



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150298	Staff Name:	Dennis Sangale
ID Number:	28556734	Employee E-mail:	dennis.sangale@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2021-2022
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	32-Nakuru County	Job Grade:	NLC8
Dept/Directorate	CCO	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Frank Kibelekenya Kosiom	Immediate Supervisor Designation:	County Coordinator
Second Supervisor:	Frank Kibelekenya Kosiom	Supervisor Designation:	County Coordinator

DEPARTMENTAL OBJECTIVES

- 1.To facilitate access and use of land for socio-economic environmental sustainability
2. To create awareness through advocacy, coordination and information dissemination on the roles of NLC
- 3.To enhance secure storage,access and retrieval of public land information
4. To facilitate resolution of dispute and conflicts on land and land based resources
- 5.To enhance secure storage,access and retrieval of public land information

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
1. Attending to clients on daily basis	Visitors' book		Target achieved as agreed	89	80
2. Collecting data on public land	Public land inventory		Target achieved as agreed	80	82
3. Assist in conducting public awareness on the mandates of NLC	Reports,photos and attendance list		Target achieved as agreed	97	83
4.Assist in writing quarterly report	Reports		Target achieved as agreed	93	80
5. Ensure Proper filing	Files		Target achieved as agreed	90	78
Total Appraisee Score on Performance Targets				449.00	403.00
Mean Appraisal Scores				89.8%	80.6%



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APPRAISEE'S COMMENTS ON TARGET SETTING		IMMEDIATE SUPERVISOR'S ON TARGET SETTING	
Target set is achievable		Good	
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	
MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
MID YEAR APPRAISEES'S COMMENTS		MID YEAR IMMEDIATE SUPERVISORS COMMENTS	
VALUES AND STAFF COMPETENCIES APPRAISAL			
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments	
Core Competencies	Professionalism	Good - Between 80% and 99%	
APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES		IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE	
I believe to be professional in delivering duties assigned.		Good	
STAFF TRAINING AND DEVELOPMENT NEEDS			
Training & Development Needs	Duration	Type of Training	
ICT skills	3 weeks	ICT management	
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS	
I am requesting to be offered above training.		Need more training	
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS			
Second Supervisor Comments	Second Supervisor Recommendations		
Overall performance good	Need for more trainings		