



## 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>	ANNUAL 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>	Approved/Closed/HR
<b>Immediate Supervisor:</b>	Mary Wandia Macharia	<b>Immediate Supervisor Designation:</b>	Deputy Director Research
<b>Second Supervisor:</b>	Mary Macharia Wandia	<b>Supervisor Designation:</b>	Deputy Director Research

## DEPARTMENTAL OBJECTIVES

To conduct research on effects of land fragmentation on land use and food security
To carry out research on environmental and land use effects of mining and quarrying.
Develop a public land management strategy.
Develop a policy framework for management of public land.
Increased research partnerships.
Acquisition of land for infrastructural projects in Kenya; Successes and Challenges
Develop Research Proposals and Concept notes

## 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	Issues paper on development of a public land management strategy. Guidelines developed.		100	100	0
Research on effects of land fragmentation on land use and food security in 13 selected counties.	Research report and time series analysis of land use change over time in the selected counties.		80	100	0
Carry out research on environmental and land use effects of mining and quarrying in Kwale and Kajiado counties.	Research report on environmental and land use effects of mining and quarrying in Kwale and Kajiado counties.		100	120	0
Department Quarterly reports and Annual report.	Quarter reports and annual report for the Research Department prepared and submitted.		100	120	0
Develop research proposals and concept notes.	Proposals and concept notes developed.		80	90	0
Increased partnerships.	Attend Conferences, Forums, Meetings, workshops.		70	95	0



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Research Seminar Series	Hold quarter research seminars.		100	70	0
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<b>Total Appraiser Score on Performance Targets</b>				<b>695.00</b>	<b>140.00</b>
<b>Mean Appraisal Scores</b>				<b>77.22%</b>	<b>15.56%</b>

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
Covid-19 pandemic and inadequate finances affected the achievement of set targets.	

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

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
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VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraiser's Values and Competencies	Immediate Supervisor Comments

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
	Works professionally, requires some management trainings.

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	Research
Report and proposal writing	4 weeks	Research reporting
Project Development and and Management	4 weeks	Research related



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APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
The training and development needs remain unmet.	I recommend the staff to be trained in the areas identifies since she will be more useful in the department.
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations
The staff has worked diligently to achieve targets. She showed extemporary performance during the COVID 19 by working for long hours with minimum resources.	Requires training and award for working well.