



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210652	Staff Name:	Alex Liban Diba
ID Number:	33388174	Employee E-mail:	alex.diba@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	LP&R	Appraisal Status	Immediate Supervisor
Immediate Supervisor:	Nancy Cherono Kosgey	Immediate Supervisor Designation:	Senior Research Officer
Second Supervisor:	Mary Macharia Wandia	Supervisor Designation:	Deputy Director Research

DEPARTMENTAL OBJECTIVES

To promote research on land and use of natural resources

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Prepare a concept note on Protecting un-registered community land in Kenya Desktop research on unregistered community land in kenya, Draft a literature review for the concept	Concept done	A draft report on unregistered community land in kenya done	150	120	135
Prepare a concept on the status of the riparian land in Kenya Development of database on riparian land in Kenya	Concept Note	ongoing Literature review on riparian lands	150	100	125
Concept not on the Registration of land. This study to be carried out in collaboration between National Land Commission and Ministry of Lands. The issues on Double allocation and court cases due to the land registration process	Concept Note	Done Research on the jurisprudence of land registration in kenya. The study and data collection process still pending	150	110	130
A study on the Kenya land laws :(since time immemorial and see what has changed and where there are conflicts	Concept Note	Desktop research done and the draft report is ready	150	150	150



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Study on Tenants at will (To complete)	Draft Final Report	Draft report ready, awaiting validation	150	120	135
Collection of gender disaggregated land data in Kisumu, Siaya, Homa Bay and Migori	Data Collection tools and Field Report	Pending	150	90	120
Preparing of conference report and conference proceedings for the 2nd Regional Research Conference held on the 24th and 25th of May 2023	Conference Report and Conference proceedings	The third regional research conference was a success and draft report is done	150	120	135
Arrange for travels and logistics to conduct research field works and workshops	Field report	Reports, attendance lists and travel surrenders for different Workshops and Commission event in regards to research department done	150	120	135
Total Appraiser Score on Performance Targets				930.00	1065.00
Mean Appraisal Scores				116.25%	133.12%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Kindly review my appraisal	Work well done. Keep it up
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
Kindly review my appraisal	



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MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Prepare a concept note on Protecting un -registered community land in Kenya Desktop research on unregistered community land in kenya, Draft a literature review for the concept	Concept done	Target not changed	Ongoing
Prepare a concept on the status of the riparian land in Kenya Development of database on riparian land in Kenya	Concept Note	Target not changed	Concept done
Concept not on the Registration of land. This study to be carried out in collaboration between National Land Commission and Ministry of Lands. The issues on Double allocation and court cases due to the land registration process	Concept Note	Target not changed	Concept note completed
A study on the Kenya land laws : (since time immemorial and see what has changed and where there are conflicts	Concept Note	Target not changed	Concept done
Study on Tenants at will (To complete)	Draft Final Report	Target not changed	Draft report on-going
Collection of gender disaggregated land data in Kisumu, Siaya, Homa Bay and Migori	Data Collection tools and Field Report	Target not changed	concept done
Preparing of conference report and conference proceedings for the 2nd Regional Research Conference held on the 24th and 25th of May 2023	Conference Report and Conference proceedings	Target not changed	Draft report and proceedings done
Arrange for travels and logistics to conduct research field works and workshops	Field report	Target not changed	on-going
MID YEAR APPRAISEES'S COMMENTS		MID YEAR IMMEDIATE SUPERVISORS COMMENTS	
Kindly review, Thankyou		Good work .Kept up	



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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
Kindly Review		
STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Data analysis Skills	1 month	Management Course
Project Management Skills	1 month	Management Course
Supervisory Skills Development Course	1 month	Management Course
Management Course for Office Administrators	1 month	Management Course
Data Analysis Skills Development	1 month	
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
Kindly Review		Good work. Keep it up
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS		
Second Supervisor Comments	Second Supervisor Recommendations	