



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150156	Staff Name:	Silvester Osodo Musera
ID Number:	8575647	Employee E-mail:	silvester.osodo@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	06-Taita -Taveta County	Job Grade:	NLC4
Dept/Directorate	CCO	Appraisal Status	Immediate Supervisor Reviewed
Immediate Supervisor:	Tache Kabale Arero	Immediate Supervisor Designation:	Acting Chief Executive Officer
Second Supervisor:	Tache Kabale Arero	Supervisor Designation:	Acting Chief Executive Officer

DEPARTMENTAL OBJECTIVES

- To facilitate access and use of land for socio-economic and environmental sustainability.
- To facilitate resolution of disputes and conflicts on land based resources.
- To enhance secure storage, access, retrieval of public land information.
- To create awareness through advocacy, coordination and information dissemination on the role of NLC.

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraiser's Rating	Agreed Rating
Identify, verify and update 100 No. of public land in the county from 1st July 2022 to 30th June 2023	Number of parcels received, verified and updated			0	0
Receive and record 100 No. of applications by public institution from 1st July 2022 to 30th June 2023	Number of applications received			0	0
Receive 50 No. of applications on subdivision/ amalgamation of public land from 1st July 2022 to 30th June 2023	Number of applications received and recorded			0	0
Receive 100 No. of applications for allocation / applications for ownership documents / land regularization from 1st July 2022 to 30th June 2023	Number of applications received and recorded			0	0
Preparing reports of preliminary investigations for Historical land injustice from 1st July 2022 to 30th June 2023	List of cases filed Preliminary reports Ground/site reports			0	0
Chairing the staff meetings for the financial year 2022/2023	Minutes prepared and filed			0	0
Total Appraiser Score on Performance Targets				0.00	0.00
Mean Appraisal Scores				0%	0%



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APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets are SMART	

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
Identify, verify and update 100 No. of public land in the. county from 1st July 2022 to 30th June 2023	Number of parcels received, verified and updated	Target not changed	60 parcels identified
Receive and record 100 No. of applications by public institution from 1st July 2022 to 30th June 2023	Number of applications received	Target not changed	60 applications received
Receive 50 No. of applications on subdivision/ amalgamation of public land from 1st July 2022 to 30th June 2023	Number of applications received and recorded	target not changed	23 applications received so far
Receive 100 No. of applications for allocation / applications for ownership documents / land regularization from 1st July 2022 to 30th June 2023	Number of applications received and recorded	target not changed	40 applications received so far
Preparing reports of preliminary investigations for Historical land injustice from 1st July 2022 to 30th June 2023	List of cases filed Preliminary reports Ground/site reports	target not changed	27 reports prepared for HL
Chairing the staff meetings for the financial year 2022/2023	Minutes prepared and filed	Target not changed	6 meetings held

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
I hope to achieve all my set targets by end of the 2022/2023 financial year	Kindly work towards achieving your targets.

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
I make performance evaluations of staff assigned to me in a timely manner.	

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
SLDP	1 month	Strategic leadership programme

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I require this particular training to better enable me perform my duties.	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations