



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210602	Staff Name:	Ali Diba Ali
ID Number:	24546726	Employee E-mail:	ali.diba@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2021-2022
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	12-Meru County	Job Grade:	NLC6
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
To conduct ground reports with aim of identifying 4No. of public institution for recovery from 1st July 2021 to 30th June,2022	No. of public institutions identified for recovery. Ground status report.	21	21	200	200
To develop a Report on Land Use Planning status in the County (CSP, LPs, and other Planning Projects) from 1st July 2021 to 30th June,2022	Status report	4	4	200	200



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To develop a report on disputes handled through use of ADR/TDR in the County (received and processed) from 1st July 2021 to 30th June,2022.	No. Of disputes received, processed /handled through ADR/TDR	13	13	108	108
Total Appraisee Score on Performance Targets				508.00	508.00
Mean Appraisal Scores				169.33%	169.33%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Targets set are achievable	set targets were surpassed

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
The set targets were achieved and surpassed. No performance improvement program required.	The officer surpassed the set targets and does not require any performance improvement program.

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
To conduct ground reports with aim of identifying 4No. of public institution for recovery from 1st July 2021 to 30th June,2022	No. of public institutions identified for recovery. Ground status report.	no targets changed	identified and recommended 4 public institutions for recovery
To develop a Report on Land Use Planning status in the County (CSP, LPs, and other Planning Projects) from 1st July 2021 to 30th June,2022	Status report	no targets changed	CSP not yet done
To develop a report on disputes handled through use of ADR/TDR in the County (received and processed) from 1st July 2021 to 30th June,2022.	No. Of disputes received, processed /handled through ADR/TDR	no targets changed	received and processed 5 number of applications

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
There is good progress in achievement of the targets	No target changed

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Professionalism	Excellent - Higher Than 100%
Managerial and Supervisory Competence	Accountability in Managing Resources	Excellent - Higher Than 100%



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Values	Fairness	Excellent - Higher Than 100%
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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 skills and competences to undertake his duties.

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Public prosecution course.	2 weeks	office administration
Negotiation Influencing and persuasion skills	2 weeks	Dispute Resolution

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
in order to enhance my negotiation influence and persuasion and public prosecution skills.	The officer requires training in negotiation influencing and persuasion skills and public prosecution course

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
The officer is competent and was able to achieve set targets	The officer needs training in negotiation influencing and persuasion skills and public prosecution