



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210551	Staff Name:	Alice Bosibori Nyang'au
ID Number:	32568027	Employee E-mail:	alice.bosibori@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Female
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	LV&T	Appraisal Status	Immediate Supervisor
Immediate Supervisor:	Juma Peter Kaunda	Immediate Supervisor Designation:	Chief Valuer
Second Supervisor:	Joycelyn Kaaria Makena	Supervisor Designation:	Director Valuation And Taxation

DEPARTMENTAL OBJECTIVES
Avail land through compulsory acquisition
To assess land and property taxes
To strengthen human resources capacity

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Implement compulsory land acquisition in compliance with the law.	Valuation reports and Valuation schedules prepared			0	0
To undertake valuation for determination of stand premium and annual ground rents upon alienation of land and renewal of leases.	Valuation reports with determined stand premium and annual ground rents(CF files)			0	0
Enhance staff training and development	Workshops and Training attended			0	0
Total Appraisee Score on Performance Targets				0.00	0.00
Mean Appraisal Scores				0%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The targets are achievable upon assignment of work and facilitation e.g tools of trade e.t.c	Targets are achievable.

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



INDIVIDUAL APPRAISAL REPORT

MID YEAR REVIEW

Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
---------------------------	-----------------------	-------------------------	---------

MID YEAR APPRAISEES'S COMMENTS

Within agreed performance targets I have achieved the following-;
Under Target 1
i. Prepared 2 gazetted notices of newly assigned projects within the financial year.
ii. Prepared 3 facilitation budgets for approval for existing and newly assigned

MID YEAR IMMEDIATE SUPERVISORS COMMENTS

All performed and achieved.

VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Managerial and Supervisory Competence	Training and Development	Excellent - Higher Than 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES

I have demonstrated personal accountability for tasks and deliverables.

IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE

This will assist in the day to day execution of her work.

STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
Customer Care skills	march 13-24,2023	Public Relations & Customer Care Course
Project Management Skills	may 8-12,2023	Project Cycle Management

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS

The above training courses will help improve my performance and be more effective at work

IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS

Second Supervisor Comments	Second Supervisor Recommendations
----------------------------	-----------------------------------

--	--