



PUBLIC SECTOR REFORM UNIT (PSRU)
OFFICE OF THE PRESIDENT

Ref.No.PSRU/04/12

NEWS ITEM

**WORLD BANK APPROVES US\$17 MILLION FOR PAY REFORM AND
PERFORMANCE MANAGEMENT**

Freetown, 20 June 2012 – A Government Delegation led by Dr. Julius F. Sandy has successfully concluded negotiations with the World Bank in Washington D.C for support to Government's Public Sector Reform Programme, i.e., **Improving Productivity through Management and Pay Reforms**. This support focuses on full-scale implementation of three critical components of Government's Public Sector Reform Programme, namely:

- a. Pay Reforms
- b. Recruitment and Staffing, and
- c. Performance management

The Project is a joint effort between multiple institutions within Government, including the PSC, HRMO, Ministry of Finance and Economic Development and other MDAs, which is coordinated by the PSRU.

The main objectives of the programme include:

- Undertaking pay reforms aimed at improving the competitiveness of the Civil Service, thereby attracting, motivating and retaining competent skills for effective service delivery
- Rationalizing staffing in the civil service by filling existing critical skills gaps through merit-based competitive recruitment, while minimizing the numbers of redundant posts and personnel in the service
- Minimizing waste and inefficiencies by improving the integrity of the payroll and personnel records; harmonizing and strengthening pay administration and management systems; and streamlining payroll management procedures, processes and accountability mechanisms

- Building the required capacity for driving reforms and effectively managing performance in the Civil Service
- Introducing and implementing a robust performance management system that links rewards to productivity
- Implementing comprehensive training and staff development programmes aimed at changing work ethics and culture while continuously upgrading capacities and skills in the public service

The total cost of the Project is US\$17m staggered in two Disbursement Categories, namely (i) Eligible Expenditure Programme (US\$15m) and (ii) Technical Assistance (US\$2m). As a World Bank supported Project, it will follow a sequenced and synchronized pathway, and will be implemented over a 4-year period within the Bank's results-based financing instrument, which links disbursements to the achievement of set targets called Disbursement Linked Indicators (DLIs).

The key Implementing Agencies for the Project are:

Public Service Commission for Recruitment and Staffing
Human Resources Management Office for Performance Management
Human Resources Management Office and Ministry of Finance and Economic Development for Pay Reforms

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30 April 2012