



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20200521	<b>Staff Name:</b>	TIMOTHY KARIUKI KANYUA
<b>ID Number:</b>	10975147	<b>Employee E-mail:</b>	timothy.kariuki@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2023-2024
<b>Terms of Service:</b>	Contract	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC3
<b>Dept/Directorate</b>	F&CP	<b>Appraisal Status</b>	Appraisee
<b>Immediate Supervisor:</b>	Benard Cherutich Kibet	<b>Immediate Supervisor Designation:</b>	Director
<b>Second Supervisor:</b>	Benard Cherutich Kibet	<b>Supervisor Designation:</b>	Director

## DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Coordinate preparation of 2023/24 Annual workplan by 30th June 2023	Commission workplan developed and submitted to F,CP & Supply Chain Committee for approval..			0	0
Supervise the performance of all CPD staff	Appraisal/Performance management reports			0	0
Coordinate the development Commission Annual report 2022/23	An annual report (2022/23) developed.			0	0
D	D			0	0
Coordinate the preparation of 2024/25 Commision MTEF budget	Annual Budget prepared and Submitted to National Treasury			0	0
Coordinate Preparation Quarterly performance reports by 15th day after every quarter.	No. of Quarterly Reports			0	0
Coordinate preparation of M&E frameworks	No. of M&E frameworks developed.			0	0
Mid-year performance review for 2023/24 workplan	A Performance Review report			0	0
Coordinate the review of the Commission 2021-2026 SP	SP Review report			0	0
<b>Total Appraisee Score on Performance Targets</b>				<b>0.00</b>	<b>0.00</b>
<b>Mean Appraisal Scores</b>				<b>0%</b>	<b>0%</b>

## APPRAISEE'S COMMENTS ON TARGET SETTING

## IMMEDIATE SUPERVISOR'S ON TARGET SETTING

Agreed with supervisor



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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

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks

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
Targets discussed with Supervisor.	

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Supervisory Skills	2 weeks	Managment course
Supervisory Skills	2 weeks	Managment course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Targets discussed with supervisor	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations