



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20150159	<b>Staff Name:</b>	Adelbert Pius Moriango
<b>ID Number:</b>	11555624	<b>Employee E-mail:</b>	adelbert.moriango@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2023-2024
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC4
<b>Dept/Directorate</b>	LP&R	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Daniel Keya Mmbai	<b>Immediate Supervisor Designation:</b>	Principal Land Use Planning Officer
<b>Second Supervisor:</b>	Mary Ngundo Kamene	<b>Supervisor Designation:</b>	Deputy Director Land Use Planning

### DEPARTMENTAL OBJECTIVES

1. To monitor and oversee land use planning throughout the country
2. To develop tools for Monitoring and Overseeing Land Use Planning throughout the Country
3. To oversee the implementation of various tools and guidelines for quality assurance

### AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Assist in developing 1 No. Guideline for Preparation of Land Use and Management Plans for land held by public agencies	Draft guideline	did desktop study and contributed to compiling the 1st draft		100	100
Assist in monitoring & overseeing the preparation of 4 No. County Spatial Plans	No. of CSPs under preparation monitored and oversighted during the FY	monitored preparation of CSP in 4 counties		100	100
Assist in monitoring and Overseeing the implementation of 4 No. County Spatial Plans	No. of CSPs' under implementation monitored and oversighted in the FY	monitored implementation of CSP for 5 counties		125	100
Assist in monitoring & Overseeing 4 No. Agencies implementing the National Land Use Policy (NLUP)	No. of Agencies Implementing NLUP monitored and oversighted during the FY.	monitored & Oversaw 13 No. Agencies		200	200
Assist in monitoring & overseeing 4 No. Agencies implementing the National Spatial Plan	No. of Agencies Implementing NSP monitored and oversighted during the FY	monitored & Oversaw 13 No. Agencies		200	200



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Assist in monitoring & overseeing preparation & implementation of 25 No. Local Physical & Land use Plans (Urban Plans/PDPs)	No. of LP&LUPs (Urban/PDPs) monitored and oversighted during the FY	monitored 35 plans, participated in reviewing the physical planning handbook		140	140
Assist in preparing and issuance of 25 No. Advisories Letters to planning authorities on land use plans	No. of Advisories issued to planning authorities during the FY.	issued 26 advisories		104	100
Assist in preparing 1 No. Annual Status of land use planning report for the country	A status of land use planning Report prepared by the end of FY.	drafted letters to 5 counties for an update on status of land use planning and the report on this, used to compile one commission report		100	100
Assist in Sensitizing County Governments on importance of land use planning through 10 No. Workshops	No. of Workshops conducted during the FY	attended 10 workshops		100	100
Create/Develop a Land Use Plans" Depository of 20 No. plans	No. of Land Use Plans Deposited during the FY.	received 20 plans		100	100
Assist in preparing 1No. NLC recommendation report on the review of the National land policy	Finalized NLP recommendation report	assisted in reviewing the NLP 2009 and did desktop study and therefore contributed in the final report		100	100
<b>Total Appraisee Score on Performance Targets</b>				<b>1369.00</b>	<b>1340.00</b>
<b>Mean Appraisal Scores</b>				<b>124.45%</b>	<b>121.82%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The targets are achievable	Target setting was negotiated and agreed by the appraisee



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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
the targets for the financial year 2023/2024 as set out, were achieved despite limited resources.	the appraisee has the ability to perform much better if financial resources, technical equipment and relevant training are provided to him

### MID YEAR REVIEW

Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Assist in developing 1 No. Guideline for Preparation of Land Use and Management Plans for land held by public agencies	Draft guideline	same target	awaiting funds
Assist in monitoring & overseeing the preparation of 4 No. County Spatial Plans	No. of CSPs under preparation monitored and oversighted during the FY	same target	Monitored & oversighted csp preparation for Taita Taveta & Nyamira (50% achieved)
Assist in monitoring and Overseeing the implementation of 4 No. County Spatial Plans	No. of CSPs' under implementation monitored and oversighted in the FY	same target	lack of funds affected undertaking this target
Assist in monitoring & Overseeing 4 No. Agencies implementing the National Land Use Policy (NLUP)	No. of Agencies Implementing NLUP monitored and oversighted during the FY.	same target	monitored Mandera county
Assist in monitoring & overseeing 4 No. Agencies implementing the National Spatial Plan	No. of Agencies Implementing NSP monitored and oversighted during the FY	same target	monitored Mandera county
Assist in monitoring & overseeing preparation & implementation of 25 No. Local Physical & Land use Plans (Urban Plans/PDPs)	No. of LP&LUPs (Urban/PDPs) monitored and oversighted during the FY	same target	done 4No
Assist in preparing and issuance of 25 No. Advisories Letters to planning authorities on land use plans	No. of Advisories issued to planning authorities during the FY.	same target	done 4 No
Assist in preparing 1 No. Annual Status of land use planning report for the country	A status of land use planning Report prepared by the end of FY.	same target	final report will be prepared at the end of the financial year
Assist in Sensitizing County Governments on importance of land use planning through 10 No. Workshops	No. of Workshops conducted during the FY	same target	done 4 No. (Kakamega, Vihiga, HomaBay & Garissa)



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Create/Develop a Land Use Plans" Depository of 20 No. plans	No. of Land Use Plans Deposited during the FY.	same target	so far plans have been submitted
Assist in preparing 1No. NLC recommendation report on the review of the National land policy	Finalized NLP recommendation report	same target	final report prepared and submitted to the Ministry of lands

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
The achievement of the set targets is on course, and will be finalized in the coming 3rd & 4th quarters	the set targets are on course. Full achievement will depend on the timely availability of finances

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Professionalism	Excellent - Higher Than 100%
Core Competencies	Innovativeness	Very Good - Upto 100%
Core Competencies	Efficiency	Very Good - Upto 100%
Values	Meritocracy	Very Good - Upto 100%
Values	Confidentiality	Very Good - Upto 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
The assessment in terms of values and Core Competencies are a reflection of my capabilities	The appraisee demonstrates a high degree of professionalism and competency

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Supervisory skills	4 weeks	Senior Management course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Very important for career progression	This training is necessary for career advancement

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
the officer has the potential to perform much better than this given adequate financial, technical and relevant training	Training in supervisory and management course