



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20210643	<b>Staff Name:</b>	Laurin Wanjiru Kariuki
<b>ID Number:</b>	30027568	<b>Employee E-mail:</b>	laurin.kariuki@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>	Female
<b>Work Station</b>	12-Meru County	<b>Job Grade:</b>	NLC7
<b>Dept/Directorate</b>	CCO	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Josephat Wasua Muendo	<b>Immediate Supervisor Designation:</b>	COUNTY COORDINATOR
<b>Second Supervisor:</b>	Josephat Wasua Muendo	<b>Supervisor Designation:</b>	COUNTY COORDINATOR

DEPARTMENTAL OBJECTIVES
To secure public institutional land
To enhance access to alienated and unalienated public land for development
To develop a comprehensive public land inventory and data base
To regularize urban land allocations
To mainstream land use planning in the national and county development agenda
To provide redress to land disputes
To provide redress to Historical Land Injustices (HLI)
To enhance corporate image of the Commission through County office
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
Submit 8 No. of applications for extension/renewal of lease	No. of applications submitted to Land Administration	2	2	25	25
Document 47 No. public land in community/groups/company/lands and settlement schemes	No. of public land parcels in community and settlement schemes inventorised	28	28	60	60
Inventorize public land in the county	Quarterly status reports	4	4	100	100



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Monitor and oversight land use planning throughout the county	Quarterly status reports prepared and submitted	4	4	100	100
Documentation of 148 No. surveyed and unsurveyed acquired public land	No. of parcels identified	577	577	200	200
<b>Total Appraisee Score on Performance Targets</b>				<b>485.00</b>	<b>485.00</b>
<b>Mean Appraisal Scores</b>				<b>97%</b>	<b>97%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets set are achievable	

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
Most of the set targets were achieved. Some of the targets were not met due to less number of applications received over the period.	Most of the set targets were achieved. Some targets were not met due to less number of applications received over the period. No need for the staff to be put on PIP

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Submit 8 No. of applications for extension/renewal of lease	No. of applications submitted to Land Administration	No target changed	No applications received over the period
Document 47 No. public land in community/groups/company/lands and settlement schemes	No. of public land parcels in community and settlement schemes inventorised	No target changed	17 No. of public land parcels in community and settlement schemes identified
Inventorize public land in the county	Quarterly status reports	No target changed	Status report prepared
Monitor and oversight land use planning throughout the county	Quarterly status reports prepared and submitted	No target changed	Status report prepared
Documentation of 148 No. surveyed and unsurveyed acquired public land	No. of parcels identified	No target changed	77 No. of parcels identified

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
There is progress in achieving set targets	No target changed - there is good progress in achievement of set targets

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Professionalism	Excellent - Higher Than 100%
Managerial and Supervisory Competence	Planning and Organizing	Excellent - Higher Than 100%



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Values	Confidentiality	Very Good - Upto 100%
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APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
I have the skills and competencies to undertake my duties.	The officer has the skills and competencies to undertake her duties effectively.

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Senior Management Course	4 weeks	Supervisory Management
Land Administration and Management	2 weeks	Administration
Project Management	2 weeks	Administration

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I need the above training to enhance my skills in administration and management	The officer requires training as indicated.

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
The officer was able to achieve most of the set targets.	The officer requires training in senior management course, land administration and management and project management.