



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20150248	<b>Staff Name:</b>	George Mwanyae Katana
<b>ID Number:</b>	26915189	<b>Employee E-mail:</b>	george.mwanyae@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2022-2023
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Male
<b>Work Station</b>	02-Kwale County	<b>Job Grade:</b>	NLC8
<b>Dept/Directorate</b>	CCO	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Dennis Mutungi Kinyamasyo	<b>Immediate Supervisor Designation:</b>	COUNTY COORDINATOR
<b>Second Supervisor:</b>	Dennis Mutungi Kinyamasyo	<b>Supervisor Designation:</b>	COUNTY COORDINATOR

## DEPARTMENTAL OBJECTIVES

1. To secure public institutional land.
2. To enhance access to alienated and unalienated public land for development
3. To develop a comprehensive public land inventory and data base
4. To regularize urban land allocations
5. To mainstream land use planning in the national and county development agenda
6. To provide redress to land disputes
7. To provide redress to Historical Land Injustices (HLI)
8. To enhance corporate image of the Commission through County office
9. To improve work environment
10. To ensure financial sustainability
11. To strengthen internal systems and processes for efficient service delivery

## AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
To identify 20 No. of undocumented parcels of land for public institutions and submit to land administration and management directorate for processing from 1st July 2022 to 30th June 2023.	No. of parcels identified and submitted to land administration and management for processing	Achieved 13 No.	13 No. achieved	65	65



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Mainstream final survey in the vesting process for compulsory acquired lands.  To identify and process 50No. of compulsory acquired parcels of land for the purposes of final survey and vesting	No. of compulsory acquired parcels identified and submitted for processing.	Achieved 65 No.	Achieved 65 No.	130	130
To develop an inventory of public land parcels in community and settlements schemes from 1st July 2022 to 30th June 2023.	List and status reports on surrendered and reserved public lands.	Achieved 42 No.	Achieved 42 No.	100	100
To update the county comprehensive public land inventory database with 30No. of parcels from 1st July 2022 to 30th June 2023.	No. of parcels updated in the county comprehensive public land inventory database.	Achieved 41 No.	Achieved 41.No	137	137
To identify and verify 150No. of beneficiaries in urban areas from 1st July 2022 to 30th June 2023.	No. of verified list of beneficiaries submitted.	planning ongoing but list of beneficiaries not yet ready.	Partial achievement since process is county driven.	60	60
To develop a report on 5No. of disputes handled through use of ADR/TDR in the county (received and processed) from 1st July 2022 to 30th June 2023.	No. of disputes received, processed/handled through ADR/TDR.	Achieved 5 No.	Achieved 5 No.	80	80
To conduct 6No. of preliminary investigations and develop reports of HLI matters in the county from 1st July 2022 to 30th June 2023.	No. of preliminary investigations conducted.	Achieved 5 No.	Achieved 5 No.	83	83
To attend 16 No. of county engagement meetings between 1st July 2022 to 30th June 2023.	No. of meetings attended.	Achieved 18 No.	Achieved 18 No.	113	113
<b>Total Appraiser Score on Performance Targets</b>				<b>768.00</b>	<b>768.00</b>
<b>Mean Appraisal Scores</b>				<b>96%</b>	<b>96%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets well set in consultation with the supervisor.	The targets were Smart.
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
	Overall performance was good.



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MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
To identify 20 No. of undocumented parcels of land for public institutions and submit to land administration and management directorate for processing from 1st July 2022 to 30th June 2023.	No. of parcels identified and submitted to land administration and management for processing	Target not varied.	Mid year achievement is 7. I will work towards achieving the set target.
Mainstream final survey in the vesting process for compulsory acquired lands.  To identify and process 50No. of compulsory acquired parcels of land for the purposes of final survey and vesting	No. of compulsory acquired parcels identified and submitted for processing.	Target not varied.	Mid year achievement is 3.
To develop an inventory of public land parcels in community and settlements schemes from 1st July 2022 to 30th June 2023.	List and status reports on surrendered and reserved public lands.	Target not varied.	Mid year achievement is 24.
To update the county comprehensive public land inventory database with 30No. of parcels from 1st July 2022 to 30th June 2023.	No. of parcels updated in the county comprehensive public land inventory database.	Target not varied.	Mid year achievement is 22.
To identify and verify 150No. of beneficiaries in urban areas from 1st July 2022 to 30th June 2023.	No. of verified list of beneficiaries submitted.	This target is depended on the county Government availability of funds to plan and survey urban plots. No funds availed yet.	No planning and survey has been done due to budget constraints.
To develop a report on 5No. of disputes handled through use of ADR/TDR in the county (received and processed) from 1st July 2022 to 30th June 2023.	No. of disputes received, processed/handled through ADR/TDR.	Target not varied.	Mid year achievement is 3.
To conduct 6No. of preliminary investigations and develop reports of HLI matters in the county from 1st July 2022 to 30th June 2023.	No. of preliminary investigations conducted.	Target not varied.	Mid year achievement is 3.
To attend 16 No. of county engagement meetings between 1st July 2022 to 30th June 2023.	No. of meetings attended.	Target not varied.	Mid year achievement is 12.



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MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
Target are well on course to be achieved.	Endeavor to achieve all the set targets by the end of the FY.

### 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
Upholding professionalism is my virtue.	Performance was good.

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Land survey and valuation.	one month.	Land administration.

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Having Land survey and valuation skills is very important in exercising my work and attaining both organizational and personal goals.	The officer was not trained as requested and he should be trained in the next FY

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
Overall performance was good.	Overall performance was good.