



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150179	Staff Name:	Ronald Kafwa Wilson
ID Number:	27420223	Employee E-mail:	ronald.kafwa@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	34-Kajiado County	Job Grade:	NLC7
Dept/Directorate	CCO	Appraisal Status	Immediate Supervisor Reviewed
Immediate Supervisor:	Saida Mohammed Isak	Immediate Supervisor Designation:	County Coordinator
Second Supervisor:	Saida Isak Mohammed	Supervisor Designation:	County Coordinator

DEPARTMENTAL OBJECTIVES

- To secure public institutional land
- To enhance access to alienated and unalienated public land for development.
- To regularize urban land allocation.
- To map ecologically sensitive land in Kajiado.
- To promote good land governance.
- To develop a comprehensive public land inventory and data base in the county.
- To mainstream land use planning in the county development agenda.
- To provide redress to land disputes.
- To enhance corporate image of the commission.
- To improve work environment.
- 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
Carry out 2 site surveys and ground status report for regularization of land	Parcel identified/site visit	5 sites identified and ground status report generated		100	0
To enhance access to alienated and unalienated public land for development.	Number of applications processed(one)			0	0
Document public land in community / group ranches. (five)	Number of public land parcels identified.			0	0



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To regularize urban land allocation. (One center)	status report of ongoing planning and survey of urban centers			0	0
Document rights in urban areas inventoried the status of urban centers.	List and details of urban centers.			0	0
Land disputes resolution and conflict management to provide redress to land disputes. (three)	No of disputes handled (received and processed)			0	0
institutional strengthening to enhance corporate image of the commission through county office.(4)	No of awareness forums /meeting			0	0
To strengthen internal systems and process for resources.	Workplan prepared and in place.			0	0
submission of reports	Timely submission of reports.			0	0
Total Appraiser Score on Performance Targets				100.00	0.00
Mean Appraisal Scores				11.11%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets given are achievable	Kindly insert SMART TARGETS No of leases 8 per year ,No of ground status reports 8 per year , insert then do mid year appraisals by indicating what you have done for the last six months in each target

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
Carry out 2 site surveys and ground status report for regularization of land	Parcel identified/site visit	Target not changed	1 site visited
To enhance access to alienated and unalienated public land for development.	Number of applications processed (one)	Target not changed	ongoing
Document public land in community / group ranches. (five)	Number of public land parcels identified.	Target not changed	2 parcels identified
To regularize urban land allocation. (One center)	status report of ongoing planning and survey of urban centers	target not changed	ongoing



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Document rights in urban areas inventoried the status of urban centers.	List and details of urban centers.	target not changed	ongoing process
Land disputes resolution and conflict management to provide redress to land disputes. (three)	No of disputes handled (received and processed)	target not changed	2 meetings attended to address public land documentation to resolve disputes
institutional strengthening to enhance corporate image of the commission through county office.(4)	No of awareness forums /meeting	Target not changed	forums attended
To strengthen internal systems and process for resources.	Workplan prepared and in place.	Target not changed	80% done
submission of reports	Timely submission of reports.	Target not changed	Timely submission of reports.

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
I will strive to achieve my targets by end of year	kindly train fellow staff on Land Administration

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
I am efficient in carrying out my duties	

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Senior Management course	1 month	Senior Management course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I require this training to enable me perform my duties more efficiently	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations