



INDIVIDUAL APPRAISAL REPORT

| PERSONAL DETAILS | | | |
|------------------------------|---------------------------|--|------------------------------------|
| Staff Number: | NLC20150448 | Staff Name: | Mary Macharia Wandia |
| ID Number: | 22119059 | Employee E-mail: | mary.macharia@landcommission.go.ke |
| Appraisal Type: | ANNUAL FINANCIAL YEAR | Appraisal Period: | 2022-2023 |
| Terms of Service: | Permanent and Pensionable | Gender: | Female |
| Work Station | 47-Nairobi City County | Job Grade: | NLC3 |
| Dept/Directorate | LP&R | Appraisal Status | Supervisor |
| 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

Research on Land Governance and Land Management

Land Rights and Security of Tenure Research

Legal Research

Valuation and Taxation Research

Emerging Global and Strategic Land Issues Research

8 Research Seminar series

National Research Conference and Annual Land Conference

Dissemination workshops for research findings (5)

Partnerships

Capacity Buiding

Establish and operationalize a Commission Resource Centre

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, Kisumu. | Research Report published; No of Policy Briefs published; No of Validation and Disseminations Workshops held | | | 100 | 0 |
| Land Governance and Land Management: (Sustainable use and protection of Wetlands and fragile ecosystems in Kenya using Traditional and Indigenous Knowledge; Case of Yala and Ondiri Swamps). | Research Report published; No of Policy Briefs published; No of Validation and Disseminations Workshops held | | | 90 | 0 |



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|--|--|---|--|----------------|-------------|
| Sustainable Conservation of Land Based Natural Resources: (Communities role in managing natural resources ; focus on forests and community land). | Research Report published; No of Policy Briefs published; No of Validation and Disseminations Workshops held | | | 120 | 0 |
| Land Rights and Security of Tenure: (Settlement schemes and securing land rights). | Research Report published; No of Policy Briefs published; No of Validation and Disseminations Workshops held | | | 120 | 0 |
| Legal Research: (Legal framework and practice for collection of land based revenue and revenue from emerging economies to aid sensitization of county governments). | Research paper published; Validation workshops; Dissemination workshops | | | 90 | 0 |
| Valuation and Taxation& Emerging Global and Strategic Land Issues : (Research on the land value capture. A policy approach that enables communities to recover and reinvest land value increases that result from public investment and government actions | Commission paper published; Validation workshops; Dissemination workshops | | | 90 | 0 |
| Research Seminar series | No. of research seminars held; Attendance registers | | | 100 | 0 |
| National Research Conference and Annual Land Conference | Research conferences held; Documentary, Conference report and proceedings | | | 120 | 0 |
| Dissemination workshops | No. Dissemination workshops held | | | 110 | 0 |
| Increased partnerships | MoUs; Workshops attended; Consultative forums attended | | | 120 | 0 |
| Staff Capacity building for Improved service delivery | Trainings attended; Certificates issued; | | | 100 | 0 |
| Establish and operationalize a Commission Resource Centre | Procure resource centre space; Resource centre supporting infrastructure | | | 100 | 0 |
| Land Governance and Land Management: (Study on Sustainable use and exploitation of the Blue economy to support livelihoods. Case study of Kilifi, Kwale, Kisumu. | Research Report published; No of Policy Briefs published; No of Validation and Disseminations Workshops held | Draft report for Kisumu County is ready on Sustainable use and exploitation of the Blue economy to support livelihoods. | | 100 | 0 |
| Total Appraisee Score on Performance Targets | | | | 1360.00 | 0.00 |
| Mean Appraisal Scores | | | | 104.62% | 0% |

| APPRAISEE'S COMMENTS ON TARGET SETTING | IMMEDIATE SUPERVISOR'S ON TARGET SETTING |
|---|---|
| The targets have been set anticipating availability of funds to support the activities. | Please go ahead and implement the agreed targets. |



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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 |
|--|---|
| | |

| 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, Kisumu. | Research Report published; No of Policy Briefs published; No of Validation and Disseminations Workshops held | Due to constrains in finances, only Kisumu county data collection was done. | Draft report for Kisumu County is ready on Sustainable use and exploitation of the Blue economy to support livelihoods. |
| Land Governance and Land Management: (Sustainable use and protection of Wetlands and fragile ecosystems in Kenya using Traditional and Indigenous Knowledge; Case of Yala and Ondiri Swamps). | Research Report published; No of Policy Briefs published; No of Validation and Disseminations Workshops held | The target changed a proposal for developing and Agenda for Land Commission in the IGAD region formulated. The target changed and proposal was developed for Horn of Africa on Terms of Reference developed for research on the implications of Compu | <ul style="list-style-type: none"> IGAD Land Commissions Agenda Developed. Reviewed the Terms of Reference developed for research on the implications of Compulsory Land Acquisition on socio-economic conditions of women, vulnerable, indigenous groups and other minorities and margi |
| Sustainable Conservation of Land Based Natural Resources: (Communities role in managing natural resources ; focus on forests and community land). | Research Report published; No of Policy Briefs published; No of Validation and Disseminations Workshops held | Target changed due to lack of funds and only two Proposals developed. | A proposal developed on Riparian Reserve Conservation and Management Policy. Proposal on Communities role in managing natural resources done. |
| Land Rights and Security of Tenure: (Settlement schemes and securing land rights). | Research Report published; No of Policy Briefs published; No of Validation and Disseminations Workshops held | The target changed to incorporate request to support IGAD Regional development of of Kenya land monitoring framework. | <ul style="list-style-type: none"> Report on Land Monitoring for Kenya. Finalized and validated with support from the IGAD land Governance programme. Done through multiagency approach comprising of Ministry in charge of land, KNBS, State Department of Gender, FIDA and Judiciary. |
| Legal Research: (Legal framework and practice for collection of land based revenue and revenue from emerging economies to aid sensitization of county governments). | Research paper published; Validation workshops; Dissemination workshops | Target changed to develop legal digest proposal. | Legal digest proposal developed. |



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| Valuation and Taxation& Emerging Global and Strategic Land Issues : (Research on the land value capture. A policy approach that enables communities to recover and reinvest land value increases that result from public investment and government actions | Commission paper published; Validation workshops; Dissemination workshops | Proposal developed. | Proposal developed in collaboration with Valuation and Taxation Department on Transformation of assessment land tax through improved and inclusive policy, legal and institutional frameworks |
| Research Seminar series | No. of research seminars held; Attendance registers | The Department initiated 5 research seminars. | <ul style="list-style-type: none"> • Validation of the Tenants at will research report done on 14/7/22; • Webinar on Valuation of Unregistered Land in Kenya on 18/8/22 in collaboration with Royal Institute of Chartered Surveyors (RICS); • Presentation of Commission Paper on Rol |
| National Research Conference and Annual Land Conference | Research conferences held; Documentary, Conference report and proceedings | Held two Conferences and participated in others to share research findings. | <p>1. National Research Conference The Department in partnership with the National Research Fund (NRF) is planning the 2nd National Research Conference. The concept paper has been done.</p> <p>2. IGAD Land Commission Workshop IGAD Member States Land Commi</p> |
| Dissemination workshops | No. Dissemination workshops held | 4 workshops held to disseminate the research findings. | Workshop on Post-mining restoration held in Kwale County supported by WWF on 14-16 Nov 2016. Informed and as a follow-up on the recommendations from the published research report on Report on Environmental and Land Use Effects from Mining and Quarryi |
| Increased partnerships | MoUs; Workshops attended; Consultative forums attended | Several partnerships have been initiated. | Meetings held with various stakeholders for enhancing partnerships with the Commission. The partners are; IGAD, International Land Coalition (ILC), Land Portal, UNHabitat |
| Staff Capacity building for Improved service delivery | Trainings attended; Certificates issued; | 5 Staff trained on various courses | <p>(1) Dr. Wandia and Clemetine Wavinya trained on Gender Responsive Budgeting by IGAD supported by FAO on 21-24 Nov 22 in Kwale County</p> <p>(2) Robert Koech Chief Research Officer trained on GeoTech 4 Tenure program by IFAD, virtually</p> <p>(3) Nancy Kosgey</p> |
| Establish and operationalize a Commission Resource Centre | Procure resource centre space; Resource centre supporting infrastructure | Requirements for the resource center have been forwarded to HR and Admin. | Requirements for online repository submitted to ICT department. Software and Hardware Requirement submitted to FAO for funding. |



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| MID YEAR APPRAISEES'S COMMENTS | | MID YEAR IMMEDIATE SUPERVISORS COMMENTS | |
|---|-------------------------------------|--|--|
| VALUES AND STAFF COMPETENCIES APPRAISAL | | | |
| Criteria Cluster | Appraisee's Values and Competencies | Immediate Supervisor Comments | |
| APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES | | IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE | |
| Works to hold institutional values. | | | |
| STAFF TRAINING AND DEVELOPMENT NEEDS | | | |
| Training & Development Needs | Duration | Type of Training | |
| New data analysis skills | 4 weeks | technical training | |
| Senior Management | 4 weeks | Management course | |
| APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS | | IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS | |
| Training will be very important to enhance skills. | | Training requested will be undertaken subject to availability of funds. | |
| SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS | | | |
| Second Supervisor Comments | Second Supervisor Recommendations | | |
| Capture actual results achieved. | None | | |