



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150193	Staff Name:	Benson Murithi Njoka
ID Number:	26431371	Employee E-mail:	benson.njoka@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	LAM	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Paddy Odera Makene	Immediate Supervisor Designation:	Senior Surveyor
Second Supervisor:	Samuel Gatuku Wanjohi	Supervisor Designation:	Principal Surveyor

DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
1.Data conversion and Scanning.	1.coordinate transformation of 70 maps and Harmonization of coordinates. 2.Scanning 200 maps Quality checks of the scanned maps Repair /prepare maps for scanning Returning obtained maps and plans in good shape	140	140	120	125
2.Georeferencing and Digitization	1.Georeferencing 70 scanned maps, Checking and rectifying georeferencing/residual error. Reporting of ArcGis license updates. 2.Carry out digitization of land parcels of georeferenced maps,an area coverage of 6800ha.is digitized per year.	125	125	110	120
3.GIS Quality Control Assurance	1.Overlaying of georeferenced maps for spatial correctness, 2.Storage and Backing up of georeferenced maps Review quality control workflow in reference to work 3.Ensure spatial data quality control population of attribute information.	125	125	110	110
4.Spatial data obtained from other government agencies	1.Carry out data editing and entry into the geodatabase, carry out geometric corrections	100	100	90	100
5.Aquisition of Maps,RIMS,PDPs from counties	Scanning,georeferencing,digitisation of 180 public land parcels.And storing of the digitised shapefiles in the geodatabase.	95	95	85	90



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6.Ground truthing/Ground status verification of public land parcels	Ground status checks is conducted to verify the public land parcels, If there is any encroachment, devolved functions etc and advice the commission on the same through reports.	130	130	115	120
7.Collection of Spatial coordinates.	Collection of Spatial coordinates of public land parcels across the counties to be used in mapping public land, amenities and facilities and thereafter stored in PLI.	120	120	105	110
8.Pre-acquisition survey	At least two(2)mega projects and four(4) medium projects done annually	150	150	150	160
9.Final Survey	At least one (1) mega project and two (2) medium projects done annually	80	90	80	90
Total Appraisee Score on Performance Targets				965.00	1025.00
Mean Appraisal Scores				107.22%	113.89%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
I will work hard to achieve the set targets of year	Appraisee was able to achieve much of the targets and even exceeded some of the targets

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
Most agreed targets have been acheived despite lack of enough funding.	Some of the challenges faced were such as lack of available funds.

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
1.Data conversion and Scanning.	1.coordinate transformation of 70 maps and Harmonization of coordinates. 2.Scanning 200 maps Quality checks of the scanned maps Repair /prepare maps for scanning Returning obtained maps and plans in good shape	Target not changed	70



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2.Georeferencing and Digitization	1.Georeferencing 70 scanned maps, Checking and rectifying georeferencing/residual error. Reporting of ArcGis license updates. 2.Carry out digitization of land parcels of georeferenced maps,an area coverage of 6800ha.is digitized per year.	Target not changed	70
3.GIS Quality Control Assurance	1.Overlaying of georeferenced maps for spatial correctness, 2.Storage and Backing up of georeferenced maps Review quality control workflow in reference to work 3.Ensure spatial data quality control population of attribute information.	Target not changed	60
4.Spatial data obtained from other government agencies	1.Carry out data editing and entry into the geodatabase, carry out geometric corrections	Target not changed	60
5.Acquisition of Maps,RIMS,PDPs from counties	Scanning,georeferencing,digitisation of 180 public land parcels.And storing of the digitised shapefiles in the geodatabase.	Target not changed	60
6.Ground truthing/Ground status verification of public land parcels	Ground status checks is conducted to verify the public land parcels, If there is any encroachment, devolved functions etc and advice the commission on the same through reports.	Target not changed	60
7.Collection of Spatial coordinates.	Collection of Spatial coordinates of public land parcels across the counties to be used in mapping public land, amenities and facilities and thereafter stored in PLI.	Target not changed	70



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8.Pre-acquisition survey	At least two(2)mega projects and four(4) medium projects done annually	Target not changed	50
9.Final Survey	At least one (1) mega project and two (2) medium projects done annually	Target not changed	40

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
hoping to achieve the agreed targets at the end of the year	Appraisee has accomplished several tasks and is on course to achieve the set targets

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
Professionalism is key in executing my duties	Appraisee was diligent and professional his duties

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Supervisory and data management skills	2 weeks	supervisory management course
Supervisory skills	1 month	supervisory management course
Continous professional development	2 weeks	Drone surveys Training
Continous professional development	2 weeks	Database management web mapping

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Looking forward to attend the training	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
Appraisee was able to meet set targets.	Career progression trainings recommended for the Appraisee.