



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:	2021-2022
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

To secure public institutional land

To enhance access to alienated and unalienated public land for development

To regularize urban land allocations

To sustainably manage natural resources

To develop a comprehensive public land inventory and databases

To promote good land governance

To strengthen internal system and processes for efficient service delivery

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraiser's Rating	Agreed Rating
Develop 2 guidelines and manuals	guidelines and manuals		50% on development of guidelines and manuals	100	50
Dissemination of guidelines on final survey - 1 session	Stakeholder engagements		Held 2 engagements with Roads Agencies	100	100
Documentation of unvested acquired public land - 50 parcels	No. of parcels documented		50No. of parcels documented	100	100
Final survey for historical compulsory land acquisition projects - 2 projects	No of projects		Target changed	100	100



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Development of regularization standards and procedures - survey and PLI parts - 1 draft	Standards and procedures on regularization of urban centers		Involvement in regularization exercises	100	100
Maintain geoportal for natural resources - PLI interface	Maintenance reports		Integration ongoing	100	50
Develop PLI Standards and Guidelines - draft	Standards and Guidelines		Draft Standards and Guidelines in place	100	100
Georeferencing of PIDs and RIMs on public land - 50 maps	Georeferenced maps		500 parcels done	100	100
Digitized of public land parcels - 1000 parcels	Digitized public land parcels			100	100
Commission's maps and plans registry	Registry in place		Registry availed	100	100
Baseline assessment of status of registration of land rights and interests - 1 assessmet	Assessment reports		Stakeholder engagements done	100	100
Automate, digitize and integrate Commission systems - 6 processes	Processes automated		Workflows identified but not yet automated	100	90
Total Appraisee Score on Performance Targets				1200.00	1090.00
Mean Appraisal Scores				100%	90.83%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The targets as set are in line with the Strategic Plan	Target set are agreeable
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
Develop 2 guidelines and manuals	guidelines and manuals	On course	50%
Dissemination of guidelines on final survey - 1 session	Stakeholder engagements	On course	Held 2 engagements with Roads Agencies
Documentation of unvested acquired public land - 50 parcels	No. of parcels documented	On course	2 projects



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Final survey for historical compulsory land acquisition projects - 2 projects	No of projects	Changed	Not yet started
Development of regularization standards and procedures - survey and PLI parts - 1 draft	Standards and procedures on regularization of urban centers	On course	Involvement in regularization exercises
Maintain geoportal for natural resources - PLI interface	Maintenance reports	On course	Integration ongoing
Develop PLI Standards and Guidelines - draft	Standards and Guidelines	On course	Draft guidelines in place
Georeferencing of PIDs and RIMs on public land - 50 maps	Georeferenced maps	On course	500 parcels done
Commission's maps and plans registry	Registry in place	Changed	Space availed
Baseline assessment of status of registration of land rights and interests - 1 assessmet	Assessment reports	On course	Stakeholder engagements done
Automate, digitize and integrate Commission systems - 6 processes	Processes automated	Changed	Workflows identified but not yet automated

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
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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
Corporate branding	2 weeks	Corporate Governance
Continuous professional development	1-2 weeks	Professional growth

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS

IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS

The training will help in improving service delivery	Training requested will be undertaken subject to availability of funds
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SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS



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Second Supervisor Comments	Second Supervisor Recommendations
Good performance	None