



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210570	Staff Name:	John Masafu Tengeye
ID Number:	28917850	Employee E-mail:	john.tengeye@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	Immediate Supervisor
Immediate Supervisor:	Pauline Kariuki Mbaire	Immediate Supervisor Designation:	Principal Land Administration
Second Supervisor:	Francis Mirara Mwaura	Supervisor Designation:	Intern

DEPARTMENTAL OBJECTIVES

1. To secure public institutional land
2. To enhance access to alienated and unalienated public land for development
3. To regularize urban land allocation
4. To sustainably manage natural resources
5. To develop a comprehensive public land inventory and databases.
6. To promote good land governance
7. To strengthen internal systems and processes for efficient service delivery
8. To generate own source revenue and AIA
9. To provide redress on land dispute

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraiser's Rating	Agreed Rating
Recover 100 parcels on EACC and Statutory bodies recommendations	Letters of allotment issued			0	0
2.To generate Kshs. 100,000 from legal fees and approvals on land allocation	Letters of allotment issued			0	0
3. To issue 50 consents to transfer and letters of reservation	processing of consents			0	0
4. Receiving and responding to applications on land matters	Correspondences responded to.			0	0
Total Appraiser Score on Performance Targets				0.00	0.00
Mean Appraisal Scores				0%	0%



INDIVIDUAL APPRAISAL REPORT

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
--	--

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
Recover 100 parcels on EACC and Statutory bodies recommendations	Letters of allotment issued	target not changed	ongoing
2.To generate Kshs. 100,000 from legal fees and approvals on land allocation	Letters of allotment issued	target not changed	ongoing
3. To issue 50 consents to transfer and letters of reservation	processing of consents	target not changed	ongoing
4. Receiving and responding to applications on land matters	Correspondences responded to.	target not changed	ongoing

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
i will achieve my targets by end of the year	

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

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
1. Corporate branding	one month	Supervisory Management
Strategic Management	8 weeks	Stategic Management

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
The training will help me enhance my skills in service delivery to the commission	



INDIVIDUAL APPRAISAL REPORT

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations