



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210602	Staff Name:	Ali Diba Ali
ID Number:	24546726	Employee E-mail:	ali.diba@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	12-Meru County	Job Grade:	NLC6
Dept/Directorate	CCO	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Josephat Wasua Muendo	Immediate Supervisor Designation:	COUNTY COORDINATOR
Second Supervisor:	Josephat Wasua Muendo	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 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
Recover 16 No. public institutional land	No. of public institution land parcels identified for recovery	8	8	50	50
Conduct natural resource inventory and establish databases	Number of sites identified	3	3	40	40
Resolve 22 No. land disputes and conflicts through use of ADR/TDR (use of AJS) mechanisms	No. of disputes handled (received and processed)	14	14	64	64



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Resolve land disputes through effective court cases management - Attend 8 No. court user committee sessions	Court user committee sessions attended	4	4	50	50
Documentation of 148 no surveyed and unsurveyed acquired public land.	No. of parcels identified	577	577	200	200
Total Appraiser Score on Performance Targets				404.00	404.00
Mean Appraisal Scores				80.8%	80.8%

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

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 target were achieved.	Targets were not achieved due to minimal number of applications received.

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Recover 16 No. public institutional land	No. of public institution land parcels identified for recovery	No target changed	5 No. Institution land parcels identified for recovery.
Conduct natural resource inventory and establish databases	Number of sites identified	No target changed.	2 No. of sites identified.
Resolve 22 No. land disputes and conflicts through use of ADR/TDR (use of AJS) mechanisms	No. of disputes handled (received and processed)	No target changed.	8 No. of disputes handled (received and processed)
Resolve land disputes through effective court cases management - Attend 8 No. court user committee sessions	Court user committee sessions attended	No target changed.	3 No. Court user committee sessions attended.

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

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraiser'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
All target set are achievable.	The officer has the skills and competencies to undertake his duties effectively and efficiently.

STAFF TRAINING AND DEVELOPMENT NEEDS	
Training & Development Needs	Duration
Supervisory skills.	3 weeks
	Type of Training
	Supervisory management course.

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I need the skills to enhance my day to day duties.	The officer requires training in supervisory skills.

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
The officer was able to achieve most of set targets.	The officer requires training in senior management course, Supervisory skill course, Public prosecution and Negotiation influencing and persuasion skill.