



INDIVIDUAL APPRAISAL REPORT

| PERSONAL DETAILS | | | |
|------------------------------|--------------------------------|--|-----------------------------------|
| Staff Number: | NLC20170480 | Staff Name: | Juma Peter Kaunda |
| ID Number: | 22290078 | Employee E-mail: | peter.kaunda@landcommission.go.ke |
| Appraisal Type: | ANNUAL FINANCIAL YEAR | Appraisal Period: | 2020-2021 |
| Terms of Service: | Permanent and Pensionable | Gender: | Male |
| Work Station | 47-Nairobi City County | Job Grade: | NLC5 |
| Dept/Directorate | LV&T | Appraisal Status | Immediate Supervisor Reviewed |
| Immediate Supervisor: | Fidelis Kamwana Mburu | Immediate Supervisor Designation: | Principal Valuation and Taxation |
| Second Supervisor: | Evah Wangechi Wamathai Njoroge | Supervisor Designation: | Principal Valuation and Taxation |

DEPARTMENTAL OBJECTIVES

| AGREED PERFORMANCE TARGETS | | | | | |
|--|--|------------------|--------------------------------|--------------------|---------------|
| Agreed Performance Target | Performance Indicator | Results Achieved | Agreed Actual Results Achieved | Appraisee's Rating | Agreed Rating |
| 1. Compulsory acquisition and creation of Rights of Ways over private land. 2. Advisory services to Counties and Government Agencies. 3. Valuation for stand premium and rent determination on alienation of land and renewal of leases. | 1. Letter of award. 2. Valuation Reports. 3. Determined SP & AR figures for payment. | | | 87 | 0 |
| 1. Compulsion acquisition and creation of public rights of way. | Compensation schedules. | | | 0 | 0 |
| Total Appraisee Score on Performance Targets | | | | 87.00 | 0.00 |
| Mean Appraisal Scores | | | | 43.5% | 0% |

| APPRAISEE'S COMMENTS ON TARGET SETTING | IMMEDIATE SUPERVISOR'S ON TARGET SETTING |
|--|---|
| Reasonable and achieved. Aims higher in the coming period. | |
| 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



INDIVIDUAL APPRAISAL REPORT

| Agreed Performance Target | Performance Indicator | Target changed or Added | Remarks |
|---------------------------|-----------------------|-------------------------|---------|
|---------------------------|-----------------------|-------------------------|---------|

| MID YEAR APPRAISEES'S COMMENTS | MID YEAR IMMEDIATE SUPERVISORS COMMENTS |
|--------------------------------|---|
| | Kindly undettake mid year review. |

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

| STAFF TRAINING AND DEVELOPMENT NEEDS | |
|--------------------------------------|------------------------------|
| Training & Development Needs | Duration Type of Training |

| APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS | IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS |
|--|---|
|--|---|

| SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS | |
|--|-----------------------------------|
| Second Supervisor Comments | Second Supervisor Recommendations |
| | |