



**PUBLIC SECTOR REFORM UNIT (PSRU)
OFFICE OF THE PRESIDENT**

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PRESS RELEASE

Sierra Leone Pay and Performance Project - PSRU concludes a week long World Bank Implementation Support Mission and a 4-day training on Job Evaluation with the Fair Wages and Salaries Commission of Ghana (GFWSC).

The Public Sector Reform Unit (PSRU) concluded a week long Project assessment with the World Bank 7th Implementation Support Mission for the Sierra Leone Pay and Performance Project (P&PP). The Project supports the implementation of the Government's flagship Public Sector Reform Programme, including three key components for the Civil Service, namely (i) Pay Reform (ii) Recruitment & Staffing and (iii) Performance Management and Accountability.



Meeting at Country Lodge with the World Bank; Fair Wages & Salaries Commission, Ghana; HRMO; KPMG and PSRU, during the 7th WB Support Mission for the Pay & Performance Project, 16th – 20th March 2015



L-R: Kevin Brown, WB Consultant; Roberto O. Panzardi, World Bank Task Team Leader and Benjamin Osei, Consultant to the Fair Wages & Salaries Commission, Ghana

The Support Mission held detailed discussions on project progress with the key Implementing Agencies – Ministry of Finance and Economic Development (**MoFED**), Public Service Commission (**PSC**) and the Human Resource Management Office (**HRMO**) - the Environmental Manager of the Civil Service – and other stakeholders including Office of the Chief of Staff and the Cabinet Secretariat, both of which focus on the Performance Management at different levels of the Public and Civil Service. Also involved in the assessment were the Fair Wages and Salaries Commission, Ghana (GFWSC), which provides Quality Assurance on the Job Evaluation and Labour Market Survey being undertaken by KPMG.

The World Bank Support Mission, led by Mr Roberto Panzardi, commenced with a meeting at PSRU, Chaired by the Director, Ms Sidratu Koroma. The meeting confirmed Mission objectives/requirements and schedules and an introduction of the Fair Wages Commission which is responsible for setting pay for the public sector in Ghana.

The Mission included meetings with, inter alia, His Excellency The President, Dr Ernest Bai Koroma, in which he welcomed the Support Mission and the GFWSC and assured them of Government's commitment in ensuring successful implementation of the Project. The Mission also met with the Secretary to the President, Mr. Osho Coker, the Chief of Staff, Mr. Saidu Conton Sesay - and several other meetings with Implementing Agencies, namely, HRMO, PSC, Secretary to the Cabinet /Head of the Civil Service, MoFED, Accountant General's Department, and KPMG, the Consulting firm for the Job Evaluation and Labour Market Survey. Detailed discussions took place on the progress of the Project.

A Wrap-up Meeting with all Implementing Agencies was held on 20th March, hosted by PSRU.



Dr. Ernest Surrur, Secretary to the Cabinet & Head of the Civil Service making a contribution in a meeting on the Rapid Results Initiative with the WB Mission

The Mission was followed by a 4-day training on Job Evaluation organised in collaboration with HRMO and facilitated by the Fair Wages and Salaries Commission, Ghana. The Job Evaluation is a sub-component under the Pay Reform.

The need for additional training on Job Evaluation was identified during the Support Mission. The training session, which took place 13th -16th April 2015 was conducted by the GFWSC at the the Civil Service Training College. The training, which comprised of 50 participants from key Implementing Agencies and over 20 MDAs, introduced participants to new skills and concepts relating to Job Evaluation. The trainees will serve as Job Analysts and “Champions” for the Job Evaluation exercise.

The training event was climaxed by the awarding of certificates of Participation to the newly trained Job Analysts.



Mrs Georgiana Kamara, Director Management Services, HRMO receiving her certificate from Mr George Smith –Graham and Mrs Eva Addo of the GFWSC at the end of the training



Participants from HRMO and PSC sharing knowledge in a group session during the training, at the Civil Service Training College

The Commission paid a courtesy call to the Director-General of National Social Security and Insurance Trust (NASSIT), Mr Joseph Mans. The D-G, welcoming the visitors to Sierra Leone, noted the long history of support from the Ghanaian Government in sending

experts to help Sierra Leone establish and build key institutions such as NASSIT, National Revenue Authority and now the Job Evaluation, a critical component in Pay Reform. .



Courtesy call to NASSIT – L-R Ghana Fair Wages and Salaries Commission; D-G NASSIT, Mr Joseph Mans; Director, PSRU, Ms Sidratu Koroma; DD-G NASSIT, Mr Amara Kuyateh; Shahid Korjie and Haroun Sherriff of PSRU.

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