



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20150248	<b>Staff Name:</b>	George Katana Mwanyae
<b>ID Number:</b>	26915189	<b>Employee E-mail:</b>	george.mwanyae@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>	02-Kwale County	<b>Job Grade:</b>	NLC8
<b>Dept/Directorate</b>	CCO	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Dennis Mutungi Kinyamasyo	<b>Immediate Supervisor Designation:</b>	COUNTY COORDINATOR
<b>Second Supervisor:</b>	Dennis Mutungi Kinyamasyo	<b>Supervisor Designation:</b>	COUNTY COORDINATOR

## DEPARTMENTAL OBJECTIVES

1. To secure public institutional land.
2. To enhance access to alienated and unalienated public land for development
3. To develop a comprehensive public land inventory and data base
4. To regularize urban land allocations
5. To mainstream land use planning in the national and county development agenda
6. To provide redress to land disputes
7. To provide redress to Historical Land Injustices (HLI)
8. To enhance corporate image of the Commission through County office
9. To improve work environment
10. To ensure financial sustainability
11. 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
1. To identity 8 no. of undocumented parcels of land for public institutions and submit to Land Administration & Management Directorate for processing from 1st July 2021 to 30th June,2022.	No. of parcels identified and submitted to Land Administration & Management for processing	7 number of parcels identified	7 No. of parcels identified	87.5	87.5
2. To receive ,review and recommend 10No. of applications for extension/renewal of lease to Land Administration & Management Directorate for processing from 1st July 2021 to 30th June,2022.	No. of applications submitted to Land Administration& Administration Directorate	5 applications received	5. No of applications received	62.5	62.5



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3. To update the county comprehensive public land inventory database with 50No. of parcels from 1st July 2021 to 30th June,2022.	No of parcels updated in the county comprehensive public land inventory database.	46 number of parcels added	46 No of parcels added	100	100
4. To develop 12 reports on disputes handled through use of ADR/TDR in the County (received and processed)from 1st July 2021 to 30th June,2022.	No. Of disputes received, processed /handled through ADR/TDR	9 reports developed	9 Reports done	80	80
5. To develop a ground report of the status of urban centres from 1st July 2021 to 30th June, 2022.	<ul style="list-style-type: none"> <li>Report on the status of urban centres</li> <li>No. of urban centres undergoing planning and surveying /Urban Centres Planning &amp; Surveying status Report in County.</li> </ul>	No report done coz CGK contracted a consultant to plan Kwale town	No report	50	50
<b>Total Appraiser Score on Performance Targets</b>				<b>380.00</b>	<b>380.00</b>
<b>Mean Appraisal Scores</b>				<b>76.0%</b>	<b>76.0%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets are smart.	Targets were smart.
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
Despite the usual challenges faced, i believe my performance was above board and looking forward to do better.	

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
1. To identity 8 no. of undocumented parcels of land for public institutions and submit to Land Administration & Management Directorate for processing from 1st July 2021 to 30th June,2022.	No. of parcels identified and submitted to Land Administration & Management for processing	Target not varied	Mid year achievement is 3 No.
2. To receive ,review and recommend 10No. of applications for extension/renewal of lease to Land Administration & Management Directorate for processing from 1st July 2021 to 30th June,2022.	No. of applications submitted to Land Administration& Administration Directorate	Target varied to 8No.	Mid year achievement is 3No.



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3. To update the county comprehensive public land inventory database with 50No. of parcels from 1st July 2021 to 30th June,2022.	No of parcels updated in the county comprehensive public land inventory database.	Target not varied	Mid year achievement is 27 No.
4. To develop 12 reports on disputes handled through use of ADR/TDR in the County (received and processed)from 1st July 2021 to 30th June,2022.	No. Of disputes received, processed /handled through ADR/TDR	Target not varied	Mid year achievement is 7No.
5. To develop a ground report of the status of urban centres from 1st July 2021 to 30th June, 2022.	<ul style="list-style-type: none"> <li>• Report on the status of urban centres</li> <li>• No. of urban centres undergoing planning and surveying /Urban Centres Planning &amp; Surveying status Report in County.</li> </ul>	Target not varied	Awaiting for completion of report by the county physical planner.

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
Most of the targets set did not vary hence targets achievement is on course and highly expected to be met.	Strive to achieve the set targets by the end of the year.

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Efficiency	Good - Between 80% and 99%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
I will strive to enhance transparency and ensure accountability in making sure i realize both my targets and the organizations.	keep it up

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Land administration skills	four weeks	Land administration course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
So as to equip me with the necessary skills to deliver my mandate and the set targets.	The officer should be taken for training for the course requested.

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations



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The targets were SMART. Overall performance was good.

The officer should be taken for training on the course requested.