



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150165	Staff Name:	Clementine Kisangau Wavinya
ID Number:	23680224	Employee E-mail:	clementine.wavinya@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2017-2018
Terms of Service:	Permanent and Pensionable	Gender:	Female
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	LP&R	Appraisal Status	Immediate Supervisor
Immediate Supervisor:	Fibian Lukalo	Immediate Supervisor Designation:	DIRECTOR
Second Supervisor:	Fibian Lukalo Kavulani	Supervisor Designation:	DIRECTOR

DEPARTMENTAL OBJECTIVES

1. To reduce land rights violations through provision of informed empirical knowledge Delete
2. To increase access to secure land rights through conducting research

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Contribution to research through data collection in the Counties	Data on land conflicts from Kilifi and Trans Nzoia Counties			0	0
Directorate quarterly reporting	Directorate quarter reports submitted and weekly reporting of Directorate activities.			0	0
Attend partners meetings to expand research outreach	Number of meetings attended and conferences			0	0
Training on Research work	Trainings attended			0	0
Participation in the Commission's Committees	Secretariat member of the HLI Committee			0	0
Planning for the ASK shows and Speaker Series forums	Shows attended and speaker forums held			0	0
Total Appraisee Score on Performance Targets				0.00	0.00
Mean Appraisal Scores				0%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING

IMMEDIATE SUPERVISOR'S ON TARGET SETTING

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
Contribution to research through data collection in the Counties	Data on land conflicts from Kilifi and Trans Nzoia Counties	Target not changed	Data collected in Kilifi, Trans Nzoia and Kajiado Counties
Directorate quarterly reporting	Directorate quarter reports submitted and weekly reporting of Directorate activities.	Target not changed	All quarter reports filled
Attend partners meetings to expand research outreach	Number of meetings attended and conferences	Target not changed	4 meetings and 1 conference attended
Training on Research work	Trainings attended	Target not changed	2 trainings attended
Participation in the Commission's Committees	Secretariat member of the HLI Committee	Target Added	HLI activities ongoing
Planning for the ASK shows and Speaker Series forums	Shows attended and speaker forums held	Target changed	ASK Shows not attended due to budgetary constraints

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
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STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Project Proposal writing Course	2 weeks	Research Related
Project Planning and Management Course	4 weeks	Research Related
Senior Management Course	4 weeks	Supervisory and Managerial

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