



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20210526	<b>Staff Name:</b>	Seline Adhiambo Ouma
<b>ID Number:</b>	23544400	<b>Employee E-mail:</b>	seline.ouma@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>	Female
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC5
<b>Dept/Directorate</b>	NRS	<b>Appraisal Status</b>	Appraisee Reviewed
<b>Immediate Supervisor:</b>	Benard Opaa Onyango	<b>Immediate Supervisor Designation:</b>	Deputy Director Natural Resource
<b>Second Supervisor:</b>	Benard Opaa Onyango	<b>Supervisor Designation:</b>	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 Provide technical guidance in the development of 3 land based natural resources inventory (database)	3 land based inventory (database) developed.	3 land based inventory (database) developed	100%	100	100
To Supervise the development of 3 Action plans and monitoring tools for the Natural resources.	3 Action Plans implemented; 4 Natural Resources status reports generated	Natural Resource Status report generated for 4 counties (Kisii, Vihiga, Hombay and Kwale) the action Plans yet to be implemented.	70	70	100



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To Co-ordinate meaningful stakeholders engagement and participate in 8 NRM stakeholders' forums	8 Stakeholder fora convened and participated in.	Participated in 6 stakeholders engagement (LREB, Consultation meeting with Nairobi River Commission, WRA, Migori County, Base Titanium in Kwale and Kenyatta University)	80	80	100
To Develop at least two (2) Governance frameworks for management of NR	4 inter-agency technical sessions/consultative meetings convened; and 2 Governance Frameworks developed.	3 inter-agency technical sessions convened to discuss the Natural resources Atlas	80	80	100
To Co-ordinate the identification and mapping of the Ecological Sensitive Areas(ESA) in at least two (2) Counties	ESA mapping undertaken in 8 Counties 8 mapping reports advisories developed and shared; 7 Theme maps produced; 8 consultative meetings convened	ESA Mapping carried out in 4 Counties (Vihiga, Kisii, Homabay and Kwale) with reports and advisories developed, together with the theme maps	80	80	100
To Co-ordinate the development of at least two (2) technical advisories to streamline natural resources governance, including coordinating compilation of Responses to Parliamentary questions Relating to Natural Resources.	2 Advisories developed and shared with relevant lead agencies	2 Advisories done (Concerning the EIA processes and sustainable management of Manguo and Roromo Swamps) and shared with relevant lead agencies	100	100	100



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To Supervise at least three (3) field-based natural resources monitoring and surveillance for ESAs	3 Field monitoring and surveillance generated reports	Baseline data gathering is on course.	50	50	100
To Participate in at least in two (2) capacity building trainings on NRM	2 capacity building trainings attended; 2 reports generated 2 certificates of participation awarded	2 trainings (UNEP webinar on Oil Spill assessment and response in environmentally sensitive areas- certificate awarded and Virtual training on advocacy for local sustainable energy solution organized by INFORSE East Africa) Conference Attended- Kenya	100	100	100
To Provide Technical backstopping in the formulation of 12 technical reports including scientific papers for influencing NRM policy and decision-making,	12 technical reports generated and submitted; 4 scientific journals published	7 Technical reports generated	60	60	100
To Develop 2 strategic models and tools for data Collection, collation and synthesize for planning and sustainable management of Kenya's natural resources	2 strategic models and tools developed, 4 meetings held to disseminate information	Not Done		0	0
To Supervise and mentor 2 Officers	2 Officers supervised and mentored.	2 Officers supervised and mentored.	100	100	100
To Co-ordinate timely and accurate preparation of 16 NRM reports	16 NRM reports prepared and disseminated	10 Reports prepared.	100	95	100
<b>Total Appraisee Score on Performance Targets</b>				<b>915.00</b>	<b>1100.00</b>
<b>Mean Appraisal Scores</b>				<b>76.25%</b>	<b>91.67%</b>

#### APPRAISEE'S COMMENTS ON TARGET SETTING

The targets are realistic and aligned to the annual work plan and budget or FY 2022/23

#### IMMEDIATE SUPERVISOR'S ON TARGET SETTING

targets well set as per workplan and SP



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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
The performance was generally good, save for few areas that required financial support to be achieved.	Good progress so far and targets were clearly set and very well aligned

### MID YEAR REVIEW

Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
To Provide technical guidance in the development of 3 land based natural resources inventory (database)	3 land based inventory (database) developed.	Not changed	2 land based inventory (database) developed
To Supervise the development of 3 Action plans and monitoring tools for the Natural resources.	3 Action Plans implemented; 4 Natural Resources status reports generated	Not Changed	Natural Resource Status report generated for 2 counties (Kakamega and Nandi) the action Plans yet to be implemented.
To Co-ordinate meaningful stakeholders engagement and participate in 8 NRM stakeholders' forums	8 Stakeholder fora convened and participated in.	Not changed	Participated in 2 stakeholder Fora (Base Titanium in Kwale and Kenyatta University)
To Develop at least two (2) Governance frameworks for management of NR	4 inter-agency technical sessions/consultative meetings convened; and 2 Governance Frameworks developed.	Not Changed	Consultations so far done virtually
To Co-ordinate the identification and mapping of the Ecological Sensitive Areas(ESA) in at least two (2) Counties	ESA mapping undertaken in 8 Counties 8 mapping reports advisories developed and shared; 7 Theme maps produced; 8 consultative meetings convened	Not Changed	Mapping done in 2 counties (Kakamega and Nandi) with reports and advisories developed, together with the theme maps.
To Co-ordinate the development of at least two (2) technical advisories to streamline natural resources governance, including coordinating compilation of Responses to Parliamentary questions Relating to Natural Resources.	2 Advisories developed and shared with relevant lead agencies	Not changed	2 Advisories done (Concerning the EIA processes and sustainable management of Manguo Swamp)
To Supervise at least three (3) field-based natural resources monitoring and surveillance for ESAs	3 Field monitoring and surveillance generated reports	Not changed	Baseline data gathering is on course.



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To Participate in at least in two (2) capacity building trainings on NRM	2 capacity building trainings attended; 2 reports generated 2 certificates of participation awarded	Not changed	2 trainings (UNEP webinar on Oil Spill assessment and response in environmentally sensitive areas- certificate awarded and Virtual training on advocacy for local sustainable energy solution organized by INFORSE East Africa) Conference Attended- Kenya
To Provide Technical backstopping in the formulation of 12 technical reports including scientific papers for influencing NRM policy and decision-making,	12 technical reports generated and submitted; 4 scientific journals published	Not Changed	2 Technical reports generated
To Develop 2 strategic models and tools for data Collection, collation and synthesize for planning and sustainable management of Kenya's natural resources	2 strategic models and tools developed, 4 meetings held to disseminate information	Not changed	Not done
To Supervise and mentor 2 Officers	2 Officers supervised and mentored.	Not changed	2 officers supervised and mentored
To Co-ordinate timely and accurate preparation of 16 NRM reports	16 NRM reports prepared and disseminated	Not Changed	4 Reports prepared.

### MID YEAR APPRAISEES'S COMMENTS

Target not changed

### MID YEAR IMMEDIATE SUPERVISORS COMMENTS

targets clearly set as per the workplan and SP

### VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
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### APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES

Excellent

### IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE

### STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
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### 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
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