



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20170485	Staff Name:	Danson Ngugi Njenga
ID Number:	26124224	Employee E-mail:	danson.njenga@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2021-2022
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC6
Dept/Directorate	LV&T	Appraisal Status	Immediate Supervisor Reviewed
Immediate Supervisor:	Joycelyn Kaaria Makena	Immediate Supervisor Designation:	Director Valuation And Taxation
Second Supervisor:	Fidelis Mburu Kamwana	Supervisor Designation:	Principal Valuation and Taxation

DEPARTMENTAL OBJECTIVES
1) To undertake valuations for taxation of land and immovable property
(2) To undertake compulsory acquisition of land for Government and State Agencies
(3) To assess annual ground rents and compute stand premiums
(4) Valuation advisory services
(5) Ensure rights to property and to compensation are met for Project Affected Persons in line with the Constitution and the Land Act.

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Compulsory Acquisition and Creation of public Rights of Way	Letters of Award		100	100	100
Valuation Advisory services to state bodies and county governments.	Valuation Reports and Workings		100	100	100
To undertake valuation for determination of Stand Premium and Annual Rent upon alienation of land and renewal of leases.	Valuation reports.		100	100	100
Total Appraisee Score on Performance Targets				300.00	300.00
Mean Appraisal Scores				100%	100%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The targets are achievable	Please align the targets to the five Departmental Objectives indicated in your appraisal.



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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
Additional performance indicator for Compulsory Acquisition and Creation of public Rights of Way : - Preparation & Issuance of Notices of Taking Possession.	These are FY 2022/23?

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
I endeavor to conduct due diligence in the acquisition and valuation processes, taking cognizance of the legal, procedural and factual aspects of tasks and challenges at hand. I also tend to reduce subjectivity in Valuations for projects that I am ta	

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Corporate Governance Inter-Agency Communication Senior Management Course	1 month annually	Supervisory & Management

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I am in need of the subject training to improve performance of my duties.	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations