



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210574	Staff Name:	Josiah Mutua Laibuni
ID Number:	25151937	Employee E-mail:	laibuni.josiah@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:	NLC6
Dept/Directorate	LV&T	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Isabel Muthanje Njeru	Immediate Supervisor Designation:	Chief valuer
Second Supervisor:	Jacob Kipaa Lemasika	Supervisor Designation:	Chief Valuation and Taxation O

DEPARTMENTAL OBJECTIVES
1. To undertake compulsory acquisition of land and creation of public rights of way (PROW) over land for County and National Government projects.
2. To offer advisory services on valuation to National, County Government and Government Agencies.
3. To undertake valuations for determination of SP & AR upon alienation of land & renewal of leases.

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Compulsory acquisition and creation of public rights of way	Compensation Schedule	100	100	100	100
Advisory services to Counties and Government Agencies	Valuation reports	100	100	100	100
To undertake valuation for determination of SP & AR UPON alienation of land & renewal of leases	Determine stamp premium and annual rents	100	100	100	100
Total Appraisee Score on Performance Targets				300.00	300.00
Mean Appraisal Scores				100%	100%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Target achieved	Targets achievable and realistic
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



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MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Compulsory acquisition and creation of public rights of way	Compensation Schedule	None	No Target Changed
Advisory services to Counties and Government Agencies	Valuation reports	None	No target Changed
To undertake valuation for determination of SP & AR UPON alienation of land & renewal of leases	Determine stamp premium and annual rents	None	No Target Changed

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
No target added	No target added

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
Carries out duties professionally and without bias, fear, favor or nepotism		Portrayed high level of professionalism

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Strategic management skills	3 months	Strategic management course
Customer care skills	2 weeks	Customer care management course
Supervisory skills	2 weeks	Supervisory management course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
The skills are required to improve my project management skills and improve competence in dealing with clients and stakeholders	Recommended for training necessary for his performance

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations