



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:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	LA&R	Appraisal Status	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, policy, legal documents and correspondences as required from time to time by the Commission or its various Committees.
Provide legal advice on questions of law arising in land administration and 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 or historical land injustices and development of related investigative findings.
Develop a mechanism for review of grants or 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 coordinated 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.

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 of claims.			0	0
File a summary of 187 HLI Kwale County claims.	HLI Admissibility checklist form NLC/HLI/03			0	0
File a summary of 127 HLI Tana River County claims.	HLI Admissibility checklist form NLC/HLI/03			0	0



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Conduct at least 3 ground visits monthly on various HLI matters and establish status as per the claim.	Ground visits on the Ogiek claims and Kima Kimwe claims.			0	0
Organize for 3 status conferences per week with regards to various HLI claims that have Court referrals.	Virtual meetings organized by the Commission.			0	0
Drafting of at least 3 determination on HLI claims that have been heard to finality for panel's discussion.	Draft determinations on OGIEK, Kima Kimwe, Kalenjin Enterprises and Torongo claims.			0	0
Handle 5 litigation cases per week around Machakos, Kitui and Makueni Counties.	Court Attendance for various matters in Court			0	0
Draft 5 legal opinions for the Commission with regards to Court affected HLI claims.	Court annexed HLI claims such as Angaine, Kalenjin enterprises, Majaoni claim, and Inter-County boundary dispute of Kwale, Taita Taveta and Makueni.			0	0
Attend 5 Court Hearings and Mentions weekly on behalf of the Commission.	Court Hearing and Mention Notices and Court attendance.			0	0
Represent the Commission in various Court User Committees around the Eastern Region.	Court Users Committee invitation letters from the ELC Court at the Judiciary and attendance list.			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 progress of at least 5 Court matters weekly with regards to the Eastern region.	Court attendance report drafts and through whatsapp messenger.			0	0
Organize HLI hearing schedules.	HLI work plan.			0	0
Ensure compliance by HLI Claimants on their claims as per THE NATIONAL LAND COMMISSION (INVESTIGATION OF HISTORICAL LAND INJUSTICES) REGULATIONS, 2017 with regards to the 3000 HLI claims filed.	HLI Checklist form and guidelines.			0	0
Conduct ground truthing on the Ogiek list as per the Arusha Case.	Ground visits with the indigenous people of the Ogiek Community on various dates in August 2023.			0	0
Attend to at least 10 persons with complaints regarding historical land injustices.	HLI acknowledgement form and various response to the complaints.			0	0
File 12 memorandum of Appearance for court matters in the Eastern Region.	Court files attended to.			0	0
Follow up with the Courts to collect Court rulings and judgements of about 5 cases monthly that are concluded for the legal team to file and refer to them and for reporting purposes.	Court files at the registry.			0	0
File and serve legal documents and Court processes to the relevant parties on time to facilitate proceedings of cases as fixed for at least 10 matters per week active matters in Court.	Respective stamped court documents served and service by email evidenced through the legal registry email.			0	0



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Processed 75 HLI Submissions after Hearings	HLI Mbaris of Kiambu Claims.			0	0
Draft and dispatch 100 HLI hearings summons to claimants and respondents.	Mbari claims, Ogiek claims, Kima Kimwe claims and Angaine claims.			0	0
Conduct admissibility test on Kilifi HLI claims	Exercise in Maanzani lodge and Naivasha for admissibility.			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
Agreed as part of my targets involve 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
Conduct weekly review of HLI register.	Historical Land Injustice Register of claims.	Target not changed	I still conduct weekly review of the HLI Register
File a summary of 187 HLI Kwale County claims.	HLI Admissibility checklist form NLC/HLI/03	Target not changed	Still doing a summary of the 187 HLI claims for Kwale County
File a summary of 127 HLI Tana River County claims.	HLI Admissibility checklist form NLC/HLI/03	Target not changed	Still summarizing 127 HLI Claims for Tana River County.
Conduct at least 3 ground visits monthly on various HLI matters and establish status as per the claim.	Ground visits on the Ogiek claims and Kima Kimwe claims.	Target added to include Kiambu Claims ground visits for 60 claims..	These are ground visits majorly affecting Mbaris of Kiambu.
Organize for 3 status conferences per week with regards to various HLI claims that have Court referrals.	Virtual meetings organized by the Commission.	Target remains.	We usually have at least 3 status conferences on various HLI Matters.
Drafting of at least 3 determination on HLI claims that have been heard to finality for panel's discussion.	Draft determinations on OGIEK, Kima Kimwe, Kalenjin Enterprises and Torongo claims.	Target added.	This is to include determinations on the Mbaris of Kiambu County
Handle 5 litigation cases per week around Machakos, Kitui and Makueni Counties.	Court Attendance for various matters in Court	Target added.	That is to include Mavoko Law Court with 3 files at hand.



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Draft 5 legal opinions for the Commission with regards to Court affected HLI claims.	Court annexed HLI claims such as Angaine, Kalenjin enterprises, Majaoni claim, and Inter-County boundary dispute of Kwale, Taita Taveta and Makueni.	Target remains.	Drafting remains on 5 legal opinions quarterly.
Attend 5 Court Hearings and Mentions weekly on behalf of the Commission.	Court Hearing and Mention Notices and Court attendance.	Target remains.	With only additions to the attendance of new matters that might arise as per the cause list at the Cause list.
Represent the Commission in various Court User Committees around the Eastern Region.	Court Users Committee invitation letters from the ELC Court at the Judiciary and attendance list.	Target changed.	The CUC Committees with regards to ELC courts are held occasionally hence the I am needed to attend at least 3 sessions a year for the Eastern region.
File 10 HLI briefs per County on respective claims before hearing preparations.	HLI Files and Register.	Target remains.	Done for Mau complex, Kiambu, Tana River and Mombasa
Update the legal Director on progress of at least 5 Court matters weekly with regards to the Eastern region.	Court attendance report drafts and through whatsapp messenger.	Target remains	Updates of at least 5 Court cases per week.
Organize HLI hearing schedules.	HLI work plan.	Target added.	Organized hearing schedules for HLI Claims in Tana River and Kwale Counties.
Ensure compliance by HLI Claimants on their claims as per THE NATIONAL LAND COMMISSION (INVESTIGATION OF HISTORICAL LAND INJUSTICES) REGULATIONS, 2017 with regards to the 3000 HLI claims filed.	HLI Checklist form and guidelines.	Target remains.	Compliance process in course at least for 1000 claims.
Conduct ground truthing on the Ogiek list as per the Arusha Case.	Ground visits with the indigenous people of the Ogiek Community on various dates in August 2023.	Target remains	Concluded on the ground truthing and now in the reporting stage.
Attend to at least 10 persons with complaints regarding historical land injustices.	HLI acknowledgement form and various response to the complaints.	Target added	I receive a minimum of 15 persons per day with regard to various complaints and inquiries on HLI.
File 12 memorandum of Appearance for court matters in the Eastern Region.	Court files attended to.	Target changed	Matters especially in Machakos are on the increase hence monthly I do a total of 15 files.



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Follow up with the Courts to collect Court rulings and judgements of about 5 cases monthly that are concluded for the legal team to file and refer to them and for reporting purposes.	Court files at the registry.	Target remains.	5 cases monthly concerning follow-ups on the status of cases.
File and serve legal documents and Court processes to the relevant parties on time to facilitate proceedings of cases as fixed for at least 10 matters per week active matters in Court.	Respective stamped court documents served and service by email evidenced through the legal registry email.	Target remains.	Court processes are a day-to-day activity where I serve or receive correspondences from the Court for at least 10 matters.
Processed 75 HLI Submissions after Hearings	HLI Mbaris of Kiambu Claims.	Target remains.	This is about Kiambu Claims on Mbaris that await ground visits before determinations.
Draft and dispatch 100 HLI hearings summons to claimants and respondents.	Mbari claims, Ogiek claims, Kima Kimwe claims and Angaine claims.	Target remains.	The summons are as mentioned earlier touching on the mentioned claims.
Conduct admissibility test on Kilifi HLI claims	Exercise in Maanzani lodge and Naivasha for admissibility.	Target remains	Concluded the activity for review and reporting.

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
Targets achievable	No targets changed.

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
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STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
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SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations