Until Submission of Final Report

- ITEMS submits Initial Report

- Working Party provides feedback to ITEMS, especially on factual issues, the identifications of problems, and the merit of recommendations. This process concludes when the WP has provided all its feedback and ITEMS has either taken the feedback on board or provided reasonable arguments to maintain their position.

- Based on the feedback, ITEMS may amend the Report – the time frame will be appropriate to the amount of work required.

- Report goes out for public comment – at least 40 days.

Until Submission of Final Report

- Based on feedback from the public comments, ITEMS may amend the Report – the time frame will be appropriate to the amount of work required.

- ITEMS presents its draft Final Report to the Working Party to provide feedback, especially on any new issues that have arisen since (and including) the public comment period. This process concludes when the WP has provided all its feedback and ITEMS has either taken the feedback on board or provided reasonable arguments to maintain their position.

- Based on feedback, ITEMS may amend the Report and then submits its Final Report – the time frame will be appropriate to the amount of work required.

Post-Submission of Final Report

- On submission of ITEMS final report, the At-Large Working Party will assess
- the Recommendations, endorse some, propose amendments, and may recommend that others are not implemented.

- The Working Party Assessment, together with the full, unedited Final Report will then be passed to the Organisational Effectiveness Committee that will consider the Report and the Assessment, and then decide which recommendations to accept or reject.

- The OEC is not bound by the Working Party assessment nor by the Final Report. The oversight role of the OEC is intended to ensure that the review process is followed and that the outcome meets the quality expectations. The OEC's decision will be passed to the full Board where it will be voted on.

- Whatever the Board ultimately adopts (all Final Report recommendations, all WP Assessment recommendations, or a mix of both) will then be handed back to the At-Large community for implementation.