



PUBLIC SECTOR REFORM UNIT (PSRU)
OFFICE OF THE PRESIDENT

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PRESS RELEASE

World Bank Support Mission to the Sierra Leone Pay and Performance Project - PSRU concludes a week long programme with the World Bank Seventh Implementation Support Mission for the Sierra Leone Pay and Performance Project.

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.

The 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**) which is 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. 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 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 and Salaries Commission (GFWSC), Ghana 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.



Meeting at Country Lodge with the World Bank, Fair Wages & Salaries Commission and Director, PSRU, during the 7th WB Support Mission for the P&PP 16th – 20th March 2015



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



L-R: Mr. Kevin Brown, WB Consultant, Mr. Roberto O. Panzardi, Task Team Leader and Mr. Benjamin Kobina Osei, Consultant to the Fair Wages & salaries Commission, Ghana

In another development, representatives of the Fair Wages and Salaries Commission, Ghana (GFWSC) are currently in Freetown to conduct a 4 day workshop/training on Job Evaluation. The need for additional training was identified during the Support Mission.

PSRU and the HRMO identified a need for the workshop to introduce participants to new skills and concepts relating to Job Evaluation. The workshop is designed for representatives from the Implementing Agencies (IAs) and various MDAs involved in the implementation of the Job Evaluation exercise who will serve as Job Analysts and “Champions” for the said exercise.

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