



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20170481	<b>Staff Name:</b>	Dennis Bartholomew Kariuki Makenyeh
<b>ID Number:</b>	27946536	<b>Employee E-mail:</b>	dennis.kariuki@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2023-2024
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC6
<b>Dept/Directorate</b>	LV&T	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Kipkiror Kaliamoi Mariko	<b>Immediate Supervisor Designation:</b>	Principal Valuation and Taxation
<b>Second Supervisor:</b>	Joycelyn Kaaria Makena	<b>Supervisor Designation:</b>	Director Valuation And Taxation

## DEPARTMENTAL OBJECTIVES

Avail land through compulsory acquisition

To strengthen human resources capacity

To assess land and property taxes

## AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
supervise gazettment of compulsory acquisition project	2 Number gazettments done	3 Number gazettments done	3 Number gazettments done	150	150
To undertake inspections for gazetted compulsory acquisition projects	2 number inspections done	2 number inspections done	2 number inspections done	100	100
prepare valuation facilitation budgets for approval	2 number budgets	4 number budgets	4 number budgets	200	200
Hold gazetted inquiries	2 number inquiries held	2 number inquiries held	2 number inquiries held	100	100
issue approved project awards	2 number project awards issued	2 number project awards issued	2 number project awards issued	100	100
Forward award schedules to Finance Directorate	2 number award schedules forwarded	2 number award schedules forwarded	2 number award schedules forwarded	100	100



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Serve Notices of Taking Possession to PAPs affected by Compulsory projects	2 number projects served with Notices of Taking Possession	0 number projects served with notices of taking possession	0 number projects served with notices of taking possession	0	0
Serve Gazette notices to Project affected persons by compulsory acquisition projects	2 number Gazette notices for projects served to PAPS	2 number gazette notices for projects served to PAPS	2 number gazette notices for projects served to PAPS	100	100
<b>Total Appraisee Score on Performance Targets</b>				<b>850.00</b>	<b>850.00</b>
<b>Mean Appraisal Scores</b>				<b>106.25%</b>	<b>106.25%</b>

#### APPRAISEE'S COMMENTS ON TARGET SETTING

#### IMMEDIATE SUPERVISOR'S ON TARGET SETTING

the targets set are achievable upon assignment of work and facilitation of the same

Target set are within range

#### 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 targets set were achieved as per the work assigned and facilitation of the same

Performance of appraisee is Excellent.

#### MID YEAR REVIEW

Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
supervise gazettement of compulsory acquisition project	2 Number gazettements done	Target did not change	1 Number gazette done
To undertake inspections for gazetted compulsory acquisition projects	2 number inspections done	Target did not change	1 number inspection done
prepare valuation facilitation budgets for approval	2 number budgets	Target did not change	1 number budget done
Hold gazetted inquiries	2 number inquiries held	Target did not change	2 number inquiries held
issue approved project awards	2 number project awards issued	Target did not change	1 number project award issued
Forward award schedules to Finance Directorate	2 number award schedules forwarded	Target did not change	1 number award schedule forwarded
Serve Notices of Taking Possession to PAPs affected by Compulsory projects	2 number projects served with Notices of Taking Possession	Target did not change	1 number project served with Notices of Taking Possession
Serve Gazette notices to Project affected persons by compulsory acquisition projects	2 number Gazette notices for projects served to PAPS	Target did not change	2 number Gazette Notice for projects served to PAPS



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MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
50% OF TARGETS ACHIEVED	The officer has achieved 50% of his targets. He will be able to realize all his targets at the end of the year given requisite work assignment and facilitation of the same.

### 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	
Ensure confidentiality of information as per the set guidelines	The employee handles office information with confidentiality.	

### STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
senior management course	2 weeks	supervisory management course
land laws	2 weeks	professional course
customer care skills	2 weeks	customer care management course
Project management skills	4 weeks	Project management course
Public participation skills	2 weeks	Public participation course
Professional and Ethics Skills	2 weeks	Professional and Ethics Course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
This will enhance my capacity to deliver my mandate to the Commission and to the public	The trainings are recommended to enable the employee performs his duties efficiently.

### SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS

Second Supervisor Comments	Second Supervisor Recommendations
The Appraisee is on course to achieve the targets.	Training in management courses is recommended.