



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20150133	<b>Staff Name:</b>	Joseph Muthomi Ngaruthi
<b>ID Number:</b>	2364522	<b>Employee E-mail:</b>	joseph.muthomi@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2021-2022
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC4
<b>Dept/Directorate</b>	LAM	<b>Appraisal Status</b>	Immediate Supervisor Reviewed
<b>Immediate Supervisor:</b>	David Ndegwa Kuria	<b>Immediate Supervisor Designation:</b>	Director
<b>Second Supervisor:</b>	David Ndegwa Kuria	<b>Supervisor Designation:</b>	Director

### DEPARTMENTAL OBJECTIVES

To secure public institutions land

To enhance access to alienated and unalienated public land for development

To regularize urban land allocations

### AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Allocation Land /Application for ownership documents/Land Regularization & formalization	No of applications/allocations done	3000 Land allocations done		130	0
80 Renewal of Lease by end of 2021/2022 financial year	No of leases renewed	600 renewal of lease done		150	0
Regularization of at least one urban centre	an urban centre regularized	10 urban centers regularized		100	0
verification of letters of allotment	No of allotments verified	50 allotments verified		120	0
Transfer of public land	No of transfers done	1 transfer done		100	0
Reservation of Public land for settlement	No of public lands reserved for settlements	2 public lands reserved for settlements		100	0
Carry out one site inspection	No of site inspections	6144 site inspections done		180	0
Generation of revenue and AIA	Amount generated	58,677,855 Kshs generated		200	0
<b>Total Appraisee Score on Performance Targets</b>				<b>1080.00</b>	<b>0.00</b>



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<b>Mean Appraisal Scores</b>		<b>135%</b>	<b>0%</b>
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<b>APPRAISEE'S COMMENTS ON TARGET SETTING</b>	<b>IMMEDIATE SUPERVISOR'S ON TARGET SETTING</b>
Targets are achievable	

<b>APPRAISEE'S COMMENTS ON PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE</b>	<b>IMMEDIATE SUPERVISOR'S COMMENTS ON APPRAISEE'S PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE</b>
I have achieved the set targets	

<b>MID YEAR REVIEW</b>			
<b>Agreed Performance Target</b>	<b>Performance Indicator</b>	<b>Target changed or Added</b>	<b>Remarks</b>
Allocation Land /Application for ownership documents/Land Regularization & formalization	No of applications/allocations done	target not changed	over 500 land allocations done
80 Renewal of Lease by end of 2021/2022 financial year	No of leases renewed	target not changed	600 renewal of leases done
Regularization of at least one urban centre	an urban centre regularized	target not changed	10 urban centers regularized
verification of letters of allotment	No of allotments verified	target not changed	50 allotments verified
Transfer of public land	No of transfers done	target not changed	ongoing
Reservation of Public land for settlement	No of public lands reserved for settlements	target not changed	on going
Carry out one site inspection	No of site inspections	target not changed	50 site inspections done
Generation of revenue and AIA	Amount generated	target not changed	on going basis

<b>MID YEAR APPRAISEES'S COMMENTS</b>	<b>MID YEAR IMMEDIATE SUPERVISORS COMMENTS</b>
targets are achievable by end of financial year	Strive to attain the targets

<b>VALUES AND STAFF COMPETENCIES APPRAISAL</b>		
<b>Criteria Cluster</b>	<b>Appraisee's Values and Competencies</b>	<b>Immediate Supervisor Comments</b>

<b>APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES</b>	<b>IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE</b>
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<b>STAFF TRAINING AND DEVELOPMENT NEEDS</b>		
<b>Training &amp; Development Needs</b>	<b>Duration</b>	<b>Type of Training</b>



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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