



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150423	Staff Name:	Moses Napwora Barasa
ID Number:	23888303	Employee E-mail:	moses.barasa@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	42-kisumu County	Job Grade:	NLC8
Dept/Directorate	CCO	Appraisal Status	Immediate Supervisor Reviewed
Immediate Supervisor:	Protas Appida Otieno	Immediate Supervisor Designation:	Principal Land Administration
Second Supervisor:	Protas Appida Otieno	Supervisor Designation:	Principal Land Administration

DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Helping the County Coordinator to identify public institution land for recovery (4)	Number of ground reports made	8	8	200	200
Assisting the County Coordinator with preliminary investigations on development applications (5)	Number of reports	10	10	200	200
To investigate whether the dispute submitted meet ADR threshold (5)	Number of reports done	9	9	180	180
Sensitize public on NLC mandates(3)	Number of awareness forums/meetings	5	5	167	167
Processing of Court matters and liaising with Legal departmental to act (25)	Number of cause lists submitted to legal department	48	48	192	192
Carring out site visits/inspections on behalf of the County Coordinator (5)	Number of field reports done	10	10	200	200
Total Appraisee Score on Performance Targets				1139.00	1139.00
Mean Appraisal Scores				189.83%	189.83%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The targets were set as agreed by my supervisor and are achievable	



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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
Performance rating was in line with the set targets.	

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Helping the County Coordinator to identify public institution land for recovery (4)	Number of ground reports made	Target not changed	3
Assisting the County Coordinator with preliminary investigations on development applications (5)	Number of reports	Target not changed	3
To investigate whether the dispute submitted meet ADR threshold (5)	Number of reports done	Not changed	2
Sensitize public on NLC mandates(3)	Number of awareness forums/meetings	Not changed	4
Processing of Court matters and liaising with Legal departmental to act (25)	Number of cause lists submitted to legal department	Not changed	12
Carring out site visits/inspections on behalf of the County Coordinator (5)	Number of field reports done	Not changed	4

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
There were no changes on targets and proceeding well.	The appraisee has performed quite well and is on course to meet targets.

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
I commend my immediate supervisor for the mentorship while at work.	

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



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APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
It will improve my skills in records Management	
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations