

PUBLIC SECTOR REFORM UNIT

e-NEWSLETTER



GOVERNMENT OF SIERRA LEONE COMMEMORATES WORLD PUBLIC SERVICE DAY WITH THREE-DAY ACTIVITIES

The Government of Sierra Leone, through the Ministry of Public Administration and Political Affairs, the Public Sector Reform unit and the leadership of the Civil Service, commemorated World Public Service Day with series of activities held over three days under the global theme “Transforming Public Institutions: Advancing Innovation, Participation and Inclusion.”

The celebrations brought together senior government officials, development partners, public servants, civil society representatives, students and members of the public to recognize the vital role of the public service in national development and to reaffirm the government’s commitment to building a professional, efficient and citizen-centered public service.

The three-day programme featured a health walk, public symposium and the presentation of meritorious awards to distinguished retired and serving public servants who have demonstrated exemplary dedication, integrity and commitment throughout their careers.

The celebrations commenced with a Life walk from Youyi building to Aberdeen Beach on Saturday 20th June, 2026. Hundreds of Public

Servants from ministries, departments and agencies participated in the exercise, promoting healthy living, teamwork and unity within the public service. The walk also served to raise public awareness about the importance of public institutions in delivering quality services and improving the lives of citizens.

The Minister of Public Administration and Political Affairs, Mr. Amara Kallon, led the exercise in the company of the Minister of Planning and Economic Development, Madam Kenyeh Barlay, Chairman of the Public Service Commission, Mr. Kalilu Omaro Bah, the Secretary to Cabinet and Head of the Civil Service, Mr. Prince O. Cole, the Director-General of the Human Resource Management Office, HRMO, Mr. Ansu Samuel Tucker and the Director of the Public Sector Reform Unit, PSRU, Mr. Sulaiman Phoray-Musa. The Inspector General of Police, Mr. Fayia Sellu and Major General Sahr David Thomas Njaugah of the Republic of Sierra Leone Armed Forces with contingent of military and police personnel graced the occasion.

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On Monday the 22nd June, 2026, a public symposium was held at the Miatta Civic Centre, where policymakers, governance experts, academics, development partners and public sector leaders engaged in discussions on strengthening public institutions through innovation, inclusiveness and effective citizen participation.



Two Panel discussions were held, one targeting retired civil servants including Mr. Kalilu Omaro Bah, Ambassador Sullay Daramy, Mr.

Augustine Sahr Sheku and Dr. Konah Cecilia Koroma. They shared their experiences on how they successfully navigated the political administrative dynamics, revealing real time scenarios. This session was chaired by Mr. Umaru Fofana, a celebrated journalist who has served the BBC for over two decades.

The second panel discussion which was moderated by the Director General of the Sierra Leone Broadcasting Corporation, SLBC, Ms Josephine Kamara, featured current serving public servants including the Secretary to President, Mr. Barba Fortune, the Secretary to Cabinet and Head of the Civil Service, Mr. Prince O. Cole, the Director General of the Human Resource Management Office, HRMO, Dr. Ansu Samuel Tucker, Permanent Secretary, Mrs. Elizabeth Ellie and Major General Sahr Thomas Njaugah of the Republic of Sierra Leone Armed Forces, RSLAF. They espoused how they circumvented the political and administrative nexus and created the balance between the political/administrative dynamics for good governance, political stability and sustained economic growth.

The symposiums highlighted the importance of digital transformation, improved service delivery, transparency, accountability, merit-based recruitment and continuous capacity building to enhance the efficiency of the public service.

The discussants suggested strategies for modernizing the public service to respond more effectively to emerging national and global challenges. They emphasized that an innovative public service was essential for achieving sustainable development, promoting economic growth and restoring public confidence in government institutions.

The Chief Minister, Dr. David Moinina Sengh, served as Guest



Speaker for the Public Symposium. In his key note address on Transforming the Public Service Architecture of Sierra Leone for effective Governance and National Development, he stated that the public service remains the foundation upon which national development is built, describing it as the

“invisible infrastructure of governance” that enables visible outcomes such as roads, bridges, healthcare, education, and public services.

Dr. Sengh, called for a fundamental transformation of the public service, emphasizing that strong institutions, ethical leadership, and responsible adoption of technology are critical to achieving inclusive governance and sustainable national development.

He noted that effective governance depends on strong systems, clear mandates, reliable data, ethical leadership, and coordinated institutions capable of delivering results for citizens.

Public service architecture equals governance capacity, he stated pointing out that when systems fail, citizens experience long queues, delayed social payments, missing teachers in classrooms, poor healthcare outcomes, and stalled local services.



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The Chief Minister highlighted the importance of delivery, trust, and accountability, stressing that service delivery should be viewed as a daily commitment rather than a slogan. He reiterated the government's commitment to ensuring that public institutions work together effectively to deliver meaningful results for citizens.

The Secretary to the President, Mr. Brima Barba Fortune, called for a transformative, innovative, and inclusive public service capable of delivering on the government's development aspirations and responding effectively to the needs of citizens across the country.

He stated that the symposium was not merely a gathering of people; it was an opportunity to ask difficult but necessary questions about the state of the public service and whether it was equipped and prepared to deliver the services that have been promised to the people

Mr. Barba Fortune noted that the theme Transforming the Public Service for Inclusion, Governance, Innovation and Sustainable National Development, resonates with President Bio's conviction that no development plan can outperform the institutions responsible for implementing it.

He noted that the success of the Medium-Term National Development Plan (2024–2030), and the “Big Five Game

Changers” – Feed Salone, depends largely on a capable and efficient public service.

He highlighted several reform initiatives undertaken by the Government, including the restructuring of the Public Sector Reform Unit (PSRU), the establishment of the Wages and Compensation Commission, WCC, to harmonize wages and conditions of service, and the transformation of the Civil Service Training College into a fully-fledged Public Service Academy.

“These are not bureaucratic adjustments,” but foundational reforms designed to strengthen the public service and enable it to effectively drive the Big Five Changer agenda,” he stressed.

While acknowledging progress made, the Secretary to the President noted that challenges persist pointing out that delays in service delivery, fragmented systems, and inconsistent standards across public institutions as issues that continue to affect service delivery.



He encouraged young professionals to view public service as a place of opportunity and impact, noting the increasing number of professionals transitioning from the private sector into public service.

The Deputy Minister of Public Administration and Political Affairs, Philip Tetehma Tondoneh, reaffirmed the Government's commitment to strengthening public service delivery, accountability, and good governance during the World Public Service Day 2026 Symposium.

He noted the occasion was not only an opportunity to celebrate the invaluable contributions of public servants to national development but also a platform to reflect on the transformative role of the public service in promoting good

governance, accountability, and quality service delivery for all Sierra Leoneans.

The Deputy Minister described this year's commemoration as taking place at a critical moment in Sierra Leone's governance journey stating that under the leadership of His Excellency President Dr. Julius Maada Bio, public service reform remains a key pillar of the Government's development agenda.

The celebrations concluded on the 23rd June 2026 with the conferring of meritorious awards on deserving retired and serving public servants whose outstanding service significantly contributed to national development. The award ceremony recognized individuals from various sectors of the public service for their professionalism, integrity, dedication, leadership and many years of faithful service to the Republic of Sierra Leone. In his keynote address during the conferment of awards, the Minister of Public Administration and Political Affairs, Mr. Amara Kallon paid tribute to public servants whose unwavering commitment continues to drive national development and strengthen public institutions.

The Minister described the occasion as more than an awards ceremony, emphasizing that it was a celebration of the noble calling of public service and a recognition of ordinary men and women who performed extraordinary duties in service to the nation.

Speaking on the significance of the awards, the Minister noted that public servants often work diligently behind the scenes without recognition, despite playing critical roles in delivering essential services to citizens. He praised healthcare workers, teachers, security personnel, immigration officers, prison officers, firefighters, civil servants, and political leaders whose sacrifices contribute greatly to national development.

The Minister further stressed that recognizing excellence is vital to building a culture of professionalism, accountability, innovation, integrity, and patriotism within the public service.

He described the award recipients as role models whose commitment demonstrates that one individual can make a meaningful difference in national development.

The Minister expressed gratitude to the Chief Minister, government officials, public service institutions, development partners, and public servants for their collective efforts in

advancing the public sector reform agenda. He particularly acknowledged the visionary leadership of His Excellency President Julius Maada Bio, whose commitment to transforming the public service has resulted in unprecedented reforms aimed at creating a capable, professional, and responsive public administration.

According to the Minister, President Bio demonstrated remarkable courage and statesmanship by initiating a comprehensive reform of the country's public service architecture despite the historical and governance challenges that have shaped Sierra Leone's public institutions over the years.



The Minister highlighted the significant progress made under the reform programme, including stronger collaboration among public service institutions such as the Ministry of Public Administration and Political Affairs (MOPAPA), the Public Service Commission (PSC), Cabinet Secretariat, Human Resource Management Office (HRMO), Public Sector Reform Unit (PSRU), Wages and Compensation Commission (WCC), and the Public Service Academy (PSA).

He also commended development partners, including the World Bank, United Nations Development Programme (UNDP), IDEP-Senegal, the European Union, JICA, the Indian High Commission, the Chinese Embassy, the Egyptian Embassy, the APRM Continental Secretariat, and the Emerging Public Leaders Fellowship, for their continued support towards strengthening public service delivery and institutional reforms in Sierra Leone.

The Minister also encouraged young public servants to draw inspiration from the award recipients, noting that reform becomes meaningful when individuals choose excellence over mediocrity and selfless service over personal gain.



contributions remain invaluable to national development.

“As we honor these remarkable men and women, let us renew our collective commitment to building a public service that is competent, accountable, innovative and people-centered,” he stated.



reaffirming that when public servants succeed, citizens benefit, communities prosper, and nations rise. Government officials noted that recognizing excellence serves as an important motivation for public servants to maintain high ethical standards, improve performance and uphold the

The Chief Minister, Dr. David Moinina Sengeh, who presented the awards to the recipients, congratulated them for making their institutions, families, and the nation proud. He also acknowledged the countless public servants whose sacrifices may not have been recognized during the ceremony but whose

principles of accountability, transparency and professionalism in the discharge of their duties.

Twenty-seven distinguished public servants from all walks of life received meritorious awards for their dedicated and committed services to the government and people of Sierra Leone.

The inaugural Public Service Awards Ceremony marks a significant milestone in the Government’s efforts to institutionalize recognition, reward merit, and inspire future generations of public servants committed to building a stronger and more prosperous Sierra Leone. The occasion was climaxed by an exhibition wherein Ministries, department and agencies show-cased their programmes and activities as part of their commitment in transforming the public sector landscape.

PUBLIC SERVICE COMMISSION CHAMPIONS NATIONWIDE PUBLIC ENGAGEMENTS OF THE DRAFT PUBLIC SERVICE BILL

The Public Service Commission (PSC), in collaboration with the Government of Sierra Leone and key development partners, successfully championed nationwide public engagement and consultative meetings on the Draft Public Service Bill.

The consultations, which were held in Kono, Koinadugu, Kambia and Bonthe districts formed part of the Commission’s commitment to promoting inclusive governance and ensuring that the proposed legislation reflects the views, aspirations and expectations of citizens and stakeholders across the country.



The nationwide engagements brought together representatives from ministries, departments and agencies (MDAs), local councils, traditional authorities, civil society

organizations, professional associations, academia, development partners, public servants, youth and women’s groups, persons with disabilities, the private sector and members of the general public. The consultations were

conducted across the three regions to ensure broad-based participation and meaningful public input into the legislative process.

The primary objective of the consultations was to raise awareness of the provisions of the Draft Public Service Bill with the view to gather stakeholder feedback and promote transparency and public ownership of the proposed legal framework.

The engagements also provided a platform for participants to discuss key issues relating to public service governance, recruitment, promotions, ethics, discipline, accountability, performance management and institutional reforms.

During the consultations, the Chairman of the Public Service Commission, PSC, Mr. Kalilu. O. Bah, highlighted the significance of the Draft Public Service Bill in modernizing Sierra Leone's public service and establishing a comprehensive legal framework to guide the management, administration and regulation of the public service.

He explained that the Bill was intended to address issues of overlapping mandates, functions and roles, strengthen merit-based recruitment, improve professionalism, enhance accountability, promote integrity and ensure efficient and effective public service delivery.

The Chairman assured participants that their views and recommendations gathered during the consultations would be carefully reviewed and considered in refining the Draft Public Service Bill before its submission through the appropriate legislative process.

He reiterated that stakeholder participation was fundamental to developing a legal framework that is responsive to national priorities and aligned with international best practices in public administration. The Director of the Public Sector Reform Unit, PSRU,

Mr. Sulaiman Phoray-Musa, stated that the path to the public service bill commenced with the drafting of the Public Service Policy which he noted was approved by Cabinet in 2025.

Lots of engagements and consultations were held across the country to ensure that the policy was broad-based



and captures the aspirations of the public sector players, he noted.

We are using similar approach for the public service bill to ensure we get the views and opinion of public servants across the country to ensure that the bill reflect the desires of all shades of opinion", he added.

Dr. Siah Foday Iscandry of Invest Salone, noted the significance of the public sector in ensuring a robust and flourishing private sector, pointing out that without a structured and functioning public sector, the private sector would find it very difficult to thrive.

Participants actively contributed recommendations, observations and concerns regarding various provisions of the draft legislation. Many welcomed the opportunity to participate in shaping reforms that will have a lasting impact on the country's public administration as they emphasized the importance of ensuring fairness, inclusivity, equal opportunity, transparency and accountability in all aspects of public service management.

Upon enactment, the Public Service Bill is expected to provide a modern legal foundation for the effective management of the public service, strengthen institutional accountability, improve human resource management practices and enhance the quality, professionalism and efficiency of public service delivery across the country

PSRU, HOLDS ENTRANCE MEETINGS WITH PUBLIC UNIVERSITIES ACROSS THE REGIONS AHEAD OF A COMPREHENSIVE MANAGEMENT AND FUNCTIONAL REVIEW OF THE TERTIARY AND HIGHER EDUCATION SECTOR

The Public Sector Reform Unit (PSRU), as part of its mandate to strengthen governance and improve public sector

performance, has concluded series of entrance meetings with public universities across the Southern, Eastern and Northern regions marking the official commencement of a comprehensive management and functional review of the country's tertiary and higher education sector.

The entrance meetings commenced on 2nd June 2026, at the Eastern Technical University in Kenema wherein PSRU engaged the university leadership, academic and administrative staff, and representatives from the Ministry of



Tertiary and Higher education to introduce the purpose, scope and methodology of the review while fostering collaboration and securing institutional support throughout the assessment process. The Chief of Programmes, PSRU, Mr. Albert R.C.E. Williams stated that the entrance meeting provides an important opportunity to engage key stakeholders of the university and the wider higher education sector on reforms aimed at strengthening institutional effectiveness.

He noted that the comprehensive management and functional



review seek to evaluate the effectiveness, efficiency and relevance of the governance, administrative structures and operational systems of public universities as it will examine institutional mandates, organizational structures, human resource management, financial and administrative systems,

policy implementation, service delivery mechanisms and overall institutional performance.

Mr. Williams emphasized that the review was designed to identify institutional strengths, operational challenges and opportunities for reform that will enhance the quality, accountability and sustainability of higher education in Sierra Leone. He assured the university authorities that the exercise would be collaborative, evidence-based and intended to generate practical recommendations for improving institutional effectiveness.

The Chief of Programmes reaffirmed PSRU's commitment to working closely with all stakeholders throughout the exercise to ensure that the review contributes meaningfully to the transformation of the tertiary and higher education sector.

The review according to Mr. Williams reflects Government's broader commitment to strengthening public institutions and delivering high-quality education through effective governance, sound management and continuous institutional improvement.

Welcoming the PSRU team, the Vice Chancellor and Principal of Eastern Technical University, Professor Mohamed T. Lahai, noted that the public sector plays a vital role in national development and that it has been a long time since a review of the sector was undertaken.

He emphasized that the exercise was important not only for the present but also for future generations.

The Director of Higher Education at the Ministry of Technical and Higher Education, Mr. Emmanuel J. Momoh, highlighted that advancing human capital development in Sierra Leone cannot be achieved without adhering to the provisions of the Universities Act of 2021, which provides the legal framework for the governance and operation of universities.

He stated that reform initiatives must be guided by the Act and aligned with the core functions of universities, including teaching, research, examinations, commercial activities, and

community service. In other engagements in the Ernest Bai Koroma University, Kono University and Njala University, the authorities welcomed the initiative, recognizing the importance of periodic institutional reviews in promoting good



governance, strengthening management systems and improving academic and administrative performance. They pledged their full cooperation by providing the necessary information, documentation and technical support required to facilitate a successful review process.

The review will involve consultations with university managements, faculty members, non-academic staff, students and other stakeholders. It will also include document reviews, organizational assessments and analyses of existing policies, systems and operational practices to ensure a comprehensive understanding of each institution's management and functional capacity.

Findings from the review are expected to inform policy decisions and public sector reforms aimed at modernizing the governance and management of tertiary institutions. The recommendations will support efforts to strengthen institutional accountability, improve resource utilization, enhance service delivery, promote innovation and align higher education with Sierra Leone's national development priorities. strengthening decentralization, institutional effectiveness, accountability, and service delivery at the local government level.

The presentation provided an overview of reform initiatives undertaken by Government through the Ministry of Local Government and Community Affairs (MLGCA), the Public Sector Reform Unit (PSRU), Local Councils, and other sector stakeholders to improve local governance systems and enhance citizen centered service delivery across the country.

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GOVERNMENT OF SIERRA LEONE PARTNERS WITH NIBY CONSTRUCTION TO PROVIDE 22,000 HOUSING UNITS FOR PUBLIC SERVANTS



The Government of Sierra Leone has signed a memorandum of understanding with NIBY Construction to provide 22,000 affordable

housing units for public servants across the country, marking a significant milestone in its commitment to improving the welfare and living conditions of the nation's workforce. The initiative was designed to address the housing deficit among public servants by providing access to quality and affordable homes through a structured and sustainable housing programme. The project forms part of the Government's broader public sector reform agenda aimed at enhancing employee welfare, motivation, and productivity.

The historic agreement was formalized in Dakar, Senegal at the SL Embassy during a high-level engagement led jointly by the Honorable Minister of Public Administration and Political Affairs and the Honorable Minister of Lands, Housing and Country Planning. The delegation also comprised the Chairman of the Public Service Commission, the Director of the Public Sector Reform Unit, the Director of Surveys, and the Professional Head of the Lands Sector.

This reflects the Government's unwavering commitment to enhancing the welfare of public servants and restoring the dignity and prestige historically associated with public service. In previous decades, access to government housing formed an integral component of public service benefits, providing accommodation opportunities for senior, middle-level, and junior officers alike. The current administration is determined to revive this tradition as part of a broader agenda to strengthen motivation, productivity, and retention within the public sector.



Under the visionary leadership of His Excellency President Dr. Julius Maada Bio, the Government continues to pursue transformative reforms aimed at modernizing the public service architecture and improving the conditions of service for public officials. The proposed housing programme aligns

directly with the Government's reform agenda and the aspirations outlined in the Medium-Term National Development Plan (2024–2030), which prioritizes human capital development, institutional effectiveness, and public sector modernization.

The Minister of Lands, Housing and Country Planning, Dr. Turad Senesie, who signed on behalf of the Government of Sierra Leone spoke of the government's commitment of providing the land and tax waivers for the actualization of the project.

The Minister of Public Administration and Political Affairs, Mr. Amara Kallon, noted that as the designated lead coordinating this strategic intervention on behalf of the government of Sierra Leone, he is fully committed to driving the process forward and ensuring that the aspirations of thousands of public servants are translated into tangible outcomes.

Both Ministers reaffirmed their commitment to ensuring the successful implementation of the initiative, emphasizing that access to quality and affordable housing remains a critical pillar of public sector reform and employee welfare.

The Director of PSRU, Mr. Sulaiman Phoray-Musa, who was part of the high-level delegation to Senegal to finalize the groundbreaking agreement noted that new partnership will significantly contribute to addressing the housing challenges faced by public servants. "Access to decent and affordable housing is an important component of employee welfare and

complements the dignity and prestige associated with public service," he stated.

He added: "Beyond providing shelter, quality housing serves as a strong source of motivation, enhances job satisfaction, and ultimately contributes to improved productivity and service delivery across the public sector."

The Sierra Leone Ambassador to Senegal, H.E Ibrahim Turay provided critical diplomatic support to ensure the venture's success.

The Resident Director of So Afri Loge, NIBY Construction, Yousouf Akeem Touray, expressed its commitment to delivering high-quality housing that meets national standards while working closely with the Government to ensure the timely execution of the project.

Once completed, the initiative is expected to benefit thousands of public servants and their families, demonstrating the Government of Sierra Leone's continued commitment to improving the welfare of its workforce and advancing sustainable national development.

The 22,000 housing units will be implemented in phases, with the collaboration expected to create employment opportunities, stimulate economic growth, and contribute to the development of modern residential communities. The project also seeks to strengthen public-private partnerships in delivering critical national infrastructure.

The Sierra Leonean delegation comprised the Minister of Public Administration and Political Affairs, Mr. Amara Kallon; the Minister of Lands, Housing and Country Planning, Dr. Turad Senesie, the Chairman, Public Service Commission, Mr. K.O. Bah and the Director of Public Sector Reform Unit, PSRU, Mr. Sulaiman Phoray-Musa, is also engaged in the talks.



PUBLIC SECTOR REFORM UNIT INDUCTS NEW STAFF MEMBERS

The Public Sector Reform Unit (PSRU) on 4th June, 2026, inducted a new cohort of staff members, reaffirming its commitment to strengthening institutional capacity and enhancing the delivery of public sector reforms across Sierra Leone.

The induction programme introduced the new employees to the Unit's mandate, strategic priorities, organizational structure, workplace policies, and professional standards. It also provided an opportunity for the new staff members to gain a deeper understanding of their roles and responsibilities in supporting the Government's public sector transformation agenda.



Welcoming the new staff, the Chief of Programmes, PSRU, Mr. Albert R.C.E. Williams, encouraged them to uphold the core values of integrity,

professionalism, accountability, teamwork, and excellence in the discharge of their duties.

He emphasized that every staff member has a vital role to play in advancing reforms aimed at improving efficiency, transparency, and service delivery across the public sector.

Mr. Williams emphasizing the importance of teamwork, innovation, and dedication to the institution's mission, vision and core values and encouraged the new staff to be dedicated to their work and deliver on their targets as PSRU is a disciplined and result oriented institution.

In her presentation, the Head of Corporate Services, Ms. Renisa Beckley outlined PSRU's HR policies, staff welfare initiatives, and professional development opportunities, ensuring that employees are well-informed about the institution organizational structure and reporting lines.

She also read out the Director's welcome statement wherein he underscored the values of integrity, collaboration, and accountability.



In their departmental presentations, the Head of Communication and IT, Mr. Siaka Wusha-Conteh noted that the unit is the live blood and face of the institution

and they give visibility to PSRU. The Head of Policy, Research, Monitoring & Evaluation, Mr. Lamin Tarawallie shared insights into evidence-based policymaking, monitoring frameworks, and evaluation mechanisms that guide PSRU's reform agenda.

Head of Institutional Reform, Mr. Idrissa Koroma, spoke of the numerous ongoing institutional reforms that are geared towards strengthening structures and processes to improve efficiency in public service delivery. The Principal Analyst, Resource Mobilization Unit, Mr. Augustine Lahai who presented on behalf of the unit, emphasize the importance of resource mobilization for sustainable reforms.

Presentations were done by the Senior Admin Officer, Mrs. Wilhemina Tucker, the HR Officer Ms. Aminata Koroma, and Ms. Michaella Boima, the Stores Officer. The induction also familiarized participants with the Unit's ongoing reform initiatives, including institutional reviews, policy development, performance management, and capacity-building programmes designed to strengthen public institutions and improve governance.

The newly inducted staff expressed their appreciation for the opportunity to serve and pledged their commitment to supporting the Unit's mission of driving sustainable public sector reforms that contribute to national development.

The induction marks another important step in the Public Sector Reform Unit's efforts to build a skilled, motivated, and results-oriented workforce capable of delivering meaningful reforms for the benefit of the people of Sierra Leone.