



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150236	Staff Name:	Peter Muthoni Wangonde
ID Number:	27812157	Employee E-mail:	peter.muthoni@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2024-2025
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	LA&R	Appraisal Status	Immediate Supervisor
Immediate Supervisor:	Brian Adungo Ikol	Immediate Supervisor Designation:	Director , Legal Affairs Enforcement
Second Supervisor:	Brian Adungo Ikol	Supervisor Designation:	Director , Legal Affairs Enforcement

DEPARTMENTAL OBJECTIVES

Preparation of legal opinions, studies, reports,policies, legal documents and correspondences as required from time to time by the commission or its various committees.
Provide legal advise on questions of law arising from land administration use.
Advise on legal regulatory and compliance risk
Monitor emerging trends and guide on legislative and regulatory changes that impact on the Commission's functions and powers.
Develop a mechanism for litigation and related risk management, case management, alternative dispute resolution and mediation.
Develop a mechanism for investigation into complaints of present and historical land injustices and development of related investigative findings.
Develop a mechanism for review of grants and dispositions of public land and advise on their propriety and legality.
Develop a mechanism to encourage the application for traditional and alternative dispute resolution in land dispute handling and management.
Develop a mechanism to gather evidence, hold inquiries and any other mechanisms necessary for the commission's exercise of its powers and execution of its functions.
Coordinate with external counsels, relevant governmental institutions and stakeholders to identify and establish effective, efficient and timely coordinate process for the legal enforcement of the commission's mandate.
Undertake conveyances for the commission.
Advising on the constitutionalism and ethical values in the reform process.
General legal advisory to the commission towards realization of its powers and execution of its functions.

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Conduct weekly review of HLI Register.	Historical Land Injustice register claims.			0	0
File summary of 187 HLI Kwale County claims.	HLI admissibility checklist form NLC/HLI/03			0	0



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File a summary of 127 HLI Tana River County claims.	HLI Admissibility checklist form NLC/HLI/03			0	0
Conduct at least 3 ground visits monthly on various HLI claims as part of the investigative function and establish status of claims before or after hearings.	Kima Kimwe, Kakuzi, Kalenjin Enterprises and Mbaris of Kiambu claims.			0	0
Organize for 3 status conferences per week with regards to various HLI Claims that have court referrals.	1. Boundary dispute between Taita Taveta and Makueni Counties. 2. The Ogiek claims. 3. Ontulili Angaine claim. 4. Mwirikia family claim.			0	0
Drafting of at least 3 determination on HLI concluded claims.	1. Determination on Ogiek 2. Determination on Taita-Kwale-Makueni County Boundary dispute. 3. Kakuzi ruling 4. Rift valley enterprises determination 5. Kapnarok farmers group determination 6. Ontulili Mt. Kenya forest squatters claim. 7. Luari			0	0
Attend to at least 5 court cases in a week for my region Eastern region.	Court attendance filed for cases handled.			0	0
Draft at least 5 legal opinions for the commission with regards to court affected claims in HLI.	1. Kakuzu legal opinion that led to the ruling. 2. Court annexed HLI claims such as Angaine Ontulili, Kalenji enterprises, Majaoni, and Inter-County boundary claim of Kwale-Taita Taveta and Makueni counties.			0	0
Ensure compliance with Court directions on various mention and hearing notices.	Court Notices on Mentions and Hearings and court attendance forms filed in respective litigation files for my region.			0	0
Represent the commission in various Court Activities around Eastern region.	Court users committees invitation letters from the Judiciary and attendance list on the same.			0	0
Filing of Court responses to at least 5 files per week.	Court directions as per the files and case status update as per the court attendance register.			0	0
Attend to at least 5 Land Acquisition claims at the Tribunal.	Tribunal on Land Acquisition register and status at the registry.			0	0
Draft at least 2 legal opinions for Valuation offices with regards to contested claims on compensation.	1. Valuation Reference 1563 on Construction of Magongo and oil refinery road (A109A) on Plot No. MN/VI/4739. 2. Kikuyu ELC Case No. 28 of 2020 between Lawrence Wanjohi Thigiti and Geoffrey Kamau Waweru and Others. 3. NLC/VAL.1593 on Nairobi Western			0	0
Represent the commission in various committees.	Secondment to the Historical Land Injustices Committee as an Advocate to assist the Committee.			0	0



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Court representation on behalf of the commission.	Allocation of Eastern Region as my Advocate for the region on behalf of the Commission.			0	0
Conclude various matters in Court as per the timelines in the Civil Procedure Rules, Limitation of Actions Act and Court case management rules by the Judiciary.	1. Report on concluded/closed files at the registry including judgements and rulings.			0	0
File 10 HLI briefs per County on respective claims before hearing preparations.	HLI files and register.			0	0
Update the Legal Director on case progress in my region.	Court attendance, physical meetings, case update report and through whatsapp messenger.			0	0
Organize and coordinate HLI hearings.	1. HLI work plan. 2. Tana River hearings in Malindi. 3. Mombasa hearings in Mombasa 4. Kakuzi hearings in Utalii College. 5. Mwirikia hearings at the Commission's Boardroom.			0	0
Guide and ensure compliance by HLI claimants and respondents on their claims as per THE NATIONAL LAND COMMISSION (INVESTIGATION OF HISTORICAL LAND INJUSTICES) REGULATIONS, 2017 with regards to the 3000 HLI claims.	Checklist form and guidelines.			0	0
Attend to at least 10 persons with various complaints regarding HLI.	HLI acknowledgement forms and various drafts responses to complaints such as the Naivasha Maraigushu complaint by the Ministry of Cooperatives with regards to Block 10/8 owned by Mukenia Farmers Cooperative Society.			0	0
Filing of at least 5 Memorandum appearances on behalf of commission on various court matters in the Eastern Region	Court attendance register.			0	0
Ensuring compliance with filing and serving of court documents and court processes to relevant parties to facilitate proceedings of cases as fixed for at least 5 matters in a week depending on new cases served to the commission.	Respective stamped court documents and service by email evidenced through the official legal department's email.			0	0
Ensure case mapping for my region in the Judiciary's CTS System.	CTS Matters register.			0	0
Process at least 75 HLI Submissions after hearings per month.	HLI Mbari claims and Kakuzi claims.			0	0
Draft and dispatch at least 100 HLI claims hearings summons to claimants and respondents.	Ogiek, Mbari, Tana River, and Mombasa claims.			0	0
Total Appraiser Score on Performance Targets				0.00	0.00
Mean Appraisal Scores				0%	0%



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APPRAISEE'S COMMENTS ON TARGET SETTING		IMMEDIATE SUPERVISOR'S ON TARGET SETTING	
Agreed as part of my targets involves my secondment to the HLI Secretariat as a legal representative.			
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	
Agreed as part of my targets involves my secondment to the HLI Secretariat as a legal representative.			
STAFF TRAINING AND DEVELOPMENT NEEDS			
Training & Development Needs	Duration	Type of Training	
ALTERNATIVE DISPUTE RESOLUTION TRAINING	1 month	Legal Care Management	
Professional Mediation Course	3 months	Legal Care Management	
Data Protection Course	3 months	Case Management as it involves public data management	
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS	
The training is essential as it incorporates litigation.			
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS			
Second Supervisor Comments		Second Supervisor Recommendations	