



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20150172	<b>Staff Name:</b>	Kennedy Karanja Barry
<b>ID Number:</b>	25198221	<b>Employee E-mail:</b>	barry.karanja@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2023-2024
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC6
<b>Dept/Directorate</b>	CC&A	<b>Appraisal Status</b>	Immediate Supervisor Reviewed
<b>Immediate Supervisor:</b>	Stephen Chebii Kipchumba	<b>Immediate Supervisor Designation:</b>	Principal Advocacy Officer
<b>Second Supervisor:</b>	Walter Hesbon Ooko Menya	<b>Supervisor Designation:</b>	Head Corporate Communication and Advocacy

## DEPARTMENTAL OBJECTIVES

- To strengthen Communication with all stakeholders
- To improve Commission's visibility and hence the image
- To enhance resource mobilisation for Commission projects and activities
- To conduct targeted public education campaigns on relevant Commissions programmes and activities
- To manage the Commission's positive media presence

## AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraiser's Rating	Agreed Rating
To Undertake Stakeholder engagements on quarterly basis from July 1, 2023 to June 30 2024	Number of stakeholder engagements held, Number of joint activities conducted with partners.	memorandum of understanding with KELIN to be operationalized the next financial year. 2. Held various consultative meetings with partners and donors to explore areas of partnerships and collaboration	1.A MoU with KELIN in place to be operationalized in the next financial year.2. Held various consultative meetings with partners and donors to explore areas of partnerships and collaboration	91	95



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To conduct 8 public campaigns/education sessions by June 30 2024	Number of public campaigns/educations sessions conducted	-conducted stakeholder engagement forum and public education campaigns on the roles of NLC , the process of compulsory acquisition, process of acquisition within community land in Wajir, Baringo,Kiambu Mombasa and Makueni	conducted stakeholder engagement forum and public education campaigns on the roles of NLC , the process of compulsory acquisition, process of acquisition within community land in Wajir, Baringo,Kiambu Mombasa and Makueni	89	96
Production, development and dissemination of CEPA materials	No of CEPA materials produced and distributed	Designed educational and publicity materials that included; brochures, factsheets, fliers, roll up banners, tear drops, wall banner, notebooks, t-shirts.	Designed educational and publicity materials and distributed to various stakeholders during conferences and forums	95	97
Preparation of a draft Commission's Customer Service Charter by September 30,2023	Approved Customer Service Charter	Developed a draft charter awaiting approval by the Commission for implementation	Developed a service charter draft	96	95
Preparation of 4 draft funding proposals for resource mobilization	Amount of resources brought to the Commission	Developed several concepts notes and sent to donors.	Developed concept notes and sent to several potential donors	92	95



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Assist in the development of draft CCAD Workplan and Procurement plan for the FY 2024-2025 by June 30 2024	Approved Workplan and procurement Plan	2025/2025 Departmental workplan and procurement plan in place	Developed departmental workplan and procurement plan	98	94
<b>Total Appraisee Score on Performance Targets</b>				<b>561.00</b>	<b>572.00</b>
<b>Mean Appraisal Scores</b>				<b>93.5%</b>	<b>95.33 %</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The targets set are realistic and achievable within the financial year	The target set are within the workplan and 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
The target were met though with necessary train and resource more can be achieved.	The appraisee achieved most of the set targets

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
To Undertake Stakeholder engagements on quarterly basis from July 1, 2023 to June 30 2024	Number of stakeholder engagements held, Number of joint activities conducted with partners.	target not changed	memorandum of understanding with various institution in place awaiting operationalization
To conduct 8 public campaigns/education sessions by June 30 2024	Number of public campaigns/educations sessions conducted	target not changed	performance ongoing -conducted stakeholder engagement forum and public education campaigns on the roles of NLC , the process of compulsory acquisition, process of acquisition within community land in wajir, Baringo, Mombasa and Makueni
Production, development and dissemination of CEPA materials	No of CEPA materials produced and distributed	target not changed	performance ongoing 50% -developed content for know your land rights booklet and frequently asked questions and other CEPA materials.
Preparation of a draft Commission's Customer Service Charter by September 30,2023	Approved Customer Service Charter	target not changed	100% done awaiting approval from the Commissioners.
Preparation of 4 draft funding proposals for resource mobilization	Amount of resources brought to the Commission	target not changed	performance ongoing - 95% done developed several concepts notes and sent to donors awaiting feedback.



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Assist in the development of draft CCAD Workplan and Procurement plan for the FY 2024-2025 by June 30 2024	Approved Workplan and procurement Plan	target not changed	target achieved
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### MID YEAR APPRAISEES'S COMMENTS

performance ongoing well and no targets added

### MID YEAR IMMEDIATE SUPERVISORS COMMENTS

Achievable targets

### VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
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### APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES

I will strive to execute all the duties assigned to me excellently and on time

### IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE

The appraisee executes his with duties with professionalism

### STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
Senior management course	2 weeks	Management
Strategic leadership	2 weeks	technical course

### APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS

I request to be considered in training of the above requested courses.

### IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS

The training is necessary for the appraisee to improve productivity.

### SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS

Second Supervisor Comments	Second Supervisor Recommendations