



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20170480	<b>Staff Name:</b>	Juma Peter Kaunda
<b>ID Number:</b>	22290078	<b>Employee E-mail:</b>	peter.kaunda@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2021-2022
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC5
<b>Dept/Directorate</b>	LV&T	<b>Appraisal Status</b>	Immediate Supervisor Reviewed
<b>Immediate Supervisor:</b>	Dorah Buyaki Ongaga	<b>Immediate Supervisor Designation:</b>	Principal Valuation and Taxation
<b>Second Supervisor:</b>	Joycelyn Kaaria Makena	<b>Supervisor Designation:</b>	Director Valuation And Taxation

### DEPARTMENTAL OBJECTIVES

Undertake compulsion acquisition of land and creation of public rights of ways (PRoW) over land for County and National Government Projects.

Offer advisory services on valuation to National, County Government and Government agencies.

Undertake valuations for determination of Stamp Duty and Annual Rent upon alienation of land & renewal of leases.

### AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraiser's Rating	Agreed Rating
1. Compulsion acquisition and creation of public rights of way.	Compensation schedules.		100	150	100
2. Advisory services to counties and government agencies.	Valuation Reports.		120	175	120
Undertake valuation for determination of stamp duty and annual upon land and renewal of leases.	Determined stamp premium and annual rents.		100	120	100
<b>Total Appraiser Score on Performance Targets</b>				<b>445.00</b>	<b>320.00</b>
<b>Mean Appraisal Scores</b>				<b>148.33%</b>	<b>106.67%</b>

### APPRAISEE'S COMMENTS ON TARGET SETTING

Reasonable and achieved. Aims higher in the coming period.

### IMMEDIATE SUPERVISOR'S ON TARGET SETTING

Targets are well 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



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MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
1. Compulsion acquisition and creation of public rights of way.	Compensation schedules.	None	No target added
2. Advisory services to counties and government agencies.	Valuation Reports.	None	No target added
Undertake valuation for determination of stamp duty and annual upon land and renewal of leases.	Determined stamp premium and annual rents.	None	No target added

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
No target changed	Targets were not changed

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
Targets set are reasonable and achievable.		Targets are achievable

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Senior Management	2 weeks.	Senior Management Course.
Customer Care Skills.	2 weeks.	Customer Care Management Course.

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
These will help execute assignments.	Trainings are recommended

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
Please conduct the Mid-year review and have the Supervisor do actual rating.	Training on managerial skills and customer care is supported.