



INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS			
Staff Number:	NLC20140048	Staff Name:	Japhet Gikunda Mnkanata
ID Number:	7469712	Employee E-mail:	japhet.gikunda@landcommission.go.ke
Appraisal Type:		Appraisal Period:	2021-2022
Terms of Service:	Permanent and Pensionable	Gender:	Male
Work Station	30-Baringo County	Job Grade:	NLC3
Dept/Directorate	CCO	Appraisal Status	Immediate Supervisor
Immediate Supervisor:	Tache Kabale Arero	Immediate Supervisor Designation:	Acting Chief Executive Officer
Second Supervisor:	Tache Kabale Arero	Supervisor Designation:	Acting Chief Executive Officer

DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS					
Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
KRA1.Management and administration of public land 1.1 TO secure public institution land (4) 1.2 NO of parcels submitted to land administration (10) 1.3 No. of public land identified for recovery (4) 1.4 Application for extension /renewal of l	-Up date public land inventory.(4) No of parcel identified/processed and verified (10) -No of application for Extension/renewal for lease forwarded. -List of Inventory of public land			80	0
KRA2. Use of land and security of land rights . 1.1 To mainstream land use planning in the national and county development agenda 1.2 Monitor oversight land use planning in the county	Status report prepared and submitted . -County (CSP),LPs and other planning reports			75	0
KRA3 Land Dispute Resolution and Conflict Management. 3.1 To provide redress to land disputes. 3.2 Resolve land disputes and conflict using ADR/TDR Mechanism	No. of disputes handled (received and processed (12) No. of disputes investigated and processed. (4)			80	0
KRA .INSTITUTIONAL STRENGTHENING 4.1 To strengthen Human Resources Capacity.(12) 4.2 Improve staff welfare (12) 4.3 CEPA materials distributed	- No.of staff meetings ,minutes =No of awareness forums /meetings No. of stakeholder meetings.			85	0



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KRA1.Management and administration of public land. 1.1 To secure public institutional land 1.2 To enhance access to alienated and Unalienated public land 1.3 To develop a comprehensive public inventory and data base 1.4To regularize Urban land a	No.of parcels identified and submitted to land administration No.of public institutional land identified for processing. 1.2No.of applications for extension and renewal submitted to land administration. No of public parcels in community and settlem			0	0
Total Appraisee Score on Performance Targets				320.00	0.00
Mean Appraisal Scores				64%	0%

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The discussion was lively and conducive, with clear agreeable targets and guidelines on the areas	Kindly capture targets as agreed during meeting in Uasin Gishu County

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
KRA1.Management and administration of public land 1.1 TO secure public institution land (4) 1.2 NO of parcels submitted to land administration (10) 1.3 No. of public land identified for recovery (4) 1.4 Application for extension /renewal of l	-Up date public land inventory.(4) No of parcel identified/processed and verified (10) -No of application for Extension/renewal for lease forwarded. -List of Inventory of public land	KRA1. 1.1 Changed to (2) 1.2 Changed to (5) 1.3 Changed to (2) 1.4 Changed (1)	70 % of the targets set in the performance achieved
KRA2. Use of land and security of land rights . 1.1 To mainstream land use planning in the national and county development agenda 1.2 Monitor oversight land use planning in the county	Status report prepared and submitted . -County (CSP),LPs and other planning reports	Targets not changed .	80 % achieved during the period year



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KRA3 Land Dispute Resolution and Conflict Management. 3.1 To provide redress to land disputes. 3.2 Resolve land disputes and conflict using ADR/TDR Mechanism	No. of disputes handled (received and processed (12) No. of disputes investigated and processed. (4)	Targets not changed .	85 % achieved during the year under review
KRA .INSTITUTIONAL STRENGTHENING 4.1 To strengthen Human Resources Capacity.(12) 4.2 Improve staff welfare (12) 4.3 CEPA materials distributed	- No.of staff meetings ,minutes =No of awareness forums /meetings No. of stakeholder meetings.	Targets not changed	70% of the agreed targets achieved during the period under review

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
During the year under review i was able to achieve over 70% of the targets set at the beginning of the performance appraisal ,although under very difficult conditions and circumstance. No vehicles and imprest issued once could not manage much but thr	Kindly proceed to next stage of self rating

VALUES AND STAFF COMPETENCIES APPRAISAL		
Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments
APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE	
The performance during the under review was good but full of challenge beyond control,such as politics and violence in some parts of the county.		

STAFF TRAINING AND DEVELOPMENT NEEDS		
Training & Development Needs	Duration	Type of Training
Training on Arbitration and Alternative Dispute Resolution mechanism	2-4 weeks	Supervisory Management course

APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
There is need to training in Alternative Justice System has while as in Arbitration to achieve the new policy implementation expected by judiciary and nlc in solving land disputes	

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	Second Supervisor Recommendations