



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150305	Staff Name:	Alfred Obaga Vusisa
ID Number:	27690769	Employee E-mail:	alfred.obaga@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:	NLC8
Dept/Directorate	LAM	Appraisal Status	Immediate Supervisor
Immediate Supervisor:	Sospeter Ohanya O.	Immediate Supervisor Designation:	Deputy Director Survey
Second Supervisor:	Paddy Makene Odera	Supervisor Designation:	Senior Surveyor

DEPARTMENTAL OBJECTIVES

Agreed Performance Targets					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
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
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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
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MID YEAR REVIEW

Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
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MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
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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
INTRODUCTION TO GEOGRAPHICAL INFORMATION SYSTEM	4 weeks	MANAGEMENT COURSE
RECORDS MANAGEMENT COURSE	1 month	LAND SURVEY EQUIPMENT COURSE
SUPERVISORY	1 month	SUPERVISORY
FUNDAMENTAL OF GIS AND MAPPING COURSE	4 weeks	MANAGEMENT COURSE
REMOTE SENSING AND DRONE MAPPING COURSE	4 weeks	MANAGEMENT COURSE
ENGINEERING DESIGN USING AUTO CAD CIVIL 3D COURSE	4 weeks	MANAGEMENT COURSE
Introduction to CAD and BIM Data	4 weeks	MANAGEMENT COURSE
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS	
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS		
Second Supervisor Comments	Second Supervisor Recommendations	