued to use their fabricated story they had fed to Finbarr Geaney (as reported above, 05.08.07 email) – and claimed that the way I felt from Apr 07 "was NOT KPMG's fault", but "[MY] fault for letting my house problem affect me" – lines 375-379:

Me: "Yeah, but he assumed that it was "my house problem". Right?"

Peter Bassett: "Okay, but I mean, we don't need to discuss what was behind it"

"Whether it was caused by one thing or another, isn't really the issue"

Of course not! Let's "not discuss what is behind it": Peter Bassett and his henchmen, Ceri Hughes, Jeanette Dunworth, HR, IT staff, etc, morally depraved, repulsive, gutter play to

cover-up THE TRUE REASON: the criminal actions they took against me...

...(see [Protection from Harassment Act 1997](#) ; lines 286-307 of my [05.08.08](#) letter to [ACAS](#)) - from Feb 07 onwards to please the dear 'brothers', [Andrew David Ladsky](#) et.al. in the [Jewish-Freemason 'Brotherhood'](#) (Persecution # 6).

- As mentioned above, **KPMG repeated this FALSE accusation** in [its PACK OF LIES Defence](#) (section 14 [KPMG pg](#)) to my [03.04.08](#) Claim in the [Stratford Employment Tribunal](#) (section 16 [KPMG pg](#)) – under **para.11** - stating:

***"The Respondent believes that the Claimant has been unable to disentangle her "personal issues" from her work and that as a result her performance has suffered"***

See my reply in e.g. my [05.08.08](#) letter to [ACAS](#), line 148 to my **Comments** after line 180 (the 'points' in brackets refer to paras in my [03.04.08](#) Claim))

- As mentioned above, NOTE also that the **23 Apr 07** letter issued 'by' **Jeanette Dunworth, HR (= Peter Bassett)** that **Bassett asked me to sign** in his [24.10.07-09h10](#) email (I returned with my [25.04.07-13h45](#) email) – states:

***"...following a meeting attended by you, Jeanette Dunworth and me on 30 March 2007, you were informed that your internet and intranet access would be restricted."***

**NO!** At the 30 Mar 07 meeting (section 3.4 [KPMG pg](#)) **Jeanette Dunworth, HR, mentioned ONLY the internet** – (as I reported: (1)- in my [09.07.07](#) Subject Access Request (section 7 [KPMG pg](#)); (2)- under lines 134-135 of my [17.01.08](#) Grievance (section 11); (3)- para.8 of my [03.04.08](#) Claim (section 12)):

***"Because of [Andrew David] Ladsky [FALSE, MALICIOUS] communication [to KPMG against me (\*)] claiming that "your website contains anti-Semitic comments" it has been decided that, to protect you and KPMG, it would be best you no longer have access to the internet"***

(\*) As in the case of other communications from Ladsky to KPMG, they did NOT show me the communication: a [26.03.07](#) letter (discussed under section 3.5 [KPMG pg](#)). I had to battle with KPMG to finally get this highly redacted version – 7 MONTHS LATER (section 7 [KPMG pg](#)).

**WHY restrict my access to the intranet i.e. the internal sites?** (as I stated under lines 233-236 of my Grievance).

To claim that this is what I was told would prove that KPMG had been intent on stopping me from doing my work...which is exactly what **'The Best Company to Work for'** DID - over a 24-DAY period! A FACT it ADMITTED [in the letter](#):

***"Since then you have been unable to access the external internet or the global intranet"; [= the internal sites]***

***"in order to enable you to carry out your day to day work" ;***

***"decided to reinstate your access solely for the purposes of allowing you to do your job"***

...providing an **UNDENIABLE ADMISSION** that **KPMG HAD DELIBERATELY PREVENTED ME FROM DOING MY WORK** – **FOR 24 DAYS** (**23.04.07-11h34** email from IT)

During that time, the thoroughly evil, perverse monsters had been getting their sadistic kicks from seeing me sobbing uncontrollably at my desk from 2 Apr 07 onwards, for the best part of April – **section 4.1 KPMG pg**, as well as:

- **headers 4.4 and 4.5** of my **17.01.08** Grievance (**section 10.2 KPMG pg**);
- **paras 9 and 10** of my **03.04.08** Claim against **KPMG** in the **Employment Tribunal**;
- my **05.08.08** letter to **ACAS**, **lines 87-129** and my follow on Comments (the 'points' in brackets refer to paras in my **03.04.08** Claim) (ACAS and **Stratford Employment Tribunal**), under **section 16** KPMG pg).

They had been getting their sadistic kicks – **while ABSOLUTE KNOWLEDGE that I was an innocent victim of organized crime** – as (among other) KPMG's previously associated firm of solicitors, **McGrigors**, had been looking at **121 pages of my website in March and April 2007**.

But, desperate to CONTINUE getting their sadistic kicks, **they FAILED to take action – until 23 Apr 07**.

NOTE that, in its **PACK OF LIES Defence**:

- under **paras 4(b), 6, 7 and 12(b)** (extracts below) – **as a COVER-UP ploy – KPMG DELIBERATELY mixed** the 13 Feb 07 meeting at which my usage of "**KPMG's IT systems**" was raised (**sections 3.2 and 3.3 KPMG pg**; my **14.02.07** Draft Notes of the meeting) – with the 30 Mar 07 meeting (**section 3.4** KPMG pg, under which I discuss this)...

...as, what I was told on 30 Mar 07, by Jeanette Dunworth, HR, was I quoted above,...

...and in my **09.07.07** SAR; **Header 4** of my **17.01.08** Grievance; **para.8** of my **03.04.08** Claim.

Hence, **KPMG's claims in its PACK OF LIES Defence** – under:

**"Para.4(b)** – *the Respondent was right, to restrict the Claimant's internet access due to her contravening the Respondent's IT policy"*

**"Para.6** - *...the Respondent decided to restrict the Claimant's access to the internet as a precautionary measure."*

**"Para. 7** – *This was not the start of or indeed any part of a campaign of victimisation but in fact a way of avoiding implementing the disciplinary procedure for the Claimant's serious breach of the IT policy which could potentially have led to the Claimant's dismissal."*

**"Para.12(b)** – *the Respondent believes that it was necessary to restrict the Claimant's access to the internet following the Claimant's abuse of the Respondent's IT systems and the threat of legal action from Mr Ladsky."*

...amount to claiming that it cut off my access (in fact, to ALL the sites) **6 WEEKS after it raised the matter with me!**

(NOTE that KPMG also made *the same claim* in its **22.05.08** 'response' to my **17.01.08** Grievance – **section 11 KPMG pg**)

I also highlight the fact that the **ban on my usage of the internet extended to the KPMG websites:** I was taken off from dealing with enquiries: my **24.04.07-09h34** email to Bassett and Hughes; **25.04.07-15h28** reply from Hughes – **even though the role limited my contacts to within KPMG.**

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**I repeat my above Comments about the timings of my so-called 'performance appraisal'.**