



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20150298	<b>Staff Name:</b>	Dennis Sangale
<b>ID Number:</b>	28556734	<b>Employee E-mail:</b>	dennis.sangale@landcommission.go.ke
<b>Appraisal Type:</b>	MID FINANCIAL YEAR	<b>Appraisal Period:</b>	2021-2022
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Male
<b>Work Station</b>	32-Nakuru County	<b>Job Grade:</b>	NLC8
<b>Dept/Directorate</b>	CCO	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Frank Kibelekenya Kosiom	<b>Immediate Supervisor Designation:</b>	County Coordinator
<b>Second Supervisor:</b>	Frank Kibelekenya Kosiom	<b>Supervisor Designation:</b>	County Coordinator

DEPARTMENTAL OBJECTIVES
1. To facilitate access and use of land for socio-economic environmental sustainability.
2. To create awareness through advocacy , coordination and information disseminaton on the roles of NLC
3. To enhance secure storage, access and retrieval of public land information.
4. To facilitate resolution of dispute and conflicts on land and land based resources.

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
1. Attending to clients on daily basis.	Visitors book			90	88
2. Collection of data on public land.	Public land inventory			88	86
3. Assist in conducting public awareness on the mandates of NLC	Reports, photos and attendance lists			90	92
4. Assist in writing quarterly report	Reports			90	92
5. Ensure proper filing	Files			96	92
<b>Total Appraisee Score on Performance Targets</b>				<b>454.00</b>	<b>450.00</b>
<b>Mean Appraisal Scores</b>				<b>90.8%</b>	<b>90%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Target set is achievable.	WORKING HARD TO MEET THE SET 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

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
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VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Values	Fairness	-1

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
I believe in making clients information shared to the office confidential and accord it respect.	APPLIES CONFEDENTIALITY IN HIS WORK

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
ICT skill	3 weeks	ICT Management Training

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I ask to be considered for the training when chances come up.	I RECOMMEND THE APPRAISEE FOR THE COURSE

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
Overall performance good.	ICT skills additional advantage.