



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20170510	Staff Name:	Collins Kariuki Wambia
ID Number:	28964149	Employee E-mail:	collins.kariuki@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2023-2024
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC6
Dept/Directorate	F&CP	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Silas Odindo Mutsune	Immediate Supervisor Designation:	Senior Monitoring and Evaluation Officer
Second Supervisor:	Timothy Kariuki Kanyua	Supervisor Designation:	Head Monitoring and Evaluation

DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Develop NLC's annual workplan	Workplan FY 2023/24 developed		Target Achieved	100	100
Prepare Monitoring and Evaluation frameworks	M&E Frameworks developed		Target achieved aprtially	80	80
Collate, review, analyze, report & Submit Quarterly & Annual reports	Performance reports submitted		Target Achieved	100	100
Prepare the commission's Annual report	Annual report prepared		Target Achieved	100	100
Track the implementation of the Strategic Plan	Strategic plan implementation on course		Target partially achieved	80	70
Undertake Commission's Mid and End year performance review workshop	Mid & End Year Performance reports submitted		Target partially achieved	80	80
Coordinate and participate in the preparation of commission's Sub-Sector report	Commission's Sub-Sector report prepared		Target achieved	100	100
Prepare and maintain an updated register of office records, Minutes, and asset register	an updated register of office records, Minutes, and asset register maintained		Target Achieved	100	100
Total Appraisee Score on Performance Targets				740.00	730.00
Mean Appraisal Scores				92.5%	91.25 %

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets set as per the department objectives for the year	



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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
Core Competencies	Professionalism	Excellent - Higher Than 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
Handled the Commission's documents with the utmost confidentiality	

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Senior Management	4 weeks	Supervisory Management course
Monitoring & Evaluation	4 weeks	Project Management

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
The above training areas will be an added advantage to the Department	The appraisee will need the above-listed courses to perfect his skills in data analysis

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
The Appraisee made significant progress towards meeting his set targets	The appraisee should be considered for the listed training