



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150434	Staff Name:	Fredrick Muia Mbandi
ID Number:	29245811	Employee E-mail:	fredrick.mbandi@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	12-Meru County	Job Grade:	NLC7
Dept/Directorate	CCO	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Josephat Wasua Muendo	Immediate Supervisor Designation:	COUNTY COORDINATOR
Second Supervisor:	Josephat Wasua Muendo	Supervisor Designation:	COUNTY COORDINATOR

DEPARTMENTAL OBJECTIVES
To secure public institutional land
To enhance access to alienated and unalienated public land for development
To develop a comprehensive public land inventory and data base
To regularize urban land allocations
To mainstream land use planning in the national and county development agenda
To provide redress to land disputes
To provide redress to Historical Land Injustices (HLI)
To enhance corporate image of the Commission through County office
To improve work environment
To ensure financial sustainability
To strengthen internal systems and processes for efficient service delivery

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Document 32 No. public institutions lands	No. of parcels identified and submitted to LAnd Administration	40	40	125	125
Documentation of 148 No. surveyed and unsurveyed acquired public land	No. of parcels identified	577	577	200	200
Inventorize the status of urban centers	Quarterly status reports on status of urban centers submitted	4	4	100	100
Document land rights in urban areas	Status report/verified list of beneficiaries in place	4	4	100	100



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Total Appraiser Score on Performance Targets		525.00	525.00
Mean Appraisal Scores		131.25%	131.25%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets set 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
all set targets were achieved and some were surpassed	All the set targets were achieved while some were surpassed

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Document 32 No. public institutions lands	No. of parcels identified and submitted to LAnd Administration	no target changed	15 no of parcels identified
Documentation of 148 No. surveyed and unsurveyed acquired public land	No. of parcels identified	no target changed	77 no of parcels identified
Inventorize the status of urban centers	Quarterly status reports on status of urban centers submitted	no target changed	status reports prepared
Document land rights in urban areas	Status report/verified list of beneficiaries in place	no target changed	profiled 130 beneficiaries in Maua, Maritati and Kiraria

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
Good progress in achieving set targets	No targets changed - there is progress in achievement of set targets

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraiser's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Rule of Law	Excellent - Higher Than 100%
Managerial and Supervisory Competence	Accountability in Managing Resources	Excellent - Higher Than 100%
Values	Respect for National /Gender Diversity	Excellent - Higher Than 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
i have the skills and competence to undertake my duties	The officer has the competencies to undertake his duties



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STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
negotiation skills	2 weeks	negotiation
public relation	2 weeks	public relation
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
i need the skills to enable work better	The officer needs training in negotiation skills and public relations	
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS		
Second Supervisor Comments	Second Supervisor Recommendations	
The officer is competent and was able to achieve the set targets.	The officer needs training in negotiation skills and public relations.	