



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150363	Staff Name:	Ali Sheikh Mohamed
ID Number:	27793525	Employee E-mail:	ali.sheikh@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	12-Meru County	Job Grade:	NLC8
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 develop a comprehensive public land inventory and data base
- To mainstream land use planning in the national and county development agenda
- To provide redress to Historical Land Injustices (HLI)
- 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 improve work environment
- To ensure financial sustainability
- To strengthen internal systems and processes for efficient service delivery
- To provide redress to land disputes

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Inventorize the status of urban centres.	Quarterly status reports on status of urban centres submitted.	2	2	100	100
Report on land use planning status in the county (CSP,LPs, and other planning projects)	Status report prepared and submitted (Basis of monitoring will be provided by HQ)	1	1	100	100
Total Appraiser Score on Performance Targets				200.00	200.00
Mean Appraisal Scores				100%	100%



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APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Target sets are achievable.	The set targets are achievable

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
Set targets were achieved. No performance improvement program required	All targets were achieved. No PIP required

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Inventorize the status of urban centres.	Quarterly status reports on status of urban centres submitted.	No target changed.	2 status reports submitted.
Report on land use planning status in the county(CSP,LPs, and other planning projects)	Status report prepared and submitted (Basis of monitoring will be provided by HQ)	No target changed.	1 status report submitted.

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

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Rule of Law	Excellent - Higher Than 100%
Managerial and Supervisory Competence	Accountability in Managing Resources	Excellent - Higher Than 100%
Values	Respect for National /Gender Diversity	Excellent - Higher Than 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
I have the skills and competencies required to undertake my duties	The officer has the required skills and competencies

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Customer care	2 weeks	Customer care management
Land Administration	2 weeks	Administration

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
I require training in customer care and land administration	The officer requires training in customer care and land administration



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SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
The officer was able to achieve the set targets	The officer requires training in land administration and customer care