



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20150220	<b>Staff Name:</b>	Benard Opaa Onyango
<b>ID Number:</b>	21704802	<b>Employee E-mail:</b>	bernard.opaa@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2022-2023
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC3
<b>Dept/Directorate</b>	NRS	<b>Appraisal Status</b>	Immediate Supervisor Reviewed
<b>Immediate Supervisor:</b>	Tache Kabale Arero	<b>Immediate Supervisor Designation:</b>	Acting Chief Executive Officer
<b>Second Supervisor:</b>	Tache Kabale Arero	<b>Supervisor Designation:</b>	Acting Chief Executive Officer

## DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Lead and provide technical guidance on assessment and mapping of ecologically sensitive areas in two (2) Counties	(1) No of assessment and mapping reports (2) No of advisories generated and shared (3) No of counties whose ESAs are identified and mapped			0	0
Convene atleast 3 expert working sessions to develop natural resources atlas	No of technical/inter-agency sessions convened for natural resources atlas data sharing and			0	0
Provide strategic leadership in the development of atleast 3 Advisories to guide sustainable management of natural resources	No. of advisories developed			0	0
Participate and lead discussions and engagements in 5 stakeholder engagement fora to provide leadership and direction on sustainable use and management of natural resources	No of stakeholders convened or attended and guidance provided			0	0
Conduct a thorough review of existing laws and regulations touching on natural resources with a view to harmonise conflicting areas for effective implementation and achievement of land reforms	No of policy recommendations/ brief papers developed			0	0
Supervise the development of natural resources inventory and creation of databases	No of natural resources data bases created/established			0	0
Lead the development of strategic models and tools for NR management and development	No of models and tools developed			0	0
Supervise the development of strategic governance frameworks for NR conservation and management	No of frameworks developed			0	0



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Heighten resource mobilization for sustainable natural resources management	(1) No of concepts and project idea notes developed (2) No of partnerships forged/MoU (3) Amount of funding streamed/mobilised from partners			0	0
Enhance capacity through trainings and knowledge sharing of natural resources for actors and self	No of capacity building sessions held/attended			0	0
Conduct staff performance and appraisal and provide leadership on weak links including trainings	No of training opportunities identified and shared with staff			0	0
<b>Total Appraisee Score on Performance Targets</b>				<b>0.00</b>	<b>0.00</b>
<b>Mean Appraisal Scores</b>				<b>0%</b>	<b>0%</b>

#### APPRAISEE'S COMMENTS ON TARGET SETTING

#### IMMEDIATE SUPERVISOR'S ON TARGET SETTING

#### 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

#### MID YEAR REVIEW

Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Lead and provide technical guidance on assessment and mapping of ecologically sensitive areas in two (2) Counties	(1) No of assessment and mapping reports (2) No of advisories generated and shared (3) No of counties whose ESAs are identified and mapped	remained the same	90%
Convene atleast 3 expert working sessions to develop natural resources atlas	No of technical/inter-agency sessions convened for natural resources atlas data sharing and	Remained the same	100%
Provide strategic leadership in the development of atleast 3 Advisories to guide sustainable management of natural resources	No. of advisories developed	Remained the same	100%
Participate and lead discussions and engagements in 5 stakeholder engagement fora to provide leadership and direction on sustainable use and management of natural resources	No of stakeholders convened or attended and guidance provided	Remained the same	100%



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Conduct a thorough review of existing laws and regulations touching on natural resources with a view to harmonise conflicting areas for effective implementation and achievement of land reforms	No of policy recommendations/ brief papers developed	Remained unchanged	100%
Supervise the development of natural resources inventory and creation of databases	No of natural resources data bases created/established	Remained the same	100%
Lead the development of strategic models and tools for NR management and development	No of models and tools developed	target was removed due to lack of funds	100%
Supervise the development of strategic governance frameworks for NR conservation and management	No of frameworks developed	remained unchanged	100%
Heighten resource mobilization for sustainable natural resources management	(1) No of concepts and project idea notes developed (2) No of partnerships forged/MoU (3) Amount of funding streamed/mobilised from partners	remained the same	100%
Enhance capacity through trainings and knowledge sharing of natural resources for actors and self	No of capacity building sessions held/attended	Remained the same	100%
Conduct staff performance and appraisal and provide leadership on weak links including trainings	No of training opportunities identified and shared with staff	remained the same	100%

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
clear targets	Strive to achieve set targets by end of the financial year

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



## INDIVIDUAL APPRAISAL REPORT

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations