



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150218	Staff Name:	Paddy Makene Odera
ID Number:	24414388	Employee E-mail:	paddy.makene@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC6
Dept/Directorate	LAM	Appraisal Status	Supervisor
Immediate Supervisor:	Samuel Gatuku Wanjohi	Immediate Supervisor Designation:	Principal Surveyor
Second Supervisor:	Sospeter Ohanya O.	Supervisor Designation:	Deputy Director Survey

DEPARTMENTAL OBJECTIVES

Offer Advisory Services on Survey to the Commission

Creation and Strengthening of NLC's Capacity for Effective Survey Services

Coordination of All Matters Survey in Relation to NLC Functions and Mandate

Implementation of Policies of the Commission Relating to Survey Services

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Survey for Inspection of Compulsorily Acquired Land	Collected GPS Data			130	0
Inquiries for Compulsorily Acquired Land	Gazetted Localities where Inquiries Take Place			150	0
Final Survey	Amended Survey Maps			150	0
Dispute Survey	Parcels Surveyed			100	0
Confirmatory Survey	Parcels Resurveyed			110	0
G.I.S and Mapping	Pairs of Coordinates converted, georeferenced and digitised. Maps Generated.			100	0
Total Appraisee Score on Performance Targets				740.00	0.00
Mean Appraisal Scores				123.33%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING

I purpose to achieve my set targets

IMMEDIATE SUPERVISOR'S ON TARGET SETTING

The Apprisee has set the targets as agreed



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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
Most of the targets were achieved	Most of the targets were achieved despite challenges in Financing.

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Survey for Inspection of Compulsorily Acquired Land	Collected GPS Data	None	Collected GPS data of contour 199 showing extents of Makamini dam project. Collected GPS data for various geothermal sites for Baringo-Silali Geothermal Project Collected GPS data for L.R. No. 1662 for Power generation land for KENGEN in Bungoma C
Inquiries for Compulsorily Acquired Land	Gazetted Localities where Inquiries Take Place	None	(i) Gazette vol. 258 8-12-2023 - Construction of Static Weighbridge at Kanyonyo on Thika-Garissa Road, to take place from 11th to 15th January 2024 (ii) Construction of Makamini Dam (Phase I) Project to take place from 13th - 23rd February 2024 (i
Final Survey	Amended Survey Maps	None	Compilation of Survey data for Kimugu Water Treatment Plant ongoing
Dispute Survey	Parcels Surveyed	None	Planned ground visit to Moyale
Confirmatory Survey	Parcels Resurveyed	None	L.R. No. 1662 - KENGEN Power generation land in Bungoma County
G.I.S and Mapping	Pairs of Coordinates converted, georeferenced and digitised. Maps Generated.	None	Prepared spatiality map showing extents of Makamini dam project. Prepared spatiality map for various geothermal sites for Baringo-Silali Geothermal Project Prepared spatiality map for L.R. No. 1662 for Power generation land for KENGEN in Bungoma C

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
Achievement of targets is on track	

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	
I intend to conduct my work with regards to the law			
STAFF TRAINING AND DEVELOPMENT NEEDS			
Training & Development Needs	Duration	Type of Training	
Senior Management Skills	8 weeks	Senior Management Course	
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS	
I intend to attend this course in order to enhance my managerial skills			
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS			
Second Supervisor Comments	Second Supervisor Recommendations		
Great performance despite budget constrains. Keep it up.	The appraisee should under take senior management course. I recommend that he be sponsored to the Kenya School of Government.		