



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20140017	Staff Name:	Ali Abdullah Ibrahim
ID Number:	10432184	Employee E-mail:	ali.abdullah@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC4
Dept/Directorate	LA&R	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Brian Adungo Ikol	Immediate Supervisor Designation:	Director , Legal Affairs Enforcement
Second Supervisor:	Brian Adungo Ikol	Supervisor Designation:	Director , Legal Affairs Enforcement

DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
To coordinate investigations of matters referred and issue reports within a period of one month	Reports issued to Secretary/CEO's Office	Coordinated investigation matters	Good	100	100
Coordinates searches at the companies registry within two weeks from the date of request	Delivery of search results to the respective Directorates	Coordinated searches at the companies registry within two weeks from the date of request	Good	100	100
Coordinate searches at Land Registries to confirm ownership within two weeks from the date of request	Delivery of search result to requesting Directorates	Coordinated searches at Land Registries to confirm ownership within two weeks from the date of request	Good	100	100



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Liaise with state agencies and Departments to investigate land fraud within two weeks from the date of request	Delivery of reports	Liaised with state agencies and Departments to investigate land fraud within two weeks from the date of request	Good	100	100
Train Investigation officers on the best practices in carrying out investigations to ensure all have proper knowledge of the processes on need basis.	1. Relevant case documents 2. Investigations documents	Trained Investigation officers on the best practices in carrying out investigations to ensure all have proper knowledge of the processes on need basis.	Good	100	90
Consult with external partners including third-party vendors and consultants on carrying out investigations and services on need basis	Request from the Directorate	Consulted with external partners including third-party vendors and consultants on carrying out investigations and services on need basis	Good	100	100
Total Appraisee Score on Performance Targets				600.00	590.00
Mean Appraisal Scores				100%	98.33 %

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets set as agreed.	Implement targets as agreed.
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
Self rating done as per the above	The officer's performance was hindered by budget constraints.



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MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
To coordinate investigations of matters referred and issue reports within a period of one month	Reports issued to Secretary/CEO's Office	None	Target Changed Or Added:
Coordinates searches at the companies registry within two weeks from the date of request	Delivery of search results to the respective Directorates	Target Changed Or Added:	on Course
Coordinate searches at Land Registries to confirm ownership within two weeks from the date of request	Delivery of search result to requesting Directorates	Target Changed Or Added:	On course
Liaise with state agencies and Departments to investigate land fraud within two weeks from the date of request	Delivery of reports	Target Changed Or Added:	On course
Train Investigation officers on the best practices in carrying out investigations to ensure all have proper knowledge of the processes on need basis.	1. Relevant case documents 2. Investigations documents	Target Changed Or Added:	On course
Consult with external partners including third-party vendors and consultants on carrying out investigations and services on need basis	Request from the Directorate	Target Changed Or Added:	On course

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
No target changed or added	Proceed to implement targets as agreed.

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	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
	Add actual numbers to the performance indicators. Also refer to your job description for your detailed duties and responsibilities. Which you are required to report on.

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Strategic Leadership and development Program	6 weeks	Managerial
Arbitration/Mediation course	one month	Professional Course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
The above training is relevant to my work	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
Officer performed well but was hindered by budget constraints.	Needs continuous training on investigation.