



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20140048	Staff Name:	Japhet M'Nkanata Gikunda
ID Number:	7469712	Employee E-mail:	japhet.gikunda@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	30-Baringo County	Job Grade:	NLC3
Dept/Directorate	CCO	Appraisal Status	Appraisee
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

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
KRA 1 1.1 To secure public institution land (4) 1.2 No. of parcels submitted to Land Administration (10) 1.3 No. of public land identified for recovery (4) 1.4 Application for extension /renewal of leases (5)	1.1 Updated public institution land inventory. 1.2 No. of parcels identified and verified 1.3 No. of application for extension/renewals of lease forwarded 1.4 List of inventory of public land			0	0
KRA 2. Use of land and security of land right 2.1 Reports on land use planning status in CSP(1),LPS and other planning projects.	-promote research and use of natural resources -No. of monitoring reports. -Promote good land governance -Better planning of natural resources.			0	0
KRA 3 3.1 Dispute resolution and conflict management . 3.2 Preliminary investigation of historical land injustice (26)	3.1 No. of dispute recorded and determined. 3.2 No. of preliminary investigation report forward to HQS			0	0
KRA4 Strengthening institution capacity	Awareness meeting -staff training -Improved working environment			0	0
Total Appraisee Score on Performance Targets				0.00	0.00
Mean Appraisal Scores				0%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The discussion was lively and conducive, with clear agreeable targets and guidelines on the areas	Kindly capture targets as agreed during meeting in Uasin Gishu County



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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

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
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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
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STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training

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