



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20150165	<b>Staff Name:</b>	Clementine Kisangau Wavinya
<b>ID Number:</b>	23680224	<b>Employee E-mail:</b>	clementine.wavinya@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2016 - 2017
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Female
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC7
<b>Dept/Directorate</b>	LP&R	<b>Appraisal Status</b>	Appraisee Reviewed
<b>Immediate Supervisor:</b>	Fibian Lukalo Kavulani	<b>Immediate Supervisor Designation:</b>	DIRECTOR
<b>Second Supervisor:</b>	Fibian Lukalo Kavulani	<b>Supervisor Designation:</b>	DIRECTOR

## DEPARTMENTAL OBJECTIVES

1. To reduce land rights violations through provision of informed empirical knowledge
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 writing of research proposals	Writing of background information for a Paper on Appraisal of the Community Land Act, 2016	Paper finalized	100	90	90
Planning for the speaker series forums	4 speaker series forums held conducted	4 speaker series held	100	130	120
Data analysis on Public land tenure regime	Analysis of Embu Public land data	Data Analysis	79	85	80
Training on research work	Training attended on research methodology by PASGR (Partnership for African Social and Governance Research)	1 training attended	100	125	120
Plan for two ASK (Agricultural Society of Kenya) shows	Mombasa International Show and Kitale Regional Agricultural show attended by the Research staff.	2 ASK Shows attended	110	120	120
Attend partners meeting to expand research outreach	Increased number of contacts with partners through dissemination of Commission publications and the Speaker series forum.  A total of 5 partner meetings and 1 conference attended	5 meetings and 1 conference attended	79	55	50



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Attend meeting at the County level with other land stakeholders	Kisumu meeting attended. Migori County meeting with land stakeholders in the Migori artisanal gold mines attended.	1 meeting held at the county level with land stakeholders for preliminary research work	80	55	50
<b>Total Appraiser Score on Performance Targets</b>				<b>660.00</b>	<b>630.00</b>
<b>Mean Appraisal Scores</b>				<b>94.29%</b>	<b>90%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
More training needed to assist in better achievement of the targets set. Room for improvement in the next financial year.	More emphasis should be put into research work.

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
More training needed to further improve performance.	Facilitation for training important

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Contribution to writing of research proposals	Writing of background information for a Paper on Appraisal of the Community Land Act, 2016	Target not changed	Writing of the Paper finalised
Planning for the speaker series forums	4 speaker series forums held conducted	Added target for the Speaker Series Vol.1 publication	4 speaker series forums held
Data analysis on Public land tenure regime	Analysis of Embu Public land data	Target not changed	Ongoing analysis of the data
Training on research work	Training attended on research methodology by PASGR (Partnership for African Social and Governance Research)	Target not changed	Training externally sponsored
Plan for two ASK (Agricultural Society of Kenya) shows	Mombasa International Show and Kitale Regional Agricultural show attended by the Research staff.	Target not changed	The 2 ASK Shows attended



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Attend partners meeting to expand research outreach	Increased number of contacts with partners through dissemination of Commission publications and the Speaker series forum.  A total of 5 partner meetings and 1 conference attended	Target not changed	Commission publications disseminated to land stakeholders and research partners
Attend meeting at the County level with other land stakeholders	Kisumu meeting attended. Migori County meeting with land stakeholders in the Migori artisanal gold mines attended.	Target not changed	2 meeting attended

### MID YEAR APPRAISEES'S COMMENTS

Set targets are achievable.

### MID YEAR IMMEDIATE SUPERVISORS COMMENTS

Due to lack of funding the work done was limited. More training needs to be down.

### VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Transparency and Accountability	Good - Between 80% and 99%
Values	Respect for National /Gender Diversity	Good - Between 80% and 99%

### APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES

Undertaking duties in a manner that does not discriminate against a certain group of people.

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

Area needs more training and teamwork reinforced.

### STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
Training on data analysis Softwares	3 weeks	Research
Training on data compilation and packaging for various publications (e.g Policy briefs, working papers, info-graphics)	4 weeks	Research
Monitoring and evaluation/ project management	6 weeks	Research
Resource mobilization	4 weeks	Research

### APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS

Trainings important in undertaking research on land matters.

### IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS

The need to factor finances to address the training gaps identified.

### SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS

#### Second Supervisor Comments

#### Second Supervisor Recommendations



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