



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210569	Staff Name:	Joseph Mukiama Mwereria
ID Number:	28333311	Employee E-mail:	joseph.mwereria@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2021-2022
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	LP&R	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Adelbert Pius Moriangi	Immediate Supervisor Designation:	Principal Land Rights Monitoring Officer
Second Supervisor:	Ally Munira Jadeed	Supervisor Designation:	Chief Land Use Planning Officer

DEPARTMENTAL OBJECTIVES

To monitor land use planning throughout the country

To exercise oversight over land use planning throughout the country

To formulate and apply toolkits for monitoring and overseeing land use plan preparation, quality assurance and implementation

To monitor implementation of NLUP and NSP

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Undertake the finalization of National Land Use Policy implementation: Monitoring and Oversight tool	The Final National Land Use Policy Implementation: Monitoring and Oversight Tool	Reviewed, proposed and incorporated changes to initial draft. Proofread, arranged and edited final draft. Prepared materials for launch. Prepared invitation letters for launch.	the NLUP implementation monitoring and oversight tool was successfully finalized	100	100



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Undertake the finalization of National Spatial Plan Implementation: Monitoring and Oversight Tool	The Final National Spatial Plan Implementation: Monitoring and Oversight Tool	Reviewed, proposed and incorporated changes to initial draft. Proofread, arranged and edited final draft. Prepared materials for launch. Prepared invitation letters for launch.	the NSP implementation monitoring and oversight tool was successfully finalized	100	100
Undertake monitoring and sensitization of 4 counties	<ol style="list-style-type: none"> 1. Number of Monitoring reports 2. Number of sensitization reports 3. Number of presentations 4. Attendance lists 	Monitoring during Nakuru land use planning clinic and Kisumu town and county planning and development conference. Sensitization of key stakeholders for Nyandarua CSP finalization. Presentation of the Eldama Ravine IUDP and KELIN.	monitored 4 counties	120	110



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Undertake quality assurance of land use plans	1. Number of studios held 2. Number of plans vetted 3. Number of vetting reports.	Studios were held, plans vetted and reports written for: 1. 7 county spatial plans: Kajiado, Kwale, Nyandarua, Kilifi, Bomet, Nyeri and Migori. 2. 17 urban plans. 3. Eldama Ravine IUDP 4. 3 laws i.e. PLUPA and UACA regulations, NLC amendment Act.	the appraisee surpassed the target	140	140
Undertake the preparation of draft tool/guidelines for monitoring and overseeing planning of public land	1. Concept paper prepared 2. Number of stakeholder meetings held 3. Number of site visits 4. Number of consultative meetings held 5. Number of work sessions held	1 work session held, 1 consultative meeting. Report on the work session held	1st work session done which came up with a concept plan	120	100
Total Appraiser Score on Performance Targets				580.00	550.00
Mean Appraisal Scores				116%	110%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The targets were achieved successfully.	The targets were discussed and agreed upon with appraiser

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
The targets were achievable and satisfactory	The appraiser has done well and surpassed some targets

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Undertake the finalization of National Land Use Policy implementation: Monitoring and Oversight tool	The Final National Land Use Policy Implementation: Monitoring and Oversight Tool	Target not changed	Continued with targets set earlier.



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Undertake the finalization of National Spatial Plan Implementation: Monitoring and Oversight Tool	The Final National Spatial Plan Implementation: Monitoring and Oversight Tool	Target not changed	Continued with the targets set earlier,
Undertake monitoring and sensitization of 4 counties	1. Number of Monitoring reports 2. Number of sensitization reports 3. Number of presentations 4. Attendance lists	Target not changed	Continued with targets set earlier.
Undertake quality assurance of land use plans	1. Number of studios held 2. Number of plans vetted 3. Number of vetting reports.	Target not changed	Continued with targets set earlier.
Undertake the preparation of draft tool/guidelines for monitoring and overseeing planning of public land	1. Concept paper prepared 2. Number of stakeholder meetings held 3. Number of site visits 4. Number of consultative meetings held 5. Number of work sessions held	Target not changed	Continued with targets set earlier.

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
The targets did not change	The targets did not change as indicated by the appraisee

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Professionalism	Very Good - Upto 100%
Core Competencies	Innovativeness	Very Good - Upto 100%
Values	Fairness	Very Good - Upto 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
I'm professional and do my work with integrity.	the officer is good at what he does professionally

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Technical skills i.e. GIS	3 months	GIS Course
Technical skill	2 weeks	Climate change policy, planning and budgeting course
Technical skills	3 weeks	Environment Impact Assessment (EIA) and Audit Course



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APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
This trainings will make me a better land use planner and in turn more resourceful to the Commission	The appraisee requires these courses to acquaint himself with modern planning techniques
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
the has done well as per the set targets	the appraisee requires technical skills in the area of GIS which is essential in modern land use planning