



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20130010	<b>Staff Name:</b>	David Ndegwa Kuria
<b>ID Number:</b>	11880651	<b>Employee E-mail:</b>	david.kuria@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2020-2021
<b>Terms of Service:</b>	Contract	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC2
<b>Dept/Directorate</b>	LAM	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Tache Kabale Arero	<b>Immediate Supervisor Designation:</b>	Acting Chief Executive Officer
<b>Second Supervisor:</b>	Tache Kabale Arero	<b>Supervisor Designation:</b>	Acting Chief Executive Officer

## DEPARTMENTAL OBJECTIVES

Undertake final survey to support vesting

Creation and strengthening of NLC's capacity for managing an effective computerized Public Land Information System

Develop inventories on Public Land from various sources

Monitor registration of rights and interests over land countrywide

## AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Have in place an upto date inventory on public land	Status reports	4 Status reports - one per quarter	4 Status reports - one per quarter	100	100
Final survey projects undertaken in support of vesting for compulsory land acquisition	No. of projects done	2 project reports	2 project reports	100	100
Development of final survey for vesting processes and procedures	Processes and procedure manual	Processes and procedures pending public participation	Processes and procedures pending public participation	80	80
Development of land rights monitoring framework and tools	Framework and tools	Tools and framework in place		100	0
Establishment of a Commission Maps and Plans Registry	Percentage of Commission Maps and Plans Registry in place	Deferred due to challenge in getting space and funding	Deferred due to challenge in getting space and funding	30	30



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Securing public land acquired compulsorily through final survey and vesting	No. of public land parcels	40 parcels surveyed in readiness for vesting	40 parcels surveyed in readiness for vesting	90	90
Inventory of public land in settlement schemes	No. of land parcels identified	This was still not undertaken due to challenges in accessing records	This was still not undertaken due to challenges in accessing records	60	60
Recasting of NLIMS standards and guidelines to support PLIS	Domesticated PLIS standards and guidelines	Standards and guidelines in place	Standards and guidelines in place	100	100
Automation of Commissions land related technical processes	No. of processes automated	Complications in procurement process through MoICT cost the opportunity to procure service provider	Complications in procurement process through MoICT cost the opportunity to procure service provider	70	70
<b>Total Appraisee Score on Performance Targets</b>				<b>730.00</b>	<b>630.00</b>
<b>Mean Appraisal Scores</b>				<b>81.11%</b>	<b>70%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Set targets were not achieved as expected due to covid 19 pandemic and shortage of finances	The set targets are agreeable.Go ahead and implement the same.

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
	The performance was fair

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Have in place an upto date inventory on public land	Status reports	No change	On course
Final survey projects undertaken in support of vesting for compulsory land acquisition	No. of projects done	No change in targets	On course
Development of final survey for vesting processes and procedures	Processes and procedure manual	Changed	Target was deferred due to challenges in funding



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Development of land rights monitoring framework and tools	Framework and tools	Not changed	On course
Establishment of a Commission Maps and Plans Registry	Percentage of Commission Maps and Plans Registry in place	Changed	Challenges in getting space and funding
Securing public land acquired compulsorily through final survey and vesting	No. of public land parcels	Not changed	On course
Inventory of public land in settlement schemes	No. of land parcels identified	Changed	Challenges in accessing records from the Ministry
Recasting of NLIMS standards and guidelines to support PLIS	Domesticated PLIS standards and guidelines	Not changed	On course
Automation of Commissions land related technical processes	No. of processes automated	No changed	To be implemented within Ardhisa Initiative

### MID YEAR APPRAISEES'S COMMENTS

Due to challenges in securing funding, a number of targets have been earmarked for deferment to the next financial year. All the other targets are on course to being realized or exceeded.

### MID YEAR IMMEDIATE SUPERVISORS COMMENTS

Strive to achieve set targets as reviewed

### 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

These values are critical in ensuring the Commission meets the expectations of the Citizenry

### IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE

### STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
Corporate Governance	1 month	Corporate Governance
Project Management	6 weeks	Project Management

### APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS

These courses offer strengthening of skills to ensure optimal delivery of services without exposing the Commission to harm

### IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS

The above courses are recommended subject to availability of budget.

### SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS

Second Supervisor Comments	Second Supervisor Recommendations
The performance was fair	None