

Public Sector Reform Unit



NEWS ITEM

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PSRU HOLDS INCEPTION MEETING WITH MTHE TO COMMENCE MFR PROCESS

Freetown, 24th February 2026: The Public Sector Reform Unit (PSRU) has held an inception meeting with the Ministry of Technical and Higher Education to commence a comprehensive Management and Functional Review (MFR) aimed at strengthening institutional efficiency and service delivery within the sector.

The purpose of the MFR was to assess the Ministry's organizational structure, management systems, functional responsibilities, and internal processes to ensure they are fit for purpose and aligned with national development objectives.

It is also to identify capacity gaps, operational inefficiencies, overlaps, and structural challenges, and make recommendations for strengthening the Ministry's ability to deliver effectively on its mandate.



Speaking at the meeting, the Permanent Secretary of the Ministry, Mohamed Sheik Kargbo, underscored the urgent need for the review, noting that "things are changing and nothing is static," hence the importance of reassessing the Ministry's operations. He emphasized the necessity of examining the Ministry's core functions, staff availability, and existing structural arrangements, particularly as the institution continues to face challenges in effectively filling and managing key positions.

He further highlighted concerns over structural misalignment and overlapping roles within the Ministry pointing out that duplicated functions have led to inefficiencies, with "so much of nothing happening" due to repeated tasks and unclear mandates. He stressed that as a professional Ministry, there is a critical need for a well-defined and streamlined structure to give the institution a better operational facelift.

Mr. Sheik Kargbo appealed to PSRU for a thorough assessment of the Ministry's systems and processes by providing practical, evidence-based recommendations that will address the identified gaps and improve overall performance.

In his remarks, the Chief of Programs at PSRU, Mr. Albert Williams noted that this would be the third time PSRU is conducting a Management and Functional Review for the Ministry and admonished the leadership of the Ministry for renewed determination and commitment towards the exercise.



Mr. Williams gave a detailed presentation outlining the objectives, methodology, and expected outcomes of the review process. The Management and Functional Review is expected to result in a more coherent organizational structure, reduced duplication of roles, and enhanced efficiency within the Ministry.

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About the PSRU

The Public Sector Reform Unit (PSRU) provides leadership, coordination, and technical backstopping in the strategic design, development, implementation, monitoring, evaluation, and reporting of all public sector reform initiatives. Its mission is to facilitate the creation of a lean, performance-oriented, highly motivated, modern, and efficient Public Service that delivers high-quality services to the people of Sierra Leone in a timely and cost-effective manner.



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