



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150274	Staff Name:	John Waweru Nyagah
ID Number:	23999226	Employee E-mail:	john.waweru@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	LAM	Appraisal Status	Immediate Supervisor Reviewed
Immediate Supervisor:	Jacqueline Musalia Adamba	Immediate Supervisor Designation:	Principal Land Administration Officer
Second Supervisor:	David Ndegwa Kuria	Supervisor Designation:	Director Land Administration and Management

DEPARTMENTAL OBJECTIVES

Capacity building of land administration

Verification and issuance of letters of allotment to secure land rights

Leases and transfer of land preparation and execution

Development control by way of lease extension, approval renewals, subdivisions and change of use

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Retrieval/Opening 100 files for renewal of lease and preparation of memos for the same for the FY 23/24	No. of Renewal of Leases Handled			0	0
Attending to members of the public and advising them between 1st July 2023 to 30th June 2024	No. of cases/members served			0	0
Carry out 25 site inspections to prepare ground status reports between 1st July 2023 to 30th June 2024	i) No of sites visited ii) No of reports			0	0
Preparation of 100 Valuation requisition forms for Stand Premium and rent determination	No of Requisitions done			0	0
Drafting 6 Land administration workflows and submitting them for approval for the financial year 2023/2024	no of workflows drafted and approved			0	0
Total Appraisee Score on Performance Targets				0.00	0.00
Mean Appraisal Scores				0%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING

Targets are smart

IMMEDIATE SUPERVISOR'S ON TARGET SETTING



INDIVIDUAL APPRAISAL REPORT

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
------------------	-------------------------------------	-------------------------------

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES

IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE

I am efficient and effective

STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
Senior Management course	1 month	Senior Management course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS

IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS

I need the training

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS

Second Supervisor Comments	Second Supervisor Recommendations