



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20210602	<b>Staff Name:</b>	Ali Diba Ali
<b>ID Number:</b>	24546726	<b>Employee E-mail:</b>	ali.diba@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>	12-Meru County	<b>Job Grade:</b>	NLC6
<b>Dept/Directorate</b>	CCO	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Josephat Wasua Muendo	<b>Immediate Supervisor Designation:</b>	County Coordinator
<b>Second Supervisor:</b>	Josephat Wasua Muendo	<b>Supervisor Designation:</b>	County Coordinator

## DEPARTMENTAL OBJECTIVES

- To secure public institutional land.
- To enhance access to alienated and unalienated public land for development
- To develop a comprehensive public land inventory and data base
- To regularize urban land allocations
- To mainstream land use planning in the national and county development agenda
- To provide redress to land disputes
- To provide redress to Historical Land Injustices (HLI)
- To enhance corporate image of the Commission through County office
- To improve work environment
- To ensure financial sustainability
- To strengthen internal systems and processes for efficient service delivery

## AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Recover 12 public institution land.	Number of public institution land parcels identified for recovery.	12	12	100	100
Resolve 20 land disputes and conflicts through use of ADR/TDR (use of AJS)mechanisms.	No. of disputes handled( recieved and processed.	42	42	200	200
Resolve 4 land disputes through effective court cases management.	No.of court user committee sessions attended.	4	4	100	100
<b>Total Appraisee Score on Performance Targets</b>				<b>400.00</b>	<b>400.00</b>



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<b>Mean Appraisal Scores</b>		<b>133.33%</b>	<b>133.33%</b>
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<b>APPRAISEE'S COMMENTS ON TARGET SETTING</b>	<b>IMMEDIATE SUPERVISOR'S ON TARGET SETTING</b>
Target sets are achievable.	Targets set are achievable

<b>APPRAISEE'S COMMENTS ON PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE</b>	<b>IMMEDIATE SUPERVISOR'S COMMENTS ON APPRAISEE'S PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE</b>
All the set targets were achieved/ surpassed. There is no need for performance improvement program.	All the set targets were achieved/surpassed. The staff does not need to be put on PIP

<b>MID YEAR REVIEW</b>			
<b>Agreed Performance Target</b>	<b>Performance Indicator</b>	<b>Target changed or Added</b>	<b>Remarks</b>
Recover 12 public institution land.	Number of public institution land parcels identified for recovery.	No target changed.	Identified 5 No of public land parcels for recovery.
Resolve 20 land disputes and conflicts through use of ADR/TDR (use of AJS)mechanisms.	No. of disputes handled( recieved and processed.	No target changed.	Received and processed 3 number of applications.
Resolve 4 land disputes through effective court cases management.	No.of court user committee sessions attended.	No target changed.	No court session attended.

<b>MID YEAR APPRAISEES'S COMMENTS</b>	<b>MID YEAR IMMEDIATE SUPERVISORS COMMENTS</b>
There is good progress in achievement of the targets	No target changed - There is progress in the achievement of set targets.

<b>VALUES AND STAFF COMPETENCIES APPRAISAL</b>		
<b>Criteria Cluster</b>	<b>Appraisee's Values and Competencies</b>	<b>Immediate Supervisor Comments</b>
Core Competencies	Professionalism	Excellent - Higher Than 100%
Managerial and Supervisory Competence	Anticipating Risks and Taking Measures to Mitigate against them	Excellent - Higher Than 100%
Values	Meritocracy	Excellent - Higher Than 100%

<b>APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES</b>	<b>IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE</b>
I have the skills and competency to undertake my duties.	The officer has the required skills to undertake his duties effectively.



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STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Public prosecution course	2 weeks	Dispute Resolution
Negotiation Influencing and persuasion skills	2 weeks	Dispute Resolution
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I need the training to enhance my negotiation influence and persuasion skills		The staff needs training in public prosecution and negotiation influencing and persuasion skills
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS		
Second Supervisor Comments	Second Supervisor Recommendations	
The officer is competent and was able to achieve the set targets	The officer required training in public prosecution and negotiation influencing.	