



## INDIVIDUAL APPRAISAL REPORT

| PERSONAL DETAILS             |                           |  |   |
|------------------------------|---------------------------|--|---|
| <b>Staff Number:</b>         | NLC20150165               | <b>Staff Name:</b>                       | Clementine Kisangau Wavinya             |
| <b>ID Number:</b>            | 23680224                  | <b>Employee E-mail:</b>                  | clementine.wavinya@landcommission.go.ke |
| <b>Appraisal Type:</b>       | MID FINANCIAL YEAR        | <b>Appraisal Period:</b>                 | 2018-2019                               |
| <b>Terms of Service:</b>     | Permanent and Pensionable | <b>Gender:</b>                           | Female                                  |
| <b>Work Station</b>          | 47-Nairobi City County    | <b>Job Grade:</b>                        | NLC7                                    |
| <b>Dept/Directorate</b>      | LP&R                      | <b>Appraisal Status</b>                  | Supervisor                              |
| <b>Immediate Supervisor:</b> | Mary Wandia Macharia      | <b>Immediate Supervisor Designation:</b> | Deputy Director Research                |
| <b>Second Supervisor:</b>    | Fibian Lukalo Kavulani    | <b>Supervisor Designation:</b>           | DIRECTOR                                |

| DEPARTMENTAL OBJECTIVES  |
|--|
| Improved Knowledge base on Secure Land Rights  |
| Enhanced understanding of elimination of discrimination against women, vulnerable , indigenous groups and other minorities |
| Increase in research partnership   |
| Public land inventory mapping  |

| AGREED PERFORMANCE TARGETS                          |                       |                  |                                |                    |               |
|---|-----------------------|------------------|--------------------------------|--------------------|---------------|
| Agreed Performance Target                           | Performance Indicator | Results Achieved | Agreed Actual Results Achieved | Appraisee's Rating | Agreed Rating |
| <b>Total Appraisee Score on Performance Targets</b> |                       |                  |                                | <b>0.00</b>        | <b>0.00</b>   |
| <b>Mean Appraisal Scores</b>                        |                       |                  |                                | <b>0%</b>          | <b>0%</b>     |

| 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 |

| MID YEAR APPRAISEES'S COMMENTS | MID YEAR IMMEDIATE SUPERVISORS COMMENTS |
|--------------------------------|---|
|                                | Lets discuss and redo.                  |

| VALUES AND STAFF COMPETENCIES APPRAISAL |
|---|
|---|



## INDIVIDUAL APPRAISAL REPORT

|  |                                     |  |
|--|-------------------------------------|--|
| 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   |
| APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS |                                     | IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS    |
| SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS       |                                     |  |
| Second Supervisor Comments                           | Second Supervisor Recommendations   |  |
|  |                                     |  |