

Enhanced appraisals implementation timeline



June 2026

Resident deal agreed



September 2026

Implementation
framework released
by NHS England



2027

Second year of
appraisals begins
and continues on
an ongoing basis



August 2026

Discussions to develop
a nationally agreed
framework for
implementation



October 2026

Employers commence
implementation of new
appraisal framework,
including introduction
of Enhanced Appraisal
for LEDs

Note: We will update on any changes to timelines as and when more information is available.