

National Cereals and Produce Board  
P.O Box 30586  
Nyumba ya Nafaka, Machakos Road

Emp No. 74740  
Emp Name Paul Thumbi

Objective	Objective Description	Key Performance Indicator	Initiatives/Activity	Target	Target Achieved	Rating	Weight	Weighted Rating
<b>Financial</b>								
fin1	fin1	001	test	report	Achieved	good	12.00	6.00
<b>Customer</b>								
cus1	cus1	98	tert	150	Achieved	good	25.00	0.00
<b>Internal Business Process</b>								
ibp1	ibp1	RETEW	rte	retet	Achieved	good	25.00	0.00
<b>Organization Capacity</b>								
oc1	oc1	EWFE	dfsgd	ewr34	Achieved	good	25.00	13.00
<b>Total</b>							<b>100.00</b>	<b>26.00</b>

No.	Competency	Possible Maxim Score	Rating	Actual	Comments
0					
<b>Delivering Results</b>					
1	<b>Adaptability:</b> Adapts to new situations and areas of work flexibly and with enthusiasm, including recognition of and work towards addressing own development needs and those of others	2	0	0	good
2	<b>Making informed decisions:</b> Analyses problems and uses a range of means to make a well-informed decision	2	0	0	good
3	<b>Organisation and delivery:</b> Adopts a clear approach to planning, prioritising and organising work, making effective use of time and resources	3	0	0	good
<b>Focusing on the Future</b>					

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4	<b>Creativity and innovation:</b> Adopts a creative approach to problem-solving and seeks opportunities for innovation	2	0	0	good
5	<b>Entrepreneurial and Commercial focus:</b> Understands the financial and commercial environment, both internally and externally and takes account of this in decision making	2	0	0	good
6	<b>Leading and coaching:</b> Motivates colleagues to achieve to the best of their abilities and to meet the organisational need, leading by example	3	0	0	good
<b>Working with Others</b>					
7	<b>Communicating and Influencing:</b> Gives and receives information effectively, negotiates and persuades to achieve the best possible outcome	2	0	0	good
8	<b>Customer focus:</b> Provides the best quality services to internal and external customers, meeting their needs by working in partnership	2	0	0	good
9	<b>Team working:</b> Co-operates enthusiastically with others in own team and other teams (formal and informal)	2	0	0	good
		<b>20</b>		<b>0</b>	

## SECTION 5: SUMMARY OF OVERALL PERFORMANCE RATING

Description	Evaluated Score	Possible Maximum Score
Performance Score (weighted rating in Section 3/5*80)	<b>416.00</b>	<b>100.00</b>
Competencies Score (in Section 4)	<b>0</b>	<b>20</b>



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**Signed By**

**Name** .....

**Signature** .....

**Date** .....

**Witnessed By**

**Name** .....

**Signature** .....

**Date** .....