



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20140021	<b>Staff Name:</b>	Sospeter Ohanya O.
<b>ID Number:</b>	14481039	<b>Employee E-mail:</b>	sospeter.ohanya@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>	NLC3
<b>Dept/Directorate</b>	LAM	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	David Ndegwa Kuria	<b>Immediate Supervisor Designation:</b>	Director Land Administration and Management
<b>Second Supervisor:</b>	Tache Kabale Arero	<b>Supervisor Designation:</b>	Acting Chief Executive Officer

## DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Pre-acquisition surveys of 4 projects	4 acquisition surveys done.	100		100	0
2 final surveys	4 Survey reports done	200		200	0
5 ground status Survey	20 Survey reports	200		200	0
4 pre-acquisition surveys	8 No of surveys done	200		200	0
4 Ground verification surveys for Legal dispute resolution	10 Surveys done	200		200	0
4 Dispute resolution	6 Cases handled	150		150	0
<b>Total Appraisee Score on Performance Targets</b>				<b>1050.00</b>	<b>0.00</b>
<b>Mean Appraisal Scores</b>				<b>175%</b>	<b>0%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets have been sent according to the work being done in the Survey department	
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



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MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Pre-acquisition surveys of 4 projects	4 acquisition surveys done.	no	100%

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
I was able to achieve my targets due to support from management	Well done Sospeter

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 always do my duties within confines of the existing law and natural justice.	

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Project management skills	8 weeks	project management
cooperate management skills	8 weeks	Cooperate management

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Need for training in project management as well as strategic management to enhance my management skills	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations