

# Public Sector Reform Unit



## Press Release

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FOR IMMEDIATE RELEASE

Director of PSRU inaugurates Performance Management Training for Senior Civil Servants

Freetown, Monday 9th February, 2026: The Director of the Public Sector Reform Unit (PSRU), Mr. Sulaiman Phoray-Musa, on Monday 9 February 2026, delivered the opening statement at a Performance Management Training held at the Civil Service Training College (CSTC) for newly promoted Permanent Secretaries, Professional Heads, and Directors.

The training marked the official commencement of a strategic capacity-building programme aimed at strengthening performance management systems across the public service. It underscores the critical role of the PSRU in driving public sector reforms and enhancing institutional effectiveness.

In his address, Mr. Phoray-Musa described the training as both timely and strategic, emphasizing that senior officers occupy a crucial space between policy formulation and service delivery.

He noted that the success of any government largely depends on this cadre of officers—particularly those within Grades 11 to 13.

“The effectiveness of our institutions depends on how well performance is planned, managed, measured, and improved at every level,” he said, adding that performance management should not be seen as a routine administrative exercise but as a powerful tool for improving efficiency, accountability, and results across the public service.

He further highlighted that the government’s reform agenda calls for a civil service that is professional, responsive, and performance-driven, stressing that achieving this vision requires capable leaders who can set clear expectations and lead effectively.

Mr. Phoray-Musa encouraged participants to actively engage throughout the training, share experiences, and reflect honestly on how performance management is applied within their respective Ministries, Departments, and Agencies (MDAs).

He noted that the true value of the programme would be measured not by attendance, but by the practical application of knowledge and skills gained, leading to improved supervision, stronger teamwork, and measurable improvements in service delivery.

He concluded by reiterating that an efficient civil service is built by officers who are willing to learn, adapt, and lead by example.

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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.



### CONTACT INFORMATION



## PUBLIC SECTOR REFORM UNIT



[www.psrugov.sl](http://www.psrugov.sl)



[info@psru.gov.sl](mailto:info@psru.gov.sl)



+232 74 107 666



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