



Public Sector Reform Unit (PSRU)  
OFFICE OF THE PRESIDENT

## **PRESS RELEASE**

### **PSRU CONDUCTS A ONE-DAY SYMPOSIUM ON PUBLIC SECTOR REFORM INITIATIVES FOR FINAL YEAR STUDENTS AT THE UNIVERSITY OF MAKENI (UNIMAK)**

The Public Sector Reform Unit, in the Office of the President, conducted a one-day Symposium on Public Sector Reform initiatives, in collaboration with the Academic Affairs Directorate, University of Makeni.

The Symposium was held on 14th June 2016, at the UNIMAK Auditorium, Fatima Campus. The objective of the Symposium was to share with students from UNIMAK, the progress being made in various areas within the Public Service, enabling them to interact with serving Civil Servants and Public Officers and also to engage in a Q&A session. 100 final year students from various departments were invited to the symposium

The occasion was Chaired by Mr Abdulai Bayraytay, Presidential Spokesman who was joined by several panellists including, the Director, PSRU; the Director, Performance Management Directorate ( Human Resource Management Office (HRMO)); Principal Deputy Financial Secretary, Ministry of Finance and Economic Development (MOFED), and the Deputy Secretary, Cabinet Secretariat and the Communications officer, Public Service Commission (PSC)

The University of Makeni was represented by the Director of Development and Planning, Deputy Director of Admin and Finance and the Head of Public Administration.

The Symposium was shaped around the Pay and Performance Project (P&PP) which supports the higher level goals identified in the Flagship Public Sector Reform Programme, namely improving competitiveness in pay, performance management and accountability and increase recruitment (and retention) of middle level and senior staff in the Sierra Leone Civil Service.

In welcoming the panellists and students, Mrs Victoria Iyanacho, Deputy Director of Admin and



Finance explained the rationale behind the Symposium, and encouraged students to ask questions or seek clarification on any issue or concern. She said the Symposium will also help potential graduates to make informed choices when seeking employment upon completion of their studies.

**Mrs Victoria Iyanacho, Deputy Director of Admin and Finance, UNIMAK making a statement**

**The Chairman, Mr Abdulai Baraytay** said PSRU has been very solid in terms of providing the impeccable leadership particularly in co-ordinating Ministries Departments and Agencies in



**Cross – Section of members of the Panel. Mr Abdulai Bayraytay, making his opening Statement**

improving service delivery in Sierra Leone. He said PSRU has played a vital role on Open Government Partnership (OGP) in terms of support to achieve good governance. Informed the audience that the discussions will focus on updating them on public sector reforms and building the confidence needed to face the realities of employment in the

Public Service in Sierra Leone. He urged the students to focus on their academic pursuits, so that they can give to the nation what is expected of them upon graduation.

The Chairman also emphasised that the Symposium should be seen by students as a motivating tool to contribute towards national development.

Giving an update on Public Sector Reform initiatives, **the Director, PSRU, Ms. Sidratu Koroma**, said the objective of the reforms is to ensure a lean, motivated, efficient, accountable, and professional public service for improved service delivery. She emphasised that the Civil Service should not be seen as the last resort for employment but rather as a first point of call for graduates pursuing employment, adding that this Symposium is the second in a series of such engagements with final year students throughout 2016. The first was held in January at FBC for University of Sierra Leone. She gave a comprehensive update on, *inter alia*, the impact of Ebola outbreak on the economy, Pay reform, recruitment, performance management, Records management and the need for the country to focus on manufacturing and value-added products if we are to close the fiscal deficit.

**Director of Planning and Development, UNIMAK, Mr Emmanuel Turay** thanked the PSRU for such a brilliant initiative of informing and motivating potential graduates of the ongoing developments in the Public Service.



**Ms. Sidratu Koroma, Director PSRU, making her presentation**

He encouraged the students to take their studies very seriously.



**Mr Amadu Juana Kamanda, of the Public Service Commission (PSC)** informed the audience that PSC has restricted itself to meet the daunting challenges of ensuring transparent and merit-based recruitment process. He said the PSC has recruited hundreds of qualified and competent Sierra Leoneans into the Civil Service through a fair and credible process.

**Emmanuel Turay , Director Planning and Development, UNIMAK addressing the audience**

He encouraged the students after graduation to come forward and apply for positions for which they have requisite qualification without fear as jobs in the Civil Service are meant for qualified Sierra Leoneans - “After we shortlist you, you shortlist yourself”, he said.



**Cross-section of students at the symposium**

**Mr Ansu Tucker, Principal Deputy Financial Secretary, Ministry of Finance and Economic Development** said that through the Pay and Performance Project, the Government of Sierra Leone aims to harmonise pay in the Public Service by rectifying pay distortions, rightsizing and on completion of the Job Evaluation exercise, developing a comprehensive pay structure that will motivate and retain competent human capacity in the Public Service. *Various panellists spoke on the importance of Performance Management.* Representing **Human Resource Management Office (HRMO), the Director of Performance Management, Mr Osman Conteh** said they have signed Performance Contracts with senior Civil Servants (Permanent Secretaries and Professional Heads) and introduced the Individual Performance Appraisal System (IPAS) which was a vast improvement on the Annual Confidential Report to which the employee had little input. The IPAS

will enable Civil Servants to perform better and to be accountable. This in turn he said will enhance efficient and effective service delivery.

**Mr P. Samai, Deputy Secretary, Cabinet Secretariat,** explained the history of Performance Management as a system introduced after the 2002 elections, with the introduction of the Medium-Term Expenditure Framework, by which efforts were made to integrate strategic planning into the annual budgeting framework in order to create a results-based public expenditure management process.

The presentations were followed by a lengthy interactive Q&A session during which students sought clarifications on various questions, including: *How long does it take to be promoted in the Civil Service? Why was the Leadership and Management Training offered by the Pay and Performance Project done in Kenya instead of Sierra Leone? How fair is the recruitment process conducted by the Public Service Commission? if we talk of Performance why are poor-performing Ministers retained? how do you deal with in-fighting amongst Ministers?*

These were ably answered by the relevant panellists. All the speakers underscored the timeliness of such initiative by the PSRU and encouraged the students to develop the passion to make their own contribution working in the public sector after graduation to enhance national development.

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