



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210573	Staff Name:	Robert Kipkemai Koech
ID Number:	24471123	Employee E-mail:	robert.koech@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:	NLC5
Dept/Directorate	LP&R	Appraisal Status	Immediate Supervisor Reviewed
Immediate Supervisor:	Mary Wandia Macharia	Immediate Supervisor Designation:	Deputy Director Research
Second Supervisor:	Mary Macharia Wandia	Supervisor Designation:	Deputy Director Research

DEPARTMENTAL OBJECTIVES

Conduct Research on Land and Use of Natural Resources and make recommendations to appropriate authorities.

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Land Governance and Land Management: (Study on Sustainable use and exploitation of the Blue economy to support livelihoods. Case study of Kilifi, Kwale, Mombasa, Kisumu and Lamu). Specifically, I was tasked to develop the draft preliminary draft	Research Reports			100	0
Land Rights and Security of Tenure: (Settlement schemes and securing land rights). specific target 1. Develop a report on land monitoring in Kenya 2. support in further refining the report on tenants at will 3. Develop a report on regularizatio	Research Report			100	0
Support organization of research Seminar series 1. Identify appropriate topic for discussion and the resource persons 2. Facilitate the publicity and invitation of the participants 3. Prepare follow up notes	3 No. Research Seminar Series			80	0



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Organize National Research Conference and Annual Land Conference Specific targets 1. participate in the development of the concept 2. assist identify the relevant partners 3. organize and prepare minutes of the quarterly meetings	National Research Conference			150	0
Support partnerships specific targets 1. Identify partners to support the various programmes 2. Implement the existing MoUs	No of partnerships supported			100	0
Staff Capacity building for Improved service delivery Specific targets 1. Identify trainings programmes and seek to participate	No. of capacity building programmes participated in			80	0
Participate in Dissemination workshops/forums	Dissemination workshops held			50	0
Total Appraisee Score on Performance Targets				660.00	0.00
Mean Appraisal Scores				94.29%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING

IMMEDIATE SUPERVISOR'S ON TARGET SETTING

The targets are aligned to the departmental workplan

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
Land Governance and Land Management: (Study on Sustainable use and exploitation of the Blue economy to support livelihoods. Case study of Kilifi, Kwale, Mombasa, Kisumu and Lamu). Specifically, I was tasked to develop the draft preliminary draft	Research Reports	Target Changed	The draft report, that covers Kisumu County has been finalized. Awaiting finances to enable us cover the other three counties



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Land Rights and Security of Tenure: (Settlement schemes and securing land rights). specific target 1. Develop a report on land monitoring in Kenya 2. support in further refining the report on tenants at will 3. Develop a report on regularizatio	Research Report	Target Maintained	1. The draft report on Tenants at will in Lamu and Mombasa Counties was finalized and subjected to the internal stakeholder validation forum. The feedback received required further data collection to enable its finalization. This is currently awaitin
Support organization of research Seminar series 1. Identify appropriate topic for discussion and the resource persons 2. Facilitate the publicity and invitation of the participants 3. Prepare follow up notes	3 No. Research Seminar Series	Target Maintained	Supported successful hosting of 2No. seminar series
Organize National Research Conference and Annual Land Conference Specific targets 1. participate in the development of the concept 2. assist identify the relevant partners 3. organize and prepare minutes of the quarterly meetings	National Research Conference	Target Maintained	Supported the coordination and organization of the 2nd Regional Research Conference. The conference brought together over 200 participants and attracted four no partner institutions
Support partnerships specific targets 1. Identify partners to support the various programmes 2. Implement the existing MoUs	No of partnerships supported	Target Maintained	Supported the implementation of activities with partner including HSF, KELIN, UoN-ICCA, Landportal Foundation, UN GLTN, FAO, and IGAD
Staff Capacity building for Improved service delivery Specific targets 1. Identify trainings programmes and seek to participate	No. of capacity building programmes participated in	Target maintained.	1. Participated in the GEOTECH for Land Tenure, sponsored by IFAD 2. Identified a number of relevant trainings for research and data collection
Participate in Dissemination workshops/forums	Disemmination workshops held	Target maintained.	Participated in the dissemination on research findings at EIK Research conference and FAO capacity building workshops



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MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
The targets were largely achieved, save for the instances where there were financial constraints.	The targets have been achieved because of your dedication, keep it up.

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

STAFF TRAINING AND DEVELOPMENT NEEDS	
Training & Development Needs	Duration
	Type of Training

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations