



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210652	Staff Name:	Alex Liban Diba
ID Number:	33388174	Employee E-mail:	alex.diba@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	LP&R	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Nancy Cherono Kosgey	Immediate Supervisor Designation:	Senior Research Officer
Second Supervisor:	Mary Macharia Wandia	Supervisor Designation:	Deputy Director Research

DEPARTMENTAL OBJECTIVES

To promote research on land and use of natural resources

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Arranging travel and logistics to conduct research field works and workshops	planned for the logistics to carry out field work on research on Strengthening Land Governance and Management to Support Blue Economy in Kenya (Kisumu county) and also to attend the IGAD Land Commission Workshop in Mombasa		100	100	100
Field Data collection on Strengthening Land Governance and Management to Support Blue Economy in Kenya (Kisumu county) and analysing of the field data	Report writing still on progress		100	110	100
Preparation of field report to capture the data obtain from field	report writing for Strengthening Land Governance and Management to Support Blue Economy in Kenya (Kisumu county) and Tenant at will yet to be completed		80	120	80
Attending departmental meeting and taking minutes attended online research seminar series	Attended Two directorate meeting, done two minute and also attended an online seminar series		100	100	100
Planning for the Annual National Research conference which is to be done later in the year	attended several meeting with the planning committee Mapping out possible stakeholders and partners for the the conference		90	100	100
planning for the IGAD Land commission workshop in mombasa	Successfully conducted the workshop and prepared the report		95	110	100



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Attending partnership Conference and Stakeholder meetings	Attended KARMA 6 conference and EIK conference		100	110	100
Dissemination of report and policy papers reports are Effects of fragmentation,land use effects from mining and quarrying report and National research conference report and two policy papers for the effect of fragmentation and environmental and lan	done three reports and two policy papers		100	110	100
Total Appraisee Score on Performance Targets				860.00	780.00
Mean Appraisal Scores				107.5%	97.5%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Kindly review my appraisal	Work well done. Keep it up

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
	The work done well despite challenges here and there. There is room for improvement.

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Arranging travel and logistics to conduct research field works and workshops	planned for the logistics to carry out field work on research on Strengthening Land Governance and Management to Support Blue Economy in Kenya(Kisumu county) and also to attend the IGAD Land Commission Workshop in Mombasa	Target Not Changed	On going
Field Data collection on Strengthening Land Governance and Management to Support Blue Economy in Kenya (Kisumu county) and analysing of the field data	Report writing still on progress	Target not Changed	On going
Preparation of field report to capture the data obtain from field	report writing for Strengthening Land Governance and Management to Support Blue Economy in Kenya (Kisumu county) and Tenant at will yet to be completed	Target not Changed	On going



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Attending departmental meeting and taking minutes attended online research seminar series	Attended Two directorate meeting, done two minute and also attended an online seminar series	Target not changed	Completed
Planning for the Annual National Research conference which is to be done later in the year	attended several meeting with the planning committee Mapping out possible stakeholders and partners for the the conference	Target not Changed	On going
planning for the IGAD Land commission workshop in mombasa	Successfully conducted the workshop and prepared the report	Target not changed	completed
Attending partnership Conference and Stakeholder meetings	Attended KARMA 6 conference and EIK conference	Target not changed	completed
Dissemination of report and policy papers reports are Effects of fragmentation,land use effects from mining and quarrying report and National research conference report and two policy papers for the effect of fragmentation and environmental and lan	done three reports and two policy papers	Target Not Changed	Completed

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
kindly review	Work well done despite challenges here and there

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Values	Confidentiality	Very Good - Upto 100%
Core Competencies	Integrity	-1

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
Kindly approve	

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Communication and design skills	2 weeks	Technical Training.



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Report writing	2 weeks	Technical Training.
Data analysis Skills	1 month	Management Course
Project Management Skills	1 month	Management Course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
For career development and growth	The officer requires skills for excellent service delivery of the departmental mandate on research

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations