



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20130010	Staff Name:	David Ndegwa Kuria
ID Number:	11880651	Employee E-mail:	david.kuria@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2019-2020
Terms of Service:	Contract	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC2
Dept/Directorate	LAM	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Tache Kabale Arero	Immediate Supervisor Designation:	Acting Chief Executive Officer
Second Supervisor:	Tache Kabale Arero	Supervisor Designation:	Acting Chief Executive Officer

DEPARTMENTAL OBJECTIVES
Implementing the policies of the Commission relating to Survey, Public Land Information Management and land rights monitoring oversight functions
Coordination of all matters surveying in relation to NLC functions and mandate
Offer advisory services on Land Adjudication, Settlement and Survey to the Commission
Creation and strengthening of NLC's capacity for managing an effective computerized Public Land Information System

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraiser's Rating	Agreed Rating
Develop a comprehensive inventory of parcels compulsorily acquired in 2 past compulsory land acquisition programmes	List of compulsorily acquired parcels	List developed for 2 past projects		100	0
Build inventory on public land in 10 settlement schemes	List of public land parcels in 10 settlement schemes	Listing was not done - inaccessibility to records		10	0
Development of final survey procedures and guidelines	Final survey procedures and guidelines	Draft survey procedures and guidelines		70	0
Development of PLIM standards and guidelines	PLIM Standards and Guidelines	Draft PLIM Standards and Guidelines developed		80	0



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Development of a framework and tools for monitoring land rights management	Monitoring framework and tools	Monitoring framework and tools developed - awaiting adoption and rollout		80	0
Establishment of a Commission Plans Registry	Commission Plans Registry in place	Registry was not established due to lack of space and finances		10	0
Incrementally enhance the overall Public Land Inventory	Enhanced Public Land Inventory	Initiative was pushed to Ardhisa System under development		40	0
Undertake final survey for vesting in 2 ongoing compulsory land acquisition programmes	Duly processed survey plans in support of vesting process	Final surveys for 2 projects undertaken		120	0
Enhancements to existing PLI Portal to capture reengineered business processes in PLIM	Enhanced PLI Portal	Not achieved - tender processing was suspended		40	0
Total Appraisee Score on Performance Targets				550.00	0.00
Mean Appraisal Scores				61.11%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
We have set the targets bearing in mind the challenges likely to be encountered and also with some of the functions being carried across years.	Kindly do mid year review

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
A number of targets remain unchanged. Those that change are due to challenges in getting data, finances and space to establish the facilities	

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Develop a comprehensive inventory of parcels compulsorily acquired in 2 past compulsory land acquisition programmes	List of compulsorily acquired parcels	Not changed	On course to being achieved



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Build inventory on public land in 10 settlement schemes	List of public land parcels in 10 settlement schemes	Changed	Challenges due to information sharing constraints
Development of final survey procedures and guidelines	Final survey procedures and guidelines	No Change	On course to being achieved
Development of PLIM standards and guidelines	PLIM Standards and Guidelines	No change	On course to being achieved
Development of a framework and tools for monitoring land rights management	Monitoring framework and tools	No change	50% done
Establishment of a Commission Plans Registry	Commission Plans Registry in place	Changed	Deferred due to space constraints
Incrementally enhance the overall Public Land Inventory	Enhanced Public Land Inventory	No change	On course - 60% done
Undertake final survey for vesting in 2 ongoing compulsory land acquisition programmes	Duly processed survey plans in support of vesting process	No change	On course
Enhancements to existing PLI Portal to capture reengineered business processes in PLIM	Enhanced PLI Portal	Changed	Due to policy to support only one system - initiative suspended

MID YEAR APPRAISEES'S COMMENTS

Due to challenges in securing funding, a number of targets have been earmarked for deferment to the next financial year. All the other targets are on course to being realized or exceeded.

MID YEAR IMMEDIATE SUPERVISORS COMMENTS

Strive to achieve set targets as reviewed

VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
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APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES

IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE

STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
Top level management skills	1 month	Custom designed course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS

IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS

This training is necessary to refine my skills in top level management

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS



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Second Supervisor Comments	Second Supervisor Recommendations