



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150263	Staff Name:	Geoffrey Ng'Ethe Warui
ID Number:	26056512	Employee E-mail:	geoffrey.ng'ethe@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	19-Nyeri County	Job Grade:	NLC7
Dept/Directorate	CCO	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Joyce Njeri Kinyanjui	Immediate Supervisor Designation:	COUNTY COORDINATOR
Second Supervisor:	Joyce Kinyanjui N.	Supervisor Designation:	COUNTY COORDINATOR

DEPARTMENTAL OBJECTIVES
To secure public institutional land
To enhance access to alienated and unalienated public land for development
To develop a comprehensive land inventory and database
To regularize urban land allocations
To mainstream land use planning in the national and county development agenda
To provide redress to Land disputes (HLI)
To improve work environment
To ensure financial sustainability
To strengthen internal systems and processes for efficient service delivery

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
1	updated public land inventory in (PAT) Financial Year 2023-2024	1	120	110	200
- 30 No applications on renewal and extension of lease	- Files opened/ updated in (PAT) Financial Year 2023-2024	20	120	110	200
10	Files opened and updated in (PAT) Financial Year 2023-2024	8	100	100	200
- 4 No applications on exchange.	- Searches and RIMs obtained as well as files updated in (PAT) Financial Year 2023-2024	5	105	100	200
- 4 No applications on allocation.	- Files updated in (PAT) Financial Year 2023-2024	4	110	100	200



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- Full participation in data collection.	- RIMs, Searches and draft reports in (PAT) Financial Year 2023-2024	10	90	105	150
- Full participation in data collection.	- RIMs, Searches and draft reports in (PAT) Financial Year 2023-2024	10	110	105	150
Total Appraisee Score on Performance Targets				730.00	1300.00
Mean Appraisal Scores				104.29%	185.71%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The targets are achievable.	Targets set agreed

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 appraise performed well in FY 2023-2024 as per set targets

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
1	updated public land inventory in (PAT) Financial Year 2023-2024	Target Not changed	Target achieved
- 30 No applications on renewal and extension of lease	- Files opened/ updated in (PAT) Financial Year 2023-2024	Target not changed	16 applications received
10	Files opened and updated in (PAT) Financial Year 2023-2024	Target not changed	5 applications received
- 4 No applications on exchange.	- Searches and RIMs obtained as well as files updated in (PAT) Financial Year 2023-2024	Target Not changed	2 applications received
- 4 No applications on allocation.	- Files updated in (PAT) Financial Year 2023-2024	Targets not changed	2 applications received
- Full participation in data collection.	- RIMs, Searches and draft reports in (PAT) Financial Year 2023-2024	Target not changed	Continuous collection of searches and Maps

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
	Reviewed at mid year 2023-2024



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VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Rule of Law	Excellent - Higher Than 100%
Core Competencies	Professionalism	Excellent - Higher Than 100%
Values	Respect for National /Gender Diversity	Very Good - Upto 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
Targets achieved	The appraisee maintained the rule of law and observed high level integrity during FY 2023-2024

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Supervisory skills	1 month	Supervisory management course
Land administration skills	1 month	Land management course.
Supervisory skills	1 month	Supervisory Management Course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
The skills will enable me to serve the public effectively.	I highly recommend training on identified areas for improved performance

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
The appraisee performance for year 2023-2024 commendable	I recommend training facilitation of the appraisee upon availability of funds