



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150202	Staff Name:	Pauline Kariuki Mbaire
ID Number:	9088621	Employee E-mail:	pauline.kariuki@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Female
Work Station	47-Nairobi City County	Job Grade:	NLC4
Dept/Directorate	LAM	Appraisal Status	Appraisee Reviewed
Immediate Supervisor:	David Ndegwa Kuria	Immediate Supervisor Designation:	Director
Second Supervisor:	David Ndegwa Kuria	Supervisor Designation:	Director

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 process for efficient service delivery.
Generation of own service revenue and AIA
To provide redress to land dispute.

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
To develop guidelines and Manuals on public land management - 2	30% done			30	0
To develop handbook on land administration processes and procedures - 1	30% done			30	0
To recover 100 parcels on EACC and statutory bodies recommendation.	Number of parcels recovered. - 50			50	0
Generate Kshs.100,000 from legal fees and approvals on land allocations	Total amount generated - Kshs. 1,500.000			200	0
Receiving and responding to applications on land matter -300	Number of correspondences responded to. - 600			200	0



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Total Appraisee Score on Performance Targets		510.00	0.00
Mean Appraisal Scores		102%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The targets set are achievable. The 1st and 2nd target are for the whole Directorate and we are at 30% done.	The 1st and 2nd targets are for the whole directorate. What is your specific target on these? It can be the specific assignment of developing guidelines for public institutions which feed to the bigger guidelines and handbook.

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
To develop guidelines and Manuals on public land management - 2	30% done	No Change	On Course
To develop handbook on land administration processes and procedures - 1	30% done	No Change	On Course
To recover 100 parcels on EACC and statutory bodies recommendation.	Number of parcels recovered. - 50	No Change	On Course
Generate Kshs.100,000 from legal fees and approvals on land allocations	Total amount generated - Kshs. 1,500.000	No Change	On Course
Receiving and responding to applications on land matter -300	Number of correspondences responded to. - 600	No Change	On Course

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

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
I work within the rule of law with professionalism and integrity. Am independent, efficient , transparent and accountable to all my responsibilities and to the Commission.	



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STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
strategic management skills	6 weeks	Strategic Management
Corporate Branding skills.	2 weeks	Corporate Management course
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
The training will help me enhance my skills in service delivery to the Commission.		
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS		
Second Supervisor Comments	Second Supervisor Recommendations	