



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150363	Staff Name:	Ali Sheikh Mohamed
ID Number:	27793525	Employee E-mail:	ali.sheikh@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	12-Meru County	Job Grade:	NLC7
Dept/Directorate	CCO	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Josephat Wasua Muendo	Immediate Supervisor Designation:	COUNTY COORDINATOR
Second Supervisor:	Josephat Wasua Muendo	Supervisor Designation:	COUNTY COORDINATOR

DEPARTMENTAL OBJECTIVES
To secure public institutional land
To enhance access to alienated and unalienated public land for development
To develop a comprehensive public land inventory and data base
To regularize urban land allocations
To mainstream land use planning in the national and county development agenda
To provide redress to land disputes
To provide redress to Historical Land Injustices (HLI)
To enhance corporate image of the Commission through County office
To improve work environment
To ensure financial sustainability
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
Inventorize public in the county	Updated ground comprehensive public land inventory - Quarterly status reports	3	4	75	100
Inventorize the status of urban centres	Quarterly status reports on status of urban centres submitted	4	4	100	100
Document land rights in urban areas (240 No.)	Status reports/verified list of beneficiaries in place	290	290	120.8	120.8
Improve visibility of the Commission	No. of CEPA materials distributed (Communication, Educational Public Awareness)	100	100	100	100



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Total Appraiser Score on Performance Targets		395.80	420.80
Mean Appraisal Scores		98.95%	105.2%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets set are achievable	

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
	All set targets were achieved.

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Inventorize public in the county	Updated ground comprehensive public land inventory - Quarterly status reports	No target changed	Quarterly status reports prepared
Inventorize the status of urban centres	Quarterly status reports on status of urban centres submitted	No target changed	Quarterly status report prepared
Document land rights in urban areas (240 No.)	Status reports/verified list of beneficiaries in place	No target changed	Profiled 130 beneficiaries in Maua, Maritati and Kiraria
Improve visibility of the Commission	No. of CEPA materials distributed (Communication, Educational Public Awareness)	No target changed	50% CEPA materials distributed

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
There is progress in achievement of set targets	No target changed - There is progress in achievement of set target

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraiser's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Independence	Excellent - Higher Than 100%
Managerial and Supervisory Competence	Judgement and Objectivity	Excellent - Higher Than 100%
Values	Respect for National /Gender Diversity	Very Good - Upto 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
the sets targets are achieved.	The officer has the competencies to undertake his duties



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STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Supervisory skills.	3 weeks	Supervisory management course.
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I need the training to enhance my duties.	The officer requires training in supervisory skills.	
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS		
Second Supervisor Comments	Second Supervisor Recommendations	
Targets set were achieved.	The officer requires training in supervisory skills.	