



## Introduction

1. By an application filed on 12 February 2012, the Applicant challenges the Administration's failure to conduct a rebuttal process in relation to his performance appraisal for the period from 1 April 2010 to 31 March 2011 ("2010-

6.

b. His 2009-2010 performance appraisal is tainted with irregularities and neither that appraisal, nor that covering the 2010-2011 performance cycle had been provided to him at the time of filling the application;

c. The Administration acted in breach of administrative instruction ST/AI/2010/5 (Performance Management and Development System),



19. It is settled case law of both the Dispute Tribunal (see, inter alia