



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150276	Staff Name:	Edwin Okello Odhiambo
ID Number:	28555587	Employee E-mail:	edwin.okello@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	ICT	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Meshack Mwiti Maitima	Immediate Supervisor Designation:	Principal Network Administrator
Second Supervisor:	Amos Parletuan Kasaine	Supervisor Designation:	HEAD,ICT

DEPARTMENTAL OBJECTIVES

Ensure automation of Commission's processes and procedures

Ensure secure, efficient and reliable IT infrastructure

Ensure automation of Commission's processes and procedures

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
To Operationalize Procurement Asset and Inventory Management System from 1st July 2022 to 30th June 2023	Working System	target achieved	Target achieved	100	100
To ensure availability of quality and efficient internet services in Kiambu County for FY 2022/2023	Internet access	Target achieved	Target achieved	100	100
To ensure the Commission website is up to date for FY 2022/2023	updated website	Up to date website	Target achieved	100	100
To ensure integration of GCCN network to 11 counties for FY 2022/2023	Eleven Counties Connected to GCCN	Target not achieved due to lack of finance	Target was partially achieved due to financial constratint	60	40
To install, Configure and commission point to point connection to Nyeri, Isiolo and Busia Counties for FY 2022/2023	Three Counties Connected	50% of the work done and the rest was not achieved due to lack of finance	Target was partially achieved due to financial constratint	50	40



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To carry out two vulnerabilities test for the commission FY 2022/2023	Vulnerability test report	One vulnerability test done	Target achieved	100	100
To offer support services to all users on 20th floor in the FY 2022/2023	Report on Users Supported	Target Achieved	Target achieved	100	100
Total Appraisee Score on Performance Targets				610.00	580.00
Mean Appraisal Scores				87.14%	82.86%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The target set are SMART and Achievable	The officer did well in achieving most of set target. The two he didnt achieve was caused by delayed release of funding to finalize the targets.

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
Some of the targets were never achieved due to a lack of finances.	Well done and good job. Keep it up!

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
To Operationalize Procurement Asset and Inventory Management System from 1st July 2022 to 30th June 2023	Working System	No target change	Target not changed
To ensure availability of quality and efficient internet services in Kiambu County for FY 2022/2023	Internet access	No target change	Target not changed
To ensure the Commission website is up to date for FY 2022/2023	updated website	No target change	Target not changed
To ensure integration of GCCN network to 11 counties for FY 2022/2023	Eleven Counties Connected to GCCN	No target change	Target not changed
To install, Configure and commission point to point connection to Nyeri, Isiolo and Busia Counties for FY 2022/2023	Three Counties Connected	No target change	Target not changed
To carry out two vulnerabilities test for the commission FY 2022/2023	Vulnerability test report	No target change	Target not changed



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To offer support services to all users on 20th floor in the FY 2022/2023	Report on Users Supported	No target change	Target not changed
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MID YEAR APPRAISEES'S COMMENTS

The targets were never changed.

MID YEAR IMMEDIATE SUPERVISORS COMMENTS

Very impressive and good job

VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Efficiency	Excellent - Higher Than 100%
Values	Meritocracy	Very Good - Upto 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES

I am efficient when handling the tasks i am assigned.

IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE

He upholds efficiency through core competencies

STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
Senior Management	3 months	Management Course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS

The above course will help me throughout my career and in my growth and development

IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS

I recommend for his training

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS

Second Supervisor Comments	Second Supervisor Recommendations
This is a good performance but there is room for improvement.	I recommend you be trIN ON Cyber security course