



**REPUBLIC OF KENYA
COUNTY GOVERNMENT OF NAROK**

**NAROK COUNTY PUBLIC SERVICE BOARD
&
DEPARTMENT OF PUBLIC SERVICE MANAGEMENT**

Staff Performance Appraisal Report

(For officers on Job Group 'J' to 'R' in the County Public Service)

September, 2023

PREAMBLE

1. The Staff Performance Appraisal System (SPAS) is a component of Performance Management System in the County and wider Public Service integrating employee participation through work planning, target setting and execution, evaluation, feedback and reporting.
2. This appraisal report will be completed by officers in **Job Group 'J' and above** and **equivalent grades in the public service**. Officers in Job Groups 'H and below will complete a separate appraisal report.
3. The Appraisee and the Appraiser should read the SPAS guidelines prior to embarking on the actual appraisal.
4. The Appraisee and the Appraiser will set Specific Measurable Achievable Realistic Time-bound (SMART) targets aligned to the Departmental / Directorate / Division / Section / Unit objectives as indicated in the annual work plan
5. The Appraiser and appraisee shall discuss and agree on the performance evaluation and rating at the end of the appraisal period.
6. The completed SPAS report shall be submitted to the Director, HRM at the end of the appraisal period for deliberation by the County Performance Management Committee (CPMC).
7. The County Performance Management Committee Report shall be submitted to the County Public Service Board at the end of the appraisal period.
8. **Rating Scale:** The following rating shall be used to indicate the level of performance by an Appraisee.

Achievement of Performance Targets	Rating Scale	
Achievement higher than 100% of the agreed performance targets.	Excellent	101% +
Achievement up to 100% of the agreed performance targets.	Very Good	100%
Achievement between 80% and 99% of the agreed performance targets.	Good	80% - 99%
Achievement between 60% and 79% of the agreed performance targets.	Fair	60% - 79%
Achievement up to 59% of the agreed performance targets.	Poor	59% and Below

9. Performance rating scores shall be based on verifiable evidence. Where the Appraisee is not satisfied with the SPAS evaluation, he/she may appeal to the CPMC / CHRMAC as provided in the SPAS Guidelines.



STAFF PERFORMANCE APPRAISAL REPORT

Performance Appraisal Period: From:
To:

Section 1: Employment Details

(i) Personal No: Surname:

First Name: Other

Names

(ii) Designation: Terms of

Service

Job Group:

(iii) Department:

Directorate / Division:

Section /

Unit:

Duty

Station:

(iv) Appraiser's Name:

Designation:



**Section 2(a): Individual Performance Targets derived from the
Departmental / Directorate / Division / Section / Unit / Appraiser's Work
Plan**

(A) Agreed Performance Targets	(B) Performance Indicator(s)	(C) Achieved results in line with the performance indicator	(D) Performance Appraisal Score (See Rating Scale)
(To be completed by the Appraisee in consultation with the Appraiser at the beginning of the appraisal period)		(To be completed by the Appraiser in consultation with the Appraisee at the end of the appraisal period)	
1			
2			
3			
4			

5				
Total appraisal score on performance targets				
Mean appraisal score (%)				



SECTION 2(B): STAFF TRAINING AND DEVELOPMENT NEEDS

Appraisee’s training and development needs in order of priority as identified by the appraisee and Appraiser based on performance gaps

.....
.....
.....
.....

Section 2(c): To be signed at the beginning of the appraisal period

Appraisee and management commitment to achieve the agreed performance targets.

Name of Appraisee:

Signature: Date:

Appraiser’s Name:

Signature: Date:

(Immediate Supervisor)

Section 3: Mid-Year Review

Agreed Performance Targets	Performance Indicator(s)	Targets changed added or	Remarks (Indicate Level of Achievement)
1			

2				
3				

Appraiser's Name:

Signature: Date:

.....

Immediate Supervisor's Name:

Signature: Date:

Section 4: Appraisee's comments and additional assignments

a) Appraisee's comments on performance including any mitigating factors

.....

b) Additional assignments

i)

ii)

iii)

Section 5: Appraiser's comments

Appraiser's comments on appraisee's performance at the end of the year including any factors that hindered performance (Please indicate if the appraisee requires to be put on a performance improvement plan/programme. If so, indicate the type).....

Appraiser's Name.....

Signature Date

Section 6: Recommendation of rewards or sanctions to the County Public Service Board by the County Performance Management Committee:

i) Reward type (Bonus, Commendation letter etc.)

ii) Other interventions (Counseling, Training and Development, etc.)

iii) Sanction (Warning, Separation, etc.)

iv) Minute No.....Meeting held on

Signed:

Chairperson: Name

Signature Date:

Secretary: NameSignature

Date:

Authorized Officer: Approved / Not Approved

Name

SignatureDate: