



## INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
<b>Staff Number:</b>	NLC20150165	<b>Staff Name:</b>	Clementine Kisangau Wavinya
<b>ID Number:</b>	23680224	<b>Employee E-mail:</b>	clementine.wavinya@landcommission.go.ke
<b>Appraisal Type:</b>	MID FINANCIAL YEAR	<b>Appraisal Period:</b>	2020-2021
<b>Terms of Service:</b>	Permanent and Pensionable	<b>Gender:</b>	Female
<b>Work Station</b>	47-Nairobi City County	<b>Job Grade:</b>	NLC7
<b>Dept/Directorate</b>	LP&R	<b>Appraisal Status</b>	Immediate Supervisor Reviewed
<b>Immediate Supervisor:</b>	Nancy Cherono Kosgey	<b>Immediate Supervisor Designation:</b>	Senior Aide Officer
<b>Second Supervisor:</b>	Mary Macharia Wandia	<b>Supervisor Designation:</b>	Deputy Director Research

## DEPARTMENTAL OBJECTIVES

- Develop a policy framework for management of public land.
- To conduct research on effects of land fragmentation on land use
- To conduct research on optimization of underutilized land for productive purposes.
- To carry out research on environmental and land use effects of mining and quarrying.
- Develop a public land management strategy.
- Increased research partnerships.
- Acquisition of land for infrastructural projects in Kenya; Successes and Challenges

## AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Development of guidelines on management of Public land	Issue paper on development of guidelines. Guidelines developed.			0	0
Research on effects of land fragmentation on land use in selected counties.	Research reports and time series analysis of land use change over time in the selected counties.			0	0
Undertake research on optimization of underutilized land for productive purposes in 2 counties.	Research reports and validation workshop(s) reports.			0	0
Carry out research on environmental and land use effects of mining and quarrying in 2 counties.	Research reports and workshops/working sessions.			0	0
Carry out research on the successes and challenges of acquisition of land for infrastructural projects in Kenya.	Research reports, Terms of References and working sessions/ workshops.			0	0
Develop research proposals and concept notes.	Proposals and concept notes developed.			0	0
Increased partnerships.	Meetings, workshops attended.			0	0



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<b>Total Appraisee Score on Performance Targets</b>		<b>0.00</b>	<b>0.00</b>
<b>Mean Appraisal Scores</b>		<b>0%</b>	<b>0%</b>

<b>APPRAISEE'S COMMENTS ON TARGET SETTING</b>	<b>IMMEDIATE SUPERVISOR'S ON TARGET SETTING</b>
	The target were met despite challenges

<b>APPRAISEE'S COMMENTS ON PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE</b>	<b>IMMEDIATE SUPERVISOR'S COMMENTS ON APPRAISEE'S PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE</b>

<b>MID YEAR REVIEW</b>			
<b>Agreed Performance Target</b>	<b>Performance Indicator</b>	<b>Target changed or Added</b>	<b>Remarks</b>
Development of guidelines on management of Public land	Issue paper on development of guidelines. Guidelines developed.	Target not changed.	Issue paper awaiting stakeholder validation.
Research on effects of land fragmentation on land use in selected counties.	Research reports and time series analysis of land use change over time in the selected counties.	Target not changed.	Data collection hampered by Covid-19 pandemic. Time series report ready.
Undertake research on optimization of underutilized land for productive purposes in 2 counties.	Research reports and validation workshop(s) reports.	Target not changed.	Proposal developed and reviewed. Ongoing literature review. Data collection pending due to lack of funds.
Carry out research on environmental and land use effects of mining an quarrying in 2 counties.	Research reports and workshops/working sessions.	Target not changed.	Data collection undertaken in Kwale and Kajiado counties. Reports ready for stakeholder validation.
Carry out research on the successes and challenges of acquisition of land for infrastructural projects in Kenya.	Research reports, Terms of References and working sessions/ workshops.	Target not changed.	Terms of Reference developed.
Develop research proposals and concept notes.	Proposals and concept notes developed.	Target not changed.	2 proposals being developed. Tenants at will in the Kenyan Coast and Food systems driving sustainable land and water use in Kenya.
Increased partnerships.	Meetings, workshops attended.	Target not changed.	Several meetings and webinars attended.

<b>MID YEAR APPRAISEES'S COMMENTS</b>	<b>MID YEAR IMMEDIATE SUPERVISORS COMMENTS</b>
Targets on course.	Targets were met despite COVID - 19 pandemic hindrances

<b>VALUES AND STAFF COMPETENCIES APPRAISAL</b>		
<b>Criteria Cluster</b>	<b>Appraisee's Values and Competencies</b>	<b>Immediate Supervisor Comments</b>



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APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES		IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Advanced Excel and Data Modelling	4 weeks	Data analysis
GPS and Mobile Mapping for General Applications	4 weeks	Data collection
GIS and Mobile GIS	2 weeks	Data collection
Senior management course	4 weeks	Management
Project development and management	6 weeks	Research related
APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS	
	The trainings selected are okay for job progression	
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS		
Second Supervisor Comments	Second Supervisor Recommendations	