



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20150193	Staff Name:	Benson Njoka Murithi
ID Number:	26431371	Employee E-mail:	benson.njoka@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2016 - 2017
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	47-Nairobi City County	Job Grade:	NLC7
Dept/Directorate	LAM	Appraisal Status	Approved/Closed/HR
Immediate Supervisor:	Stellamaris Ogutu Kanga	Immediate Supervisor Designation:	GIS Officer
Second Supervisor:	David Ndegwa Kuria	Supervisor Designation:	Director Land Administration and Management

DEPARTMENTAL OBJECTIVES

1. Development of Phase 1 of the NLIMS System

2. Conversion of paper based spatial data in the SPRO

3. Integration of NLIMS with ministry Systems

4. Safeguarding of land information

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Data uploaded onto NLIMS	Generate data for upload into NLIMS			120	120
Prepare for NLIMS phase 1 roll out and launch	Provide technical support to the directorates under the first phase Work together with the system developers Doing technical presentation on the system			80	20
Gis data quality and assurance	Ensure spatial data quality control Population of attribute informations			150	150
GIS integrated with NLC system	Support GIS integration with NLIMS for spatial analysis, parcel fabric and data management			120	120
Spatial data acquired from government agencies	Quality checks for geometric correctness Harmonization and aligning of the received data sets Ground truthing exercises			150	150
Paper map scanning	Scanning 160 maps Quality checks of the scanned maps Repair /prepare maps for scanning Returning obtained maps and plans in good shape			160	170



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NLIMS Officers trained on NLIMS system	Provide user support to land Adjudication and settlement GIS data management and updating			120	120
Integration strategy support	Report on GIS integration with CRM			80	100
Georeferencing	Georeferencing 35 scanned maps Checking and rectifying georeferencing/residual error Reporting of ArcGis license updates			120	150
Digitization	Carry out digitization of land parcels of georeferenced maps, an area coverage of 6650ha is digitized per year.			120	150
Integration strategy support	Report on GIS integration with CRM			0	0
Digitization	Carry out digitization of land parcels of georeferenced maps, an area coverage of 6650ha is digitized per year.			0	0
Total Appraisee Score on Performance Targets				1220.00	1250.00
Mean Appraisal Scores				101.67%	104.17%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Most agreed targets have been achieved , despite the challenges in the directorate. e.g lack of enough funds to facilitate some activities. we are hoping to meet all the agreed set performance in the next financial year. Few agreed targets were not	

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
Data uploaded onto NLIMS	Generate data for upload into NLIMS	20	Due to the amended laws, few data(westlands) has been worked and uploaded into the system.
Prepare for NLIMS phase 1 roll out and launch	Provide technical support to the directorates under the first phase Work together with the system developers Doing technical presentation on the system	10	system development still in progress



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Gis data quality and assurance	Ensure spatial data quality control Population of attribute informations	30	Few maps has been done due to change in laws hence few backups of georeferenced maps and minimal quality control
GIS integrated with NLC system	Support GIS integration with NLIMS for spatial analysis, parcel fabric and data management	80	NLIMS/ICT systems training of of managers and trainers has been done with all NLC departments taking part
Spatial data acquired from government agencies	Quality checks for geometric correctness Harmonization and aligning of the received data sets Ground truthing exercises	60	Data has been obtained from Kenya Wildlife Services and Kenya Forest Services. Other agencies like Kenya Pipeline and Kenya Railways have also been approached
Paper map scanning	Scanning 160 maps Quality checks of the scanned maps Repare /prepare maps for scanning Returning obtained maps and plans in good shape	30	scanning in progress
NLIMS Officers trained on NLIMS system	Provide user support to land Adjudication and settlement GIS data management and updating	20	training on system done with Focused training on schedule.
Integration strategy support	Report on GIS integration with CRM	20	System under development
Georeferencing	Georeferencing 35 scanned maps Checking and rectifying georeferencing/residual error Reporting of ArcGis license updates	40	Little has been scanned due to the Land Law amendments that have changed focus to looking for data to the external organisation
Digitization	Carry out digitization of land parcels of georeferenced maps,an area coverage of 6650ha.is digitized per year.	60	in progress

MID YEAR APPRAISEES'S COMMENTS

MID YEAR IMMEDIATE SUPERVISORS COMMENTS

VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Rule of Law	Very Good - Upto 100%
Core Competencies	Professionalism	Excellent - Higher Than 100%
Managerial and Supervisory Competence	Planning and Organizing	Very Good - Upto 100%



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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
Leadership skills	2 weeks	leadership and team development
continuous professional Development	2 weeks	Database management Web mapping

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
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SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations