



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20170484	Staff Name:	Jacob Kipaa Lemasika
ID Number:	24814882	Employee E-mail:	jacob.kipaa@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2020-2021
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC5
Dept/Directorate	LV&T	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Fidelis Kamwana Mburu	Immediate Supervisor Designation:	Principal Valuation and Taxation
Second Supervisor:	Fidelis Mburu Kamwana	Supervisor Designation:	Principal Valuation and Taxation

DEPARTMENTAL OBJECTIVES
1.Compulsary acquisition and creation of PRow
2.To offer advisory services on valuation to the National Government and County Government and the Government agencies
3.To undertake valuation for alienation of land(rent and stamp duty)
4.To undertake valuation for lease extension/ renewal, sub-divisions and change of user

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraiser's Rating	Agreed Rating
1.Compulsory acquisition (land and improvements)	Valuation reports and master schedule	5 Number of acquisitions handled.	5 Acquisitions Handled	95	95
2.Advisory services to the National Government, Counties and Government Agencies	Valuation Reports	Advisory valuation	advisory valuation as captured	90	90
3.Valuation for alienation of land:determination of stand premium and ground rent	Rating for stand premium and annual rent	20 number of properties assessed.	Assessed 20 properties.	100	90
4.valuation for lease renewals/ extension, sub-divisions and change of user	Valuation Values for payment	10 number of lease renewals assessed.	new renewal assessed.	100	95
Total Appraiser Score on Performance Targets				385.00	370.00
Mean Appraisal Scores				96.25%	92.5%



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APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Excellent results.	Performance above board.

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
	Performance impressive, strive to achieve much more

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
1.Compulsory acquisition (land and improvements)	Valuation reports and master schedule	Target remain the same.	Completed
2.Advisory services to the National Government, Counties and Government Agencies	Valuation Reports	Target remains the same	On-going
3.Valuation for alienation of land:determination of stand premium and ground rent	Rating for stand premium and annual rent	Not changed	Completed
4.valuation for lease renewals/ extension, sub-divisions and change of user	Valuation Values for payment	No Change of Target	Completed

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
Succesfull Achievement of the Targets,	Achievement impressive and successful completion by close of the Financial Year.

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Professionalism	Good - Between 80% and 99%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
	professional working

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Senior Leadership Management Course (SLDP)	one month	Management Course



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APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Training required for Capacity building in management	
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
Above board performance	Future training to build capacity required.