



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210590	Staff Name:	Alibashir Ibrahim Abdullahi
ID Number:	32998889	Employee E-mail:	alibashir.abdullahi@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	08-Wajir County	Job Grade:	NLC7
Dept/Directorate	CCO	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Kasai Muhumed Mahamud	Immediate Supervisor Designation:	County Coordinator
Second Supervisor:	Kasai Mahamud Muhumed	Supervisor Designation:	County Coordinator

DEPARTMENTAL OBJECTIVES

- To facilitate access and use of Land for socio-economic and environmental sustainability .
- To facilitate resolution of disputes and conflicts on land based resources.
- To enhance secure storage, access, retrieval of public land information.
- To create awareness through advocacy, coordination and information dissemination on the role of NLC.

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
To prepare a list of 1000 of undocumented parcels of land for public institutions and submitted to land admin & management directorate for processing 1st July 2022 to 30th June 2023	No of parcels identified and submitted	100 number of undocumented parcels prepared and forwarded to land administration	100 undocumented parcels	90	90
To conduct ground reports with aim of identifying 4 public institution for recovery for 1st July 2022 to June 2023	No of public institutions identified	2 ground reports for public institutions conducted		95	0
To assist in conducting preliminary investigations and develop reports of HLI matters in the county from 1st July 2022 to 30th June 2023	No of preliminary investigations conducted	preliminary reports for HLI conducted	Preliminary Report	80	80
Total Appraisee Score on Performance Targets				265.00	170.00
Mean Appraisal Scores				88.33%	56.67 %



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APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
targets were smart	agreeble

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
	Commendable performance

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
To conduct ground reports with aim of identifying 4 public institution for recovery for 1st July 2022 to June 2023	No of public institutions identified	No Change of Target	ongoing
To assist in conducting preliminary investigations and develop reports of HLI matters in the county from 1st July 2022 to 30th June 2023	No of preliminary investigations conducted	No Change of Target	On progress

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
In progress	put more efforts to achieve and realize by end of FY

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Managerial and Supervisory Competence	Training and Development	Very Good - Upto 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
I am a team player and efficient in carrying out my duties	values observed as appropriate

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Senior Management course	1 month	Supervisory Management course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I require the training	Need for capacity buildin



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SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
Great Performance	Great Performance