



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150193	Staff Name:	Benson Murithi Njoka
ID Number:	26431371	Employee E-mail:	benson.njoka@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:	NLC7
Dept/Directorate	LAM	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Paddy Odera Makene	Immediate Supervisor Designation:	Senior Surveyor
Second Supervisor:	Samuel Gatuku Wanjohi	Supervisor Designation:	Principal Surveyor

DEPARTMENTAL OBJECTIVES

Safeguarding of land information
Offer technical services on land survey to the commission
Cordination of all matters surveying in relation to Nlc functions and mandate
Implementing the policies of the commission relating to survey, public land information management.
Creation and strengthening of NLC's capacity for managing an effective computerized public land inventory
Undertaking acquisition survey in the commission
Determining final survey requirements for each project

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Gis data quality and assurance	Ensure spatial data quality control Population of attribute information	100	90	55	111
Spatial data acquired from government agencies	Quality checks for geometric correctness Harmonization and aligning of the received data sets Ground truthing exercises	95	105	65	110
Paper map scanning	Scanning 160 maps Quality checks of the scanned maps Repare /prepare maps for scanning Returning obtained maps and plans in good shape	100	98	100	98
Georeferencing	Georeferencing 35 scanned maps Checking and rectifying georeferencing/residual error Reporting of ArcGis license updates	100	130	100	130
Digitization	Carry out digitization of land parcels of georeferecd maps.	150	145	85	96.66



INDIVIDUAL APPRAISAL REPORT

PLI spatial database development	PLI GIS database schema and user role configuration	100	170	50	170
Undertaking and managing the actual field survey within the commission	Preparation and submission of the survey data/ report to the Director of survey	150	165	90	110
Cordination of final survey for vesting	Facilitate update of survey plans upon completion of compulsory acquisition	95	115	50	121.05
Georeferencing	Georeferencing 35 scanned maps Checking and rectifying georeferencing/residual error Reporting of ArcGis license updates		130	0	100
Total Appraisee Score on Performance Targets				595.00	1046.70
Mean Appraisal Scores				66.11%	116.30%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
	The targets set are mostly 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
Most agreed targets have been achieved despite some challenges of lack of funds to facilitate some activities	Appraisee exceeded most targets as agreed

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Gis data quality and assurance	Ensure spatial data quality control Population of attribute information	quality control done	50
Spatial data acquired from government agencies	Quality checks for geometric correctness Harmonization and aligning of the received data sets Ground truthing exercises	Ground truthing exercise remaining	50
Paper map scanning	Scanning 160 maps Quality checks of the scanned maps Repare /prepare maps for scanning Returning obtained maps and plans in good shape	done	60



INDIVIDUAL APPRAISAL REPORT

Georeferencing	Georeferencing 35 scanned maps Checking and rectifying georeferencing/residual error Reporting of ArcGis license updates	done	50
Digitization	Carry out digitization of land parcels of georeferenced maps.	done	50
PLI spatial database development	PLI GIS database schema and user role configuration	work in progress	40
Undertaking and managing the actual field survey within the commission	Preparation and submission of the survey data/ report to the Director of survey	done	65
Cordination of final survey for vesting	Facilitate update of survey plans upon completion of compulsory acquisition	done	50

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
hoping to achieve more in the next period before end of the year	Appraisee is on track to achieving the agreed performance targets.

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
Have worked hard to discharge my duties professionally	Appraisee showed determination in achieving his targets

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Continous professional development	2 weeks	Database management web mapping
Continous professional development	2 weeks	Drone surveys Training
Leadership skills	2 weeks	Supervisory course
Supervisory skills	1 month	supervisory management course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
i hope to attend the above training	Appraisee did not manage to attend trainings as targeted due to lack of funds

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations



INDIVIDUAL APPRAISAL REPORT

Appraisee met the set targets satisfactorily.

Recommended for supervisory management training to further enhance their productivity and career progression.