



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20210536	<b>Staff Name:</b>	Nadi Mohammed Boru
<b>ID Number:</b>	31069569	<b>Employee E-mail:</b>	nadi.mohamed@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2021-2022
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Female
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC7
<b>Dept/Directorate</b>	LA&R	<b>Appraisal Status</b>	Immediate Supervisor Reviewed
<b>Immediate Supervisor:</b>	Brian Adungo Ikol	<b>Immediate Supervisor Designation:</b>	Director , Legal Affairs Enforcement
<b>Second Supervisor:</b>	Brian Adungo Ikol	<b>Supervisor Designation:</b>	Director , Legal Affairs Enforcement

## DEPARTMENTAL OBJECTIVES

1. Develop regulations, guidelines and standard operating procedures for Alternative Dispute Resolution Justice Systems (AJS), Alternative Dispute Resolution (ADR) and Traditional Dispute Resolution Mechanism (TDR).
2. Enhance case management system for conflict management and dispute resolution.
3. Develop and implement legal framework for dispute resolution under requisite laws.
4. Develop and implement Legal Framework for conducting inquiries and investigations related to land and land based resources under the requisite laws.
5. Develop and implement Legal Framework for Historical Land Injustice (HLI).
6. Document public institutional land.
7. Recover public institutional land.
8. Fast tract allocation of public land for development and amelioration of the disadvantaged persons.
9. Document land rights in urban areas.
10. Review existing property tax legislative framework to enable efficient revenue collection.
11. To attract and retain competent human capital.
12. To enhance staff training and development.

## AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Handling 60 litigation files	Court attendance sheet			0	0
Handling 50 ADR Files	Reports			0	0
Handling 50 HLI Files	Reports			0	0
Writing of 50 Legal Opinion	Memo			0	0



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Attend 5 ADR Hearings	Reports			0	0
Attend 5 HLI Hearings	Reports			0	0
<b>Total Appraiser Score on Performance Targets</b>				<b>0.00</b>	<b>0.00</b>
<b>Mean Appraisal Scores</b>				<b>0%</b>	<b>0%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
	You have not uploaded any targets or indicators for the year. As discussed prepare your performance targets and performance indicators indicating the activities and numbers you plan to achieve this year on a word document. late us discuss and agree t

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

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
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VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraiser's Values and Competencies	Immediate Supervisor Comments

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

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Mediation	five days	Alternative Dispute Resolution

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



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