



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210548	Staff Name:	Andrew Mlolwa Mwadime
ID Number:	32203486	Employee E-mail:	andrew.mwadime@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	NRS	Appraisal Status	Immediate Supervisor
Immediate Supervisor:	Benard Opa Onyango	Immediate Supervisor Designation:	Deputy Director Natural Resource
Second Supervisor:	Benard Opa Onyango	Supervisor Designation:	Deputy Director Natural Resource

DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
To Coordinate field and secondary data and information gathering, collation, analysis and synthesis for enhanced management of natural capital for posterity	2 ESAs Mapping reports and Advisories developed. 2 Integrated mapping reports and documentaries of Indigenous and Traditional Knowledge (ITK) and natural assets developed. 3 Wildlife Corridors Mapped.			0	0
To liaise with National and County Governments and other stakeholders in natural resource sector and identify avenues for partnerships and collaboration	4 Meeting reports and advisories of Natural Resources Dialogue /stakeholder engagement sessions convened under the ambit of NLC			0	0
To monitor and track the status of various ecosystems in the country and provide recommendations	4 Economic Valuation reports of Ecosystems developed (Natural Resource Accounting). 2 ESAs and 3 Wildlife Corridors Monitored and Mapped respectively.			0	0
To ascertain, verify, address and process diverse stakeholder claims relating to natural resources	4 Natural Resource-based Conflicts resolved through dialogue and support litigation			0	0
To establish and maintain natural resource registers for referencing, planning and informing policy and sustainable management of natural resources	A register of Mapping reports of ESAs, Wildlife Corridors, ITK and NR Atlas including Geo-portal developed.			0	0
Review Environmental Impact Assessment (EIA) reports and provide inputs/advisories	10 EIA /ESIA Reports Reviewed			0	0
Triangulate natural resource data and information for accuracy, consistency and efficiency	11 NR Databases checked for accuracy, consistency and efficiency.			0	0
Total Appraisee Score on Performance Targets				0.00	0.00



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Mean Appraisal Scores		0%	0%
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APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
targets in line with job description and annual workplan	

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
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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 have an upright personality	

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
GIS/Remote Sensing	3 months	GIS/Remote Sensing

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Training needed to improve performance.	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations