



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20210655	<b>Staff Name:</b>	Wilson Wangari Mwangi
<b>ID Number:</b>	25798773	<b>Employee E-mail:</b>	wilson.mwangi@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2022-2023
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC7
<b>Dept/Directorate</b>	F&CP	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Silas Odindo Mutsune	<b>Immediate Supervisor Designation:</b>	Senior Monitoring and Evaluation Officer
<b>Second Supervisor:</b>	Timothy Kariuki Kanyua	<b>Supervisor Designation:</b>	Head Monitoring and Evaluation

## DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Develop workplan templates	Workplan templates developed			100	0
Collate, review, analyse, Report & Submit Quarterly & Annual Reports	Periodic Performance reports submitted			101	0
Coordinate the preparation of the Commission's Annual Report	Annual Report prepared			120	0
Preparation of M&E Frameworks	M&E Frameworks developed			95	0
Track the implementation of the Strategic Plan	Strategic Plan Implementation on course			98	0
Coordinate and Participate in Directorate/ Departmental Mid and End year performance reviews	Mid & End Year Performance reports submitted			94	0
Coordinate & Participate in Preparation of Commission's Sub-Sector report	Commission's Sub-Sector report prepared			95	0
Prepare concept notes for considering for funding for the commission	Concept notes prepared			100	0
Prepare and maintain an updated register of office records & departmental correspondences	An Updated Register of Office Records & Departmental Correspondences Prepared and Maintained			101	0
<b>Total Appraisee Score on Performance Targets</b>				<b>904.00</b>	<b>0.00</b>
<b>Mean Appraisal Scores</b>				<b>100.44%</b>	<b>0%</b>



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APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Target setting inspired and motivated me to work harder during the performance appraisal period. I thrived in my roles as a result of this target setting exercise, which was collaborative .	

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
Develop workplan templates	Workplan templates developed	Target not changed at all	Workplan templates to be developed in the 3rd and 4th Quarter
Collate, review, analyse, Report & Submit Quarterly & Annual Reports	Periodic Performance reports submitted	Targets not changed	Annual Report for FY2021/2022 compiled, published and publicised. Performance Reports for Q1&Q2 FY2022/23 compiled as well. Q3 & Q4 performance reports will be compiled in Q3 & Q4
Coordinate the preparation of the Commission's Annual Report	Annual Report prepared	Target not changed	The team spearheaded the preparation of Annual Report for FY2021/2022.
Preparation of M&E Frameworks	M&E Frameworks developed	Target not changed	Draft M&E framework in place
Track the implementation of the Strategic Plan	Strategic Plan Implementation on course	Target unchanged	Tracked the implementation by collecting, collating and analysing the performance data on quarterly basis to determine the extent to which Directorates, Departments, Units, and County Coordination Offices achieved their targets as established in the
Coordinate and Participate in Directorate/ Departmental Mid and End year performance reviews	Mid & End Year Performance reports submitted	Not Changed	Mid-year Performance review done in January 2023. End-year performance review to be done immediately after the end of FY2022/23.
Coordinate & Participate in Preparation of Commission's Sub-Sector report	Commission's Sub-Sector report prepared	Unchanged	Sub-sector report prepared
Prepare concept notes for considering for funding for the commission	Concept notes prepared	Unchanged	Concept Notes for the National Treasury, Food and Agriculture Organization (FAO) and World Bank prepared
Prepare and maintain an updated register of office records & departmental correspondences	An Updated Register of Office Records & Departmental Correspondences Prepared and Maintained	Unchanged	An Updated Register of Office Records & Departmental Correspondences Prepared and Maintained



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MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
The Department's performance was generally excellent, thanks to teamwork.	

### VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
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APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
I illuminated exceptional planning and organizational skills	

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Data Analysis Skills Development	3 weeks	Project Management
Project Development & Management	4 weeks	Project Management
Senior Management Course	4 weeks	Senior Management Course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Training programs on Data Analysis Skills and Development, Project Development and management and Senior Management Course can substantially sharpen my skills whilst boost my job motivation and satisfaction in the job, which will benefit the Commissi	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
Performance was good as per the targets set.	Officer can be offered performance improvement training/course.