Public Sector Reform Unit

Press Release

FOR IMMEDIATE RELEASE

PSRU Highlights Progress, Embraces Digital Transformation Amid Resource Challenges



26th November 2026, Saphyre Court, Kingharm Road Freetown. The Public Sector Reform Unit (PSRU) has recorded significant achievements across its departments in 2026, including staff recruitment, institutional reviews, enhanced digital communication, and successful resource mobilisation, while identifying critical resource and operational challenges that require urgent attention.

Presentations delivered during the institution's annual performance review revealed a strong commitment to strengthening public sector reforms through improved workforce management, digital transformation, and strategic partnerships.

The Corporate Unit reported that PSRU currently has 50 positions, including staff on the PSRU payroll and assigned civil servants. Since January 2026, the unit has successfully recruited ten new staff members, processed civil service secondments, and organised a two-day induction program for newly recruited personnel.

Despite maintaining an overall female representation rate above 35 percent, management noted concerns about low female representation at senior leadership levels and a widening generational gap, with very few employees under the age of 30. Officials warned that the concentration of staff within the 40-49 age bracket could create succession challenges in the coming years if proactive workforce planning measures are not implemented. The unit also highlighted operational difficulties, including limited office supplies, inadequate records management systems, insufficient transport facilities, and security concerns affecting government property.



Meanwhile, the Institutional Reform Unit reported considerable progress in conducting Management and Functional Reviews

(MFRs), which remain central to government efforts to improve efficiency and accountability across Ministries, Departments and Agencies (MDAs).
During the financial year, the unit received 18 requests for institutional reviews. Twelve reviews have been completed, five remain ongoing, while one was suspended due to a lack of institutional cooperation. Several reports have already been submitted to the Steering Committee for Public Sector Reform for consideration and implementation.
However, officials expressed concern over persistent resource constraints, particularly the lack of vehicles for field data collection and insufficient funding to support implementation of reform recommendations by affected institutions.



The Communications and IT Unit also reported major achievements in expanding the visibility of PSRU and supporting digital transformation efforts. The unit successfully increased internet bandwidth from 10 to 50 Mbps, launched a monthly electronic newsletter, and published approximately 60 news stories during the year.
The unit further strengthened public engagement through social media broadcasts and website improvements designed to raise awareness about public sector reform initiatives.

Despite these successes, the unit noted that existing internet capacity remains inadequate for more than 50 staff members and warned of growing cybersecurity risks due to the absence of dedicated servers and firewall systems. Plans are underway to seek increased bandwidth of up to 100 Mbps, deploy digital document management systems, and introduce electronic attendance monitoring mechanisms.

The Resource Mobilisation Unit equally reported encouraging results, including strengthened partnerships with international development partners such as JICA, European Union, the World Bank, and the International Development Research Centre. One of the unit's most notable accomplishments was the mobilisation of over Le200 million during United Nations World Public Service Day celebrations through the support of goodwill partners and stakeholders.

The unit also facilitated capacity-building opportunities, including specialised training in Data and Artificial Intelligence, while advancing discussions with international partners to support the establishment of a resource centre and other institutional development initiatives.
However, officials acknowledged that limited funding and mobility continue to affect engagement with development partners and implementation of planned activities.

The Accounting Unit reaffirmed its role in ensuring prudent financial management and regulatory compliance. Through budget preparation, financial reporting, payroll administration, and audit support, the unit continues to provide the financial foundation for the government's public sector reform agenda.



Looking ahead, PSRU management outlined an ambitious agenda centred on workforce digitalisation, talent development, improved knowledge sharing, stronger gender-responsive planning, and enhanced institutional efficiency.

Among the key priorities identified for 2027 are the filling of critical vacancies, digitisation of human resource management systems, deployment of electronic attendance and document management platforms, expansion of staff development programs and intensified resource mobilisation efforts to support scholarship opportunities and institutional growth.

Officials emphasised that continued investment in people, technology, and strategic partnerships will be essential to sustaining momentum and delivering meaningful public sector reforms across Sierra Leone.

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.

