



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20130010	Staff Name:	David Ndegwa Kuria
ID Number:	11880651	Employee E-mail:	david.kuria@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2018-2019
Terms of Service:	Contract	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC2
Dept/Directorate	LAM	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Tache Kabale Arero	Immediate Supervisor Designation:	Acting Chief Executive Officer
Second Supervisor:	Tache Kabale Arero	Supervisor Designation:	Acting Chief Executive Officer

DEPARTMENTAL OBJECTIVES
Implementing the policies of the Commission relating to Survey, Public Land Information Management and land rights monitoring oversight functions
Coordination of all matters surveying in relation to NLC functions and mandate
Offer advisory services on Land Adjudication, Settlement and Survey to the Commission
Creation and strengthening of NLC's capacity for managing an effective computerized Public Land Information System

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Ensure the Public Land Information System (PLIS) modules are used by Land Administration and Valuation & Taxation Directorates	Staff training programmes, Training attendance registers, training reports	Training of User departments was undertaken. Challenges due to difficulties in getting scanners from MoICT derailed usage of modules by User departments		80	0
Add information from 20 public institutions in the Public Land Inventory	Register of data received and correspondences exchanged	Received data from 42 public institutions.		200	0



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Develop 3 types of public communication content on PLIS and PLI in liaison with the Communication Directorate	Documentary produced, IEC materials developed	PLI & PLIS documentary developed, portals developed and available for use.		150	0
Prepare advisory on programme for comprehensive registration of title to land for national government	Advisory report	Advisory on programme for comprehensive registration of title to land developed and shared with national government		150	0
Receive, admit and investigate historical land injustice claims	Claims received, no. of claims processed, gazette notices	547 claims received, 220 claims processed		180	0
Initiate the process of developing a tool for monitoring administration of all land rights	Report on engagements with stakeholders, draft reports	Concept note developed on the tool, but process not yet advanced		40	0
Initiate process of developing guidelines to inform vesting of land acquired for public purpose	Minutes of stakeholder engagements, draft guidelines	This couldn't be far advanced far due to funding challenges. Pilot final survey for vesting undertaken in 2 projects		60	0
Create an inventory of land that requires to be vested	Inventory data model, Vesting Inventory	Vesting Inventory data model developed.		70	0
Undertake (10 engagements) survey functions to support other Units of the Commission and other public agencies on a need basis	Survey reports	20survey engagements to support other units of the Commission undertaken		150	0



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Support titling of 3000 public schools in collaboration with the Land Administration Directorate	Transfer documents, titles for public schools done	Supported the inventorizing of over 4000 public schools requiring titles		150	0
Carryout investigations into irregular allocations of land in 3 settlement schemes (Kijipwa, Jimba and Nguu)	Investigation reports, reports	Supported investigation into irregular allocations in 3 settlement schemes.		100	0
Total Appraiser Score on Performance Targets				1330.00	0.00
Mean Appraisal Scores				120.91%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
These targets were agreed up with the rest of the Directorate and captures in essence the works that we aspire to accomplish	Strive to achieve the targets as set

APPRAISEE'S COMMENTS ON PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE	IMMEDIATE SUPERVISOR'S COMMENTS ON APPRAISEE'S PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE
Quite a number of targets were met and exceeded. These were those that had their commensurate budget deposited with the Commission. Those not met had their funds under MoICT. Also delays in mapping of Units to GIM contributed in part.	

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Ensure the Public Land Information System (PLIS) modules are used by Land Administration and Valuation & Taxation Directorates	Staff training programmes, Training attendance registers, training reports	Target changed	We encountered challenges in procuring scanners to drive the conversion of paper documents required in the Land Admin workflows
Add information from 20 public institutions in the Public Land Inventory	Register of data received and correspondences exchanged	No changes	On course
Develop 3 types of public communication content on PLIS and PLI in liaison with the Communication Directorate	Documentary produced, IEC materials developed	Target changed	Financial constraints held back efforts to prepare IEC materials



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Prepare advisory on programme for comprehensive registration of title to land for national government	Advisory report	No changes	On course
Receive, admit and investigate historical land injustice claims	Claims received, no. of claims processed, gazette notices	No changes	On course
Initiate the process of developing a tool for monitoring administration of all land rights	Report on engagements with stakeholders, draft reports	Target changed	Financial support was not secured
Initiate process of developing guidelines to inform vesting of land acquired for public purpose	Minutes of stakeholder engagements, draft guidelines	Target deferred	Financial support was no secured
Create an inventory of land that requires to be vested	Inventory data model, Vesting Inventory	No changes	On course
Undertake (10 engagements) survey functions to support other Units of the Commission and other public agencies on a need basis	Survey reports	No changes	On course
Support titling of 3000 public schools in collaboration with the Land Administration Directorate	Transfer documents, titles for public schools done	No changes	On course
Carryout investigations into irregular allocations of land in 3 settlement schemes (Kijipwa, Jimba and Nguu)	Investigation reports, reports	No changes	On course

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
Due to challenges in securing funding, a number of targets have been earmarked for deferment to the next financial year. All the other targets are on course to being realized or exceeded.	Strive to achieve set targets as reviewed

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE	



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STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Project management	1-2 months	Project Implementation Course
Technical skills development	1 week	Global Navigation Satellite System (GNSS) Training
Technical skills development	2 weeks	WebGIS portal administration and management training
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Training was not undertaken due to financial constraints		
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS		
Second Supervisor Comments	Second Supervisor Recommendations	