



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20210643	Staff Name:	Laurin Wanjiru Kariuki
ID Number:	30027568	Employee E-mail:	laurin.kariuki@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	Appraisal Period:	2022-2023
Terms of Service:	Permanent and Pensionable	Gender:	Female
Work Station	12-Meru County	Job Grade:	NLC7
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 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 mainstream land use planning in the national and county development agenda
- To provide redress to land disputes
- To provide redress to Historical Land Injustices (HLI)
- To enhance corporate image of the Commission through County office
- To improve work environment
- To ensure financial sustainability
- To strengthen internal systems and processes for efficient service delivery

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
Documentation of 525 No. of surveyed and unsurveyed acquired public land.	No. of parcels identified and submitted for processing.	525	525	100	100
Documentation of 100 No. public land in Community/Group/Company lands and Settlement Schemes	No. of public land parcels identified	100	100	100	100
Total Appraisee 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
Targets set are achievable	The officer was able to meet all 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
The set targets were achieved. There is no performance improvement program required.	The set targets were achieved. The officer does not need to be put on a performance improvement program

MID YEAR REVIEW			
Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
Documentation of 525 No. of surveyed and unsurveyed acquired public land.	No. of parcels identified and submitted for processing.	No target changed.	272 No. of parcels identified
Documentation of 100 No. public land in Community/Group/Company lands and Settlement Schemes	No. of public land parcels identified	No target changed.	50 No. of public land parcels identified

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

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
Core Competencies	Integrity	Excellent - Higher Than 100%
Managerial and Supervisory Competence	Planning and Organizing	Excellent - Higher Than 100%
Values	Confidentiality	Excellent - Higher Than 100%

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
I have the competency and skills required to undertake my duties effectively.	The officer is competent and can deliver on tasks with minimum supervision.

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Land Administration and Management	2 weeks	Administration
Project Management	2 weeks	Administration



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APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS		IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS	
The training will enhance my skills and job performance		Officer requires training in land administration and project management	
SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS			
Second Supervisor Comments		Second Supervisor Recommendations	
The officer is competent and was able to achieve the set targets		The officer needs training in land administration and project management	