



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20130010	<b>Staff Name:</b>	David Ndegwa Kuria
<b>ID Number:</b>	11880651	<b>Employee E-mail:</b>	david.kuria@landcommission.go.ke
<b>Appraisal Type:</b>	ANNUAL FINANCIAL YEAR	<b>Appraisal Period:</b>	2022-2023
<b>Terms of Service:</b>	Contract	<b>Gender:</b>	Male
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC2
<b>Dept/Directorate</b>	LAM	<b>Appraisal Status</b>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Tache Kabale Arero	<b>Immediate Supervisor Designation:</b>	Acting Chief Executive Officer
<b>Second Supervisor:</b>	Tache Kabale Arero	<b>Supervisor Designation:</b>	Acting Chief Executive Officer

DEPARTMENTAL OBJECTIVES
To secure public institutional land
To enhance access to alienated and unalienated public land for development
To regularize urban land allocations
To sustainably manage natural resources
To develop a comprehensive public land inventory and databases
To promote good land governance
To strengthen internal system and processes for efficient service delivery
Generation of own source revenue and AIA
To provide redress to land disputes

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraiser's Rating	Agreed Rating
2 Guidelines and manuals on public land management developed	Approved Guidelines and Manuals	2 drafts developed. Pending presentation to Committee and Plenary	2 drafts developed. Pending presentation to Committee and Plenary	80	80



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Develop handbook on land administration processes and procedures	Developed handbook	Revision has been ongoing. This is on the basis of use and will be finalized in the next FY	Work in progress	70	70
Document 200 public institutional land	Letters of allotment	105 public institutional land parcels documented	105 public institutional land parcels documented	90	90
Recover 100 parcels on EACC and statutory bodies recommendation	Letters of allotment	50 parcels recovered	50 parcels recovered	70	50
Vest 100 compulsorily acquired parcels	Letters of allotment/Reservations	70 parcels vested	70 parcels vested	80	70
Reserve 10 parcels for settlement schemes	Reservation letters to Cabinet Secretary Lands for settlement	8 parcels reserved	8 parcels reserved	90	80
500 leases renewed	Letters of allotment	400 leases processed to letter of allotment issuance	400 leases processed to letter of allotment issuance	100	80
200 parcels documented in Community Land and Settlement Schemes	Letters of allotment/Gazetted reservation orders	105 public purpose parcels documented	105 public purpose parcels documented	80	100
10,000 parcels regularized in urban centers	Letters of allotment	12,000 parcels regularized	12,000 parcels regularized	120	120
Generate Ksh. 150,000,000 from legal fees and approvals on land allocation	Report on moneys generated from land administration processes	generated Ksh. 300,000,000 from fees arising from issuance of letters of allotment	generated Ksh. 300,000,000 from fees arising from issuance of letters of allotment	200	200
Develop and maintain register on letters of allotment issued and accepted	Register(s)	Register is in place	Register is in place	100	100
Develop guideline on final survey for vesting	Approved guidelines	Draft guideline is ready	Draft guideline is ready	95	95
Supervise 5 final survey projects for compulsory acquisitions done long ago	Project reports	2 projects are ongoing	2 projects are ongoing	70	90
Establish Commission Maps & Plans Registry	Commission Maps & Plans Registry in place	Space has been secured and some equipment are in place	Space has been secured and some equipment are in place	80	80



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Support 8 land dispute resolution and redress through field confirmation survey and data mining	Survey reports	10 cases supported	10 cases supported	125	125
Undertake 10 final survey projects for currently running compulsory acquisition programmes	Survey project reports	5 projects ongoing	5 projects ongoing	90	50
Maintain a functional geoportal housing natural resources, public institutions land and all other public lands	Fully functional geoportal	Portal in place	Portal in place	90	90
Develop Public Land Inventory Standards and guidelines	PLI Standards and guidelines in place	Draft standards and guidelines are ready	Draft standards and guidelines are ready	90	90
PLI portal enhancements undertaken	Enhanced PLI portal	Enhancement requirements prepared. Procurement pending	Enhancement requirements prepared. Procurement pending	70	70
400 PIDs & RIMs scanned and georeferenced	Scanning and georeferencing reports	450 maps scanned and georeferenced	450 maps scanned and georeferenced	110	110
2000 public parcels digitized and uploaded into PLI portal	Digitization reports	3000 parcels digitized but not yet uploaded to PLI portal	3000 parcels digitized but not yet uploaded to PLI portal	100	100
Spatial data conversion (GIS) laboratory enhanced	Enhanced GIS Laboratory	GIS lab is in place. Enhancement requirements developed. Pending procurement	GIS lab is in place. Enhancement requirements developed. Pending procurement	90	90
Automate 3 Commission Processes and procedures (land related technical processes)	Automated processes	5 processes developed. Awaiting approval before sharing with ardhisasa team		95	167
<b>Total Appraisee Score on Performance Targets</b>				<b>2185.00</b>	<b>2197.00</b>
<b>Mean Appraisal Scores</b>				<b>95%</b>	<b>95.52%</b>



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APPRAISEE'S COMMENTS ON TARGET SETTING		IMMEDIATE SUPERVISOR'S ON TARGET SETTING	
These targets have been set in line with the Directorate's workplan. This was informed by the Commission's Strategic Plan.		Targets are ok	
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	
On a number of targets, we surpassed the targets. This was due to innovative ways in engaging with County Governments. A number of targets were hampered by challenges in getting procurement process concluded under the Digital Land Governance project.			
MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
2 Guidelines and manuals on public land management developed	Approved Guidelines and Manuals	Target not changed	On course to being attained.
Develop handbook on land administration processes and procedures	Developed handbook	Target not changed	On course
Document 200 public institutional land	Letters of allotment	Target changed due to low numbers of requests from public institutions	50 public institutions documented
Recover 100 parcels on EACC and statutory bodies recommendation	Letters of allotment	Target changed due to low numbers of cases determined and communicated	20 parcels recovered on recommendations
Vest 100 compulsorily acquired parcels	Letters of allotment/Reservations	Target changed	Request for vesting of historical compulsory land acquisitions had not been approved by National Treasury
Reserve 10 parcels for settlement schemes	Reservation letters to Cabinet Secretary Lands for settlement	On course	5 reservations done
500 leases renewed	Letters of allotment	On course	100 renewal of leases done
200 parcels documented in Community Land and Settlement Schemes	Letters of allotment/Gazetted reservation orders	Target changed	This is impacted by the slow pace in implementation of the Community Land Act and Settlement Schemes
10,000 parcels regularized in urban centers	Letters of allotment	On course	Over 4000 parcels regularized in urban centers
Generate Ksh. 150,000,000 from legal fees and approvals on land allocation	Report on moneys generated from land administration processes	On course	Over Ksh 60,000,000 generated from public land allocations



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Develop and maintain register on letters of allotment issued and accepted	Register(s)	On course	A register is in place
Develop guideline on final survey for vesting	Approved guidelines	On course	Draft guideline on final survey for vesting is at advanced level
Supervise 5 final survey projects for compulsory acquisitions done long ago	Project reports	Target changed	No funding allocation to support the activity
Establish Commission Maps & Plans Registry	Commission Maps & Plans Registry in place	Target changed	Space and some equipment are in place but it requires operationalization
Support 8 land dispute resolution and redress through field confirmation survey and data mining	Survey reports	On course	5 cases handled
Undertake 10 final survey projects for currently running compulsory acquisition programmes	Survey project reports	On course	Engaged in 4 ongoing projects
Maintain a functional geoportal housing natural resources, public institutions land and all other public lands	Fully functional geoportal	Target changed	Delays in finalization of procurement plan on the Digital Land Governance program
Develop Public Land Inventory Standards and guidelines	PLI Standards and guidelines in place	On course	Draft standards and guidelines in place
PLI portal enhancements undertaken	Enhanced PLI portal	Target changed	Delays in finalization of procurement under the Digital Land Governance program
400 PIDs & RIMs scanned and georeferenced	Scanning and georeferencing reports	On course	More than 200 plans have been scanned and digitized
2000 public parcels digitized and uploaded into PLI portal	Digitization reports	Target changed	Challenge in procurement of enhancements has hampered uploading to PLI portal
Spatial data conversion (GIS) laboratory enhanced	Enhanced GIS Laboratory	Target changed	Delays in the procurement of items under the Digital Land Governance has hampered this
Automate 3 Commission Processes and procedures (land related technical processes)	Automated processes	Target changed	There are draft workflows but these have not yet been approved by Commission

### MID YEAR APPRAISEES'S COMMENTS

The targets set earlier were ambitious and had assumed that resources would be available to achieve them. Resource complement has delayed and impacted the targets. There are some though that are on course of being exceeded.

### MID YEAR IMMEDIATE SUPERVISORS COMMENTS

On target

### VALUES AND STAFF COMPETENCIES APPRAISAL



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Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
<b>APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES</b>		<b>IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE</b>
It seems it is not possible to add values on this tab.		
<b>STAFF TRAINING AND DEVELOPMENT NEEDS</b>		
<b>Training &amp; Development Needs</b>	<b>Duration</b>	<b>Type of Training</b>
Corporate branding	2 weeks	Corporate Governance
Continuous professional development	1-2 weeks	Professional growth
<b>APPRAISEE'S COMMENTS ON TRAINING &amp; DEVELOPMENT NEEDS</b>		<b>IMMEDIATE SUPERVISOR COMMENTS ON TRAINING &amp; DEVELOPMENT NEEDS</b>
The training will help me better contribute to the Commission's image and impact		The training will be considered in FY 2023-2024
<b>SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS</b>		
<b>Second Supervisor Comments</b>	<b>Second Supervisor Recommendations</b>	
Very good performance	None	