



**GOVERNMENT OF SIERRA LEONE**

## **Performance Contracts for Ministries**

**(January 2024 to December 2024)**

Signed between

**H.E. Brigadier General (Rtd.) Dr. Julius Maada Bio**

and

**The Cabinet Ministers**

*Produced by the Office of the Chief Minister, State House, Freetown.*

# Foreword

When I took office as Chief Minister, I focused on President Bio's vision to do more for his people in his second term in office. With his well-articulated Manifesto and the Medium-Term National Development Plan (MTNDP) 2024–2030 developed, my office had ensured extensive interactions with key public service officials to develop a mechanism for the execution of the MTNDP on a year-by-year basis and our tool is the performance contract. This exercise allowed staff of ministries and their agencies to reflect and agree on common goals, priorities and targets that can be achieved by Government in the year 2024.

We have compiled the individual Ministerial Performance Contracts for the year 2024, which His Excellency the President has signed with the leaderships of all Ministries. I now present a summary of what the Government hopes to achieve in the coming months, ending in December 2024. Each contract is the product of hours and days of careful deliberation, and the targets have been chosen to be ambitious, achievable, tangible, time-bound and relevant to President Bio's Big-Five priorities, the MTNDP and the core functions of the Ministries. We have prioritized rigorously to ensure that, whilst each Ministry and its agencies will be performing many tasks throughout the year, we share a common vision of the most critical end-of-year outputs and focus our efforts accordingly. It therefore points to the long-term outcomes and end-of-year outputs/targets, laid out in a way that allows for assessment of the performance of all government ministries and their respective agencies throughout the year.

Through this publication, which represents President Bio's firm commitment to the principles of inclusiveness, accountability and transparency in state governance, every Sierra Leonean will be better informed about the innovative ways by which our Government will continue to deliver on its promises to the people of Sierra Leone.

As Chief Minister, I will provide the enabling environment through effective coordination, technical oversight and backstopping to ensure that MDAs are able to deliver on their mandates and specific obligations under their respective performance contracts.

I wish to thank all members of Cabinet, the Cabinet Secretariat, Permanent Secretaries, my Performance Management Team in the Office of the Chief Minister, all hardworking staff at the various government ministries, departments and agencies, Local Councils, our development partners and all other stakeholders through whose participation and cooperation we have been able to put together these contracts.

***Dr. David Moinina Sengeh***



***Chief Minister***

# List of Government Ministries and Ministers

1. Ministry of Agriculture and Food Security (MAFS): *Dr. Henry Musa Kpaka*
2. Ministry of Basic and Senior Secondary Education (MBSSE): *Mr. Conrad Sackey*
3. Ministry of Communication, Technology and Innovation (MCTI): *Madam Salima Bah*
4. Ministry of Defence (MoD): *Retired Colonel M.D. Massaquoi (Deputy Minister)*
5. Ministry of Employment Labour and Social Security (MELSS): *Mr. Mohamed Rahman Swaray*
6. Ministry of Energy (MoE): *Alhaji Kanja Sesay*
7. Ministry of Environment and Climate Change (MECC): *Mr. Jiwoh Abdulai*
8. Ministry of Finance (MoF): *Mr. Sheku Fantamadi Bangura*
9. Ministry of Fisheries and Marine Resources (MFMR): *Mrs. Princess Dugba*
10. Ministry of Foreign Affairs and International Cooperation (MFAIC): *Mr. Timothy Kabba*
11. Ministry of Gender and Children's Affairs (MGCA): *Dr. Isata Mahoi*
12. Ministry of Health (MoH): *Dr. Austin Demby*
13. Ministry of Internal Affairs (MIA): *Retired Major General David T.O. Taluva*
14. Ministry of Information and Civic Education (MoICE): *Mr. Chernor A. Bah*
15. Ministry of Justice and Office of the Attorney General (AGMJ): *Mr. Mohamed Lamin Tarawalley (Esq.)*
16. Ministry of Lands, Housing and Country Planning (MLHCP): *Dr. Turad Senesie*
17. Ministry of Local Government and Community Affairs (MLGCA): *Amb. Tamba Lamina*
18. Ministry of Mines and Mineral Resources (MMMR): *Mr. Julius Daniel Mattai*
19. Ministry of Public Administration and Political Affairs (MPAPA): *Mr. Amara Kallon*
20. Ministry of Planning and Economic Development (MoPED): *Madam Kenyeh Barlay*
21. Ministry of Social Welfare (MoSW): *Mrs. Melrose Karmity*
22. Ministry of Sports (MoS): *Mrs. Augusta James Teima*
23. Ministry of Technical and Higher Education (MTHE): *Dr. Ramatulai Wurie*
24. Ministry of Transport and Aviation (MTA): *Amb. Alhaji Fanday Turay*
25. Ministry of Tourism and Cultural Affairs (MTCA): *Mrs. Nabeela F. Tunis*
26. Ministry of Trade and Industry (MTI): *Mr. Ibrahim Alpha Sesay*
27. Ministry of Water Resources and Sanitation (MWRS): *Dr. Sao-Kpato Hannah Max-Kyne*
28. Ministry of Works and Public Assets (MWPA): *Dr. Denis Sandy*
29. Ministry of Youth Affairs (MoYA): *Mr. Mohamed Orman Bangura*

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Government of Sierra Leone

## Ministry of Agriculture and Food Security (MAFS)

### 2024 Performance Contract Summary

In 2024, the Minister of Agriculture and Food Security, **Dr. Henry Musa Kpaka**, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) improved productivity of Agriculture, (ii) increased production of key crops, (iii) increased population of key livestock, (iv) increased export of key cash crops, (v) increased levels of commercial agriculture and (vi) key agriculture-related policies, infrastructure and institutions rehabilitated or constructed.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive, it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MT-NDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Farming made attractive for women and youths in 125 communities nationwide (Feed Salone).
2. Agricultural Technologies (AgTech) and Climate Smart Agriculture (CSA) promoted by 45% for sustainable farming and agriculture.
3. Home-grown institutional feeding supported for 120,000 pupils through aggregation, processing, and market linkages for farmers.
4. Four delivery systems developed for high quality seeds, fertilizers and agro-chemicals.
5. Agricultural machines and functional irrigation systems provided to enhance large scale farming and year-round cultivation.
6. Twenty thousand (20,000) agricultural jobs created or facilitated for youths nationwide.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President. Contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Sierra Leone Agribusiness and Rice value Chain Support (SLARiS)–
  - a. Construction of an Integrated Rice and Maize Unit for the Enable Njala Project at a cost of NLe 3,251,87415.
  - b. Rehabilitation of the Head Office of the Sierra Leone Seed Certification Agency (SLeSCA), in Freetown, at a cost totaling NLe 1,045,431,660.
2. Agricultural Value Chain Project (ADVP), the project is aligned to the Midterm National Development Plan pillar 1 of the Feed Salone strategy for the cost of US\$ 28,355,085.51.
3. Smallholder Commercialization and Agribusiness Development Project (SCADeP) nationwide, to link farmers to market, making farming attractive and productive for the cost of US\$ 78,940,150.00.

4. Regional Rice Value Chain Development Project (RRVCDP) –
  - a. Construction of four (4) Prefabricated Mill Housing Structures for the cost of USD \$194,175.
  - b. Construction of office space in Kambia for the cost of NLe 58,143,230.
  - c. Design and supervision of construction works for the cost of USD \$787,000.
  - d. Formation, Strengthening of Groups (Sensitization, Mobilization Govt. Structures) by Local NGO for the cost of USD \$400,000.
  - e. Support to Sierra Leone Agricultural Research Institute (SLARI) for the cost of USD \$400,000.
  - f. Support to SLeSCA for the cost of USD \$300,000.
- g. Support to Seed Multiplication Project (SMP) for the cost of USD \$300,000.
5. Food System Resilience Programme (FSRP) –
  - a. Implementation of Cash for Work for the development of Inland Valley Swamps to cultivate crops for vulnerable households including the aged and persons with disabilities for the cost of USD \$4,900,000.
  - b. Implementation of Unconditional Cash Transfer as nutrition support to vulnerable households (through the National Commission for Social Action, NaCSA) at the cost of USD \$2,200,000.
  - c. Implementation of School Feeding Programme (through the World Food Programme, WFP) for the cost of USD \$ 2,700,000.
  - d. Completion of National Comprehensive Soil Survey (through Njala University) for the cost of USD \$163,530.
  - e. Provision of Technical Assistance for the Development of Integrated Landscape Management (ILM) Plan in ILM Communities. (through Solidaridad) for the cost of USD \$207,000.
  - f. Provision of Technical Assistance for the Development of Integrated Landscape Management Plan in ILM Communities for the cost of USD \$138,000.
- g. Provide Technical Assistance for the implementation of the GBV Action Plan in the areas of stakeholder engagement at all levels and GBV/SEA/SH project related case management for the cost of USD \$79,150.
6. Rice Argo Industrial Cluster (RAIC) –
  - a. LOT 2 – Construction of a Modern Engineering Workshop at Njala University, Agriculture Engineering Department for the cost of USD \$154,305.
  - b. LOT 1 – Rehabilitation of Ministry of Agriculture and Food Security (MAFS) District Agriculture Office in Pujehun District at the cost of USD \$ 210,655.
  - c. Upgrade Equipment for Njala University's Modern Fabrication Laboratory for the cost of USD \$ 271,597.96.
7. Sierra Leone Agribusiness and Rice value Chain Support (SLARiS) –
  - a. Construction of Seed Testing Laboratory at Mile 91 for SLeSCA for the cost of NLe 2,487,996,000.
  - b. Rehabilitation of SMP Production Centre at Kobia by ASSIL Trading for the cost of NLe 2,127,393.59.
  - c. Rehabilitation of SLeSCA Head Office, Tower Hill, Freetown for the cost of NLe1,045,431,660.
8. Quality Seed Production and Maintenance, including capacity enhancement for seed actors.

#### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets/ indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said approved cabinet conclusions by 50%.
3. Develop and sign two (2) ministerial agreements and implementation up to 50%.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively, thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify all idle assets (including obsolete, unserviceable items) and dispose of same in full conformity with existing legal requirements.

7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 50%. Raise its level of automation (IT) to 50% and its level of staff competency development to 50%.
8. Develop and fully implement its Citizen Service Delivery Charter by 55% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
9. Create or develop four service delivery innovations and also a mechanism for citizen engagement every week of the year (52 times).
10. Improve domestic revenue generation for the ministry and its agencies to the tune of USD2 million; ensure compliance with budgetary level and its regulations by 40% and increase development expenditure as against recurrent expenditure too.
11. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds up to 85%.
12. Reduce corruption related audit queries and implement audit recommendations to the level of 80%; implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Basic and Senior Secondary Education (MBSSE)

### 2024 Performance Contract Summary

In 2024, the Minister of Basic and Senior Secondary Education, **Mr. Conrad Sackey**, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) accelerated and expanded free and quality basic and senior secondary education, (ii) fully verified teachers and schools payroll, (iii) increased enrolment and improvement in performance in public exam, and (iv) sound education policies to boost foundational learning.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive, it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MT-NDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Access to primary and secondary education expanded through increase in the number of classrooms by 45%.
2. Qualified teachers and educators recruited and trained to meet the foundational learning, science, technology, engineering, agriculture and mathematics (STEAM) needs.
3. Educational system well managed through data use, governance, accountability and parallel skills acquisition and use.
4. Technology in teaching and learning improved through provision of community library, science laboratory and internet connectivity.
5. Quality educational system promoted through robust school supervision, monitoring, coaching, accountability mechanism, community ownership and measurement.
6. Comprehensive safety promoted in schools through case management systems in place for child abuse, gender based violence (GBV) child safeguarding guidelines and guidance and counseling.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following project:

1. Diet to Government Boarding Schools to meet the dietary needs of pupils in the Government Secondary Schools –
  - a. Bo Government Secondary School (SDG 2: MTNDP) for the approved cost of NLe 19,101,555.
  - b. Kenema Government Secondary School (SDG 2: MTNDP) for the approved cost of NLe 8,640,060.

- c. Jimmy Bagbo Government Secondary School (SDG 2: MTNDP) for the approved cost of NLe 10,760,000.
- d. Magburaka Boys Secondary School (SDG 2: MTNDP) for the approved cost of NLe 8,990,280.
- e. Mathora Girls Secondary School (SDG: MTNDP) for the approved cost of NLe 7,504,705.
- f. Madina Government Secondary School (SDG 2: MTNDP) for the approved cost of NLe 9,365,006.
- g. Koyiema Government Secondary School (SDG: MTNDP) for the approved cost of NLe 10,240,000.
- h. Nyapui Senior Secondary School of Excellence – Combema Village, Kenema (SDG: MTNDP) for the approved cost of NLe 9,953,288.
2. Procurement, Supply and Delivery of Office Stationery for the cost of NLe 91,095.
3. Supply of Beds and Accessories for Seven Govt. Boarding Home Secondary Schools for 2019/2020 Academic Year (Lot 3) for the cost of NLe 1,449,479.
4. Procurement of Teaching and Learning Materials (Lot 5) (SDG 4: SOP) for the cost of NLe 6,785,030.
5. Consultancy firm to design and piloting of one tablet per school initiative for monitoring a school attendance for the cost of USD US\$ 581,117.12
6. Furniture for newly constructed classrooms country-wide for the cost of US\$ 406,825.
7. Renovation of 538 government and government-assisted primary schools in all 16 districts for a cost of US\$ 2.1 million.

#### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions up to 50%.
3. Develop and sign two Ministerial Agreements and commence implementation of the agreements up to 50%.
4. Implement and develop two ministerial agreements.
5. Design and create an inventory of all ministry's work-related policies, strategies, and legislations.
6. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
7. Identify and dispose of all idle assets 100% (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
8. Enforce and comply with all relevant Government legislations/regulations and establish a mechanism to ensure future compliance and enforcement by 60%. Raise its level of automation (ICT) to 60%, and level of staff competency development to 60%.
9. Develop and fully implement its Citizen Service Delivery Charter by 40% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create five (5) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD 80 million and ensure compliance with budgetary level and its regulations by 85%.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated up to 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 80%; implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Communication, Technology and Innovation (MCTI)

### 2024 Performance Contract Summary

In 2024, the Minister of Communication, Technology and Innovation, **Madam Salima Bah**, signed a performance contract with H.E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) technologically advanced and well informed citizenry, (ii) state of the art communication and innovation infrastructure, (iii) technologically competitive and comparatively advanced nation and (iv) increased state revenue through communication, technology and innovation.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Conducive environment for the development and uptake of digital services created through the development of robust policies, strategies, standards and guidelines
2. Current internet broadband increased to 60%, and enforcing resilience and enhanced security on related ICT infrastructure, networks and platforms.
3. Accessible and affordable communication and services for rural, unserved and underserved areas provided in order to reduce the rural-urban divide
4. E-Government Core Network, Data Centre and Cloud Computing infrastructure and services upgraded and deployed as an essential enabling building blocks for Implementation of the Digital Government Agenda
5. Cybersecurity interventions, implementation and operations strengthened at both national and international levels.
6. Mobile penetration increased by 5% to expand on universal access to mobile penetration to underserved areas
7. One thousand five hundred (1,500) youth jobs facilitated nationwide through project activities, lobbying of employers etc.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MT-NDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following project:

The Sierra Digital Transformation Project. The project will further expand on access to broadband internet, enhance digital skills at a macro level; establish the enabling foundations of the digital economy; improve digital skills, digital access, and adoption; set key enablers for digital government service delivery and systems; and mainstream digital solutions nationwide (in line with the UN SDG 2 & MTNDP 2024-2030) for the cost of **USD \$50 million**.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions up to 50%.
3. Develop, sign two Ministerial Agreements and commence implementation of up to 50%.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively, thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 50%. Raise its level of automation (IT) to 50%, and its level of competency development of staff to 50%.
8. Develop and fully implement its Citizen Service Delivery Charter by 50 % and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
9. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
10. Improve domestic revenue generation significantly for the ministry and its agencies to ensure compliance with budgetary level and its regulations by 100%.
11. Establish 5 strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds up to 80%.
12. Reduce corruption related audit queries and implement its recommendation to the level of 80%; implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Defence (MoD)

### 2024 Performance Contract Summary

In 2024, the Deputy Minister of Defence, **Retired Colonel M.D. Massaquoi**, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) provision of forces for UN Peace Support Operations, (ii) provision of adequate accommodation for RSLAF, (iii) restructuring the Republic of Sierra Leone Armed Forces (RSLAF), (iv) significant military contribution to national food security, (v) military contribution to national development and (vi) improved mechanized and modernized RSLAF.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Modernised and mechanised RSLAF for increased food security, nation building and International peace keeping operation.
2. Capability of RSLAF increased for early warning and response to security threats in service delivery.
3. Increased community engagement in security processes and social services.
4. Housing and term of condition of service for career serving personnel improved.
5. RSLAF capacity to address new and emerging threat strengthened through Electronic warfare, counter terrorism, counter insurgencies, cyber threat and training.
6. One thousand five hundred (1,500) youths recruited and employed.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Intended Projects –
  - a. Armed Forces Construction Corporation Moyamba District for the Community Infrastructural development (MTNDP)
  - b. Upgrade of Electronic Warfare (EW) capacity, enhance cyber surveillance, real time and other digital intelligence gathering.
2. Increased contributions by RSLAF to national agricultural productivity (in line with the MT-NDP: Big 5.1 Feed Salone: Accelerating Productivity & Commercialization of Agricultural Sector) for the cost of NLe 20,000,000.
3. Recruitment of 300 Officers and Men/Women nationwide to address gap in manpower for the cost of NLe 325,200.

4. Defence Attaches Repatriation and Deployment of Defence Attaches (DAs) (MTNDP) for the cost of NLe 5,620,102.
5. Rehabilitation of RLSAF parade ground and upgrade it to modern standard (MTNDP: Enablers of Big 5 Game Changers. Enabler 2: Governance & Accountability. Enabler 2.8: Security Institutions) for the cost of NLe 3,000,000.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions up to 50%.
3. Develop, sign and commence implementation of two (2) ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively, thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations and establish a mechanism to ensure continued compliance and enforcement by 55%. Raise its level of automation (IT) to 30%, and level of staff competency development to 55%.
8. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
9. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times)
10. Improve domestic revenue generation for the ministry and its agencies to the tune of USD70,409 and ensure compliance with budgetary level and its regulations by 55%.
11. Establish five (5) strategic work partnerships, mobilise external funds to a minimum of US\$ 1,500,000, and improve utilization of project funds to 85%.
12. Reduce corruption related audit queries and implement audit recommendations to the level of 80%; implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Employment, Labour and Social Security (MELSS)

### 2024 Performance Contract Summary

In 2024, the Minister of Employment, Labour, and Social Security, **Mr. Mohamed Rahman Swaray**, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) improved employment promotion nationwide, (ii) improved industrial harmony, occupational health, and safety at the workplace, (iii) regulation of employment of foreign nationals in Sierra Leone, and (iv) nationwide access to social assistance for vulnerable groups.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Institutional capacity strengthened by 35% through Monitoring and Evaluation Strategy and Plan, essential logistics, vehicles, and staff trainings.
2. Unemployment tackled through 100,000 youth jobs created or facilitated through registration of job seekers, apprenticeships promotion, trainings, and job placements (Big 5 Game Changers).
3. Sierra Leone Labour Market Information System created and made functional at least by 30% in 2024 (aligned to the Big Five – Technology & Infrastructure).
4. Decent Work Country Programme Phase II operationalized up to 30% through robust resource mobilisation, and the monitoring and evaluation of related projects.
5. Occupational accidents, diseases, and industrial disputes reduced by 25% through labour inspection, development of Occupational Safety and Health (OSH) Policy and National Strategy on OSH.
6. National Social Protection Bill enacted, National Social protection Authority established and made functional by at least 40% in 2024.
7. NASSIT Act reviewed, re-enacted, popularized and implementation commenced by at least 30%.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Rehabilitation and furnishing of the Directorate of Occupational Safety and Health in MELSS for a conducive working environment (aligned to AU Agenda 2063 Goal 1, SDG: 8) for the cost of \$ 3,000,000.

2. Reduction of poverty via cash transfer to 84,000 aged; and targeting new aged beneficiaries (MTNDP) for the cost of \$6,000,000.
3. Decent work country programme phase II operationalized (SDG: 8) for the cost of \$19,900,000.
4. Sierra Leone Skills and Job Creation Project (SDG: 8) for the cost of \$250,000,000.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusion up to 50%.
3. Develop, sign and commence implementation of two (2) ministerial agreements and make conscious effort to increase development expenditure by 30%, as against recurrent expenditure.
4. Develop and implement two ministerial agreements.
5. Design and create an inventory of all s work-related policies, strategies, and legislations of the ministry.
6. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
7. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
8. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 50%. Raise its level of automation (ICT) to 35%, and its level of staff competency development to 40%.
9. Develop and fully implement the Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of NLe 6,709,640 to ensure compliance with budgetary level and its regulations by 65%.
12. Establish five strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds up to 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 35%; implement ACC Corruption Prevention Strategies to the level of 40%; and ensure compliance with procurement procedures and processes to the level of 70%.



Government of Sierra Leone

## Ministry of Energy (MoE)

### 2024 Performance Contract Summary

In 2024, the Minister of Energy, **Alhaji Kanja Sesay**, signed a performance contract with H. E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) better, adequate, affordable and sustainable power supply nationwide, to stimulate economic and sustainable development, (ii) increased state revenue and contribution to GDP, (iii) efficient commercial management of electricity supply and (iv) additional renewable energy sources explored.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MT-NDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Reduce Electricity Distribution Supply Authority (EDSA) distribution and supply losses from 45% to 40%.
2. Renewable energy generation increased from 35% to 45%.
3. Seven out of 12 district capital electrification in all 16 locations country wide completed (100%).
4. Renewable energy generation increased from 35% to 45% in 2024.
5. Goma Hydro Dam in the eastern province upgraded to increase generation from 6 MW to 9MW.
6. Power Import or Transportation from CLSG via Guinea commenced to add another 120MW.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Energy sector utility reform project at the cost of USD \$90 million.
2. Enhancing Sierra Leone Energy Access Project for the cost of USD \$65.7 million.
3. Regional Emergency solar power intervention project at the cost of USD \$75 million.
4. Rehabilitation and extension of Bo-Kenema distribution system project for the cost of USD \$46.71 million.
5. CLSG Electricity network interconnection project (Rural Electrification) for the cost of USD \$17.16 million.
6. India-Exim Transmission Line for the cost of USD \$78 million.
7. Western Area Power Generation – 103.5 MW for the cost USD \$257 million.
8. Rural Renewable Energy Project for the cost of £45.0 million.
9. BETMAI hydroelectric power project (28.2 MW) for the cost of USD \$85 million.
10. 15 MW Solar Energy Generation Project for the cost of USD \$15. Million.
11. Bumbuna II Hydro Electric Plant for the cost of USD \$1.1 Billion.

12. Transformational Energy Access project for the cost of EUR 50 million.
13. MCC Compact for the cost of USD \$500 million.
14. TRANSCO-CLSG project for the cost of USD \$400 million.
15. Seven Towns Electrification Project for the cost of USD \$3,677,511.97.
16. Serengeti-Boima (5 MW Solar Project).
17. Serengeti-Boima (20 MW Solar project).
18. Bekongor Hydroelectric Project.
19. Planet Solar Project.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusion up to 50%.
3. Develop and sign two (2) Ministerial Agreements and commence implementation at the rate of 50%.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively, thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 50%. Raise its level of automation (IT to 50%), and its level of staff competency development to 50%.
8. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
9. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (i.e., 52 times).
10. Improve domestic revenue generation for the ministry and its agencies to the tune of USD80 million and ensure compliance with budgetary level and its regulations by 85%
11. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds by up to 80%.
12. Reduce corruption related audit queries and implement its recommendation to the level of 80%; implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Environment and Climate Change (MECC)

### 2024 Performance Contract Summary

In 2024, the Minister of Environment and Climate Change, **Mr. Jiwoh Abdulai**, signed a performance contract with H.E. The President Julius Bio detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) well-built national environmental resilience, (ii) reduced environment degradation, (iii) a well pursued environmental and climate change programme; (iv) well sorted out forestry management and wetland conservation, (v) and well laid out disaster management and governance mechanism and (vi) increased adherence to Environmental Impact Assessment (EIA) Procedures.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Sustainable Forestry Management (SFM) system established in the country.
2. National capacity built, infrastructure, enabling policy environment and instruments for climate financing developed and utilised.
3. 1500 green jobs for the youth created or supported, including skilled and unskilled, long-term, as well as seasonal.
4. Climate resilient agriculture/fisheries, food processing and diversified livelihoods enhanced through agricultural value chains that are gender and youth inclusive.
5. Education and information campaigns intensified to reduce practices harmful to the environment.
6. Forest cover enhanced to increase the capacity of carbon sequestration and biodiversity, and help reduce the adverse impact of climate change on the country.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Sustainable and Integrated Landscape Management of the Western Area Peninsula Forest/Park for the cost of USD \$ 23,209,909.
2. Support to sustainable Forestry in Sierra Leone for the cost of EUR 2.9 million.
3. National Tree Planting Project for the cost of NLe 76.3 million.
4. Building and Strengthening Sierra Leone's National Capacity to implement the transparency elements of the Paris Agreement (CBIT) for the cost of USD \$ 1,344,495.
5. Supporting Sierra Leone (SL) with the shift to Electric Mobility for the cost of USD \$ 423,716.
6. Bi-Annual Update Report (BUR1) for the cost of USD \$352,000.
7. Strategic Approach to International Chemicals Management (SAICM) for the cost of USD \$ 63,699.

8. Global Biodiversity Framework (GBF) – Early Action Support Project for the cost of US\$ 254,115.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation of and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Develop and implement two ministerial agreements.
5. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
6. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
7. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
8. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 50%. Raise its level of automation (IT to 50%), and level of staff competency development to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD 80 million and ensure compliance with budgetary level and its regulations by 85%.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds by up to 80%.
13. Reduce corruption related audit queries and implement its recommendation to the level of 80%; implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



## Ministry of Finance (MoF)

### 2024 Performance Contract Summary

In 2024, the Minister of Finance, **Mr. Sheku Fantamadi Bangura**, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) prudent use of public resources and pro-poor expenditure management, (ii) expanded domestic revenue, (iii) enhanced financial and economic policy and legislative framework for sound financial management and stimulated investment and (iv) strengthened institutional and human capacity in the Ministry.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Public debt well managed through debt sustainability analysis and implementation of the Medium-Term Debt Strategy (MTDS).
2. Public wage bill reduced through development and implementation of a wage bill strategy.
3. Oversight and effectiveness of the internal control systems enhanced through establishment of functional and effective audit committees and regular finance meetings in **all** MDAs and local councils.
4. Fiscal decentralization policy and strategy developed and rolled out at sub-national levels for improved service delivery.
5. Private sector coordination and promotion of innovative climate and green financing and blue economy initiatives promoted through policy identification and fostering collaboration among stakeholders in the private sector.
6. Fiscal risk management and fiduciary oversight strengthened for **all** MDAs, Local Councils, SOEs and public sector projects through review and analysis of financial statements (audited and unaudited), and assessment and monitoring of fiscal risks associated with public-private partnerships.
7. Increased revenue generation through robust implementation of the Medium Term Revenue Strategy (MTRS).
8. Macroeconomic and fiscal policy management strengthened through development of comprehensive fiscal strategy, formulation of a macro-economic policy, undertake research to support evidence-based planning and decision making, conduct macroeconomic studies and analyses as well as other macro-fiscal activities.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Harmonising and Improving Statistics in West Africa Project for the cost of USD \$30 million.
2. Integrated and Resilient Urban Mobility Project for the cost of USD \$52 million.
3. Sierra Leone Financial Inclusion Project for the cost of USD \$12 million

4. Sierra Leone Financial Inclusion Project 2 for the cost of USD \$40 Million
5. Sierra Leone Skills Development Project for the cost of USD \$22 million
6. Sierra Leone Agro-Processing Competitiveness Project for the cost of USD \$10 million
7. Sierra Leone Economic Diversification Project for the cost of USD \$40 million
8. Resilient Urban Sierra Leone Project for the cost of USD \$56 million
9. Accountable Governance for Local Council Service Delivery Project for the cost of USD \$40 million.
10. Post Ebola Recovery Social Investment Fund Project for the cost of \$14 million
11. Enhancing Efficiency in Public Debt Management Institutional Support Project for the cost of USD \$1.7 million
12. Enhancing Policy Development Project for the cost of USD \$700,000.
13. Digitization of Government Payments Project for the cost of USD \$390,000.
14. Education Sector Support Project for the cost of USD \$68 million.
15. Strengthening Covid-19 Response and Essential Health Services Project for the cost of USD \$10 million.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation of two (2) ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings, respectively, thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 85%. Raise its level of automation (IT to 90%), and its level of staff competency development to 85%.
8. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
9. Create five (5) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
10. Improve domestic revenue generation for the ministry and its agencies to the tune of US\$ 80 million and ensure compliance with budgetary level and its regulations by 85%.
11. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
12. Reduce corruption related audit queries and implement audit recommendations to the level of 80%; implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 70%.



Government of Sierra Leone

## Ministry of Fisheries and Marine Resources (MFMR)

### 2024 Performance Contract Summary

In 2024, the Minister of Fisheries and Marine Resources, **Mrs. Princess Dugba**, signed a performance contract with H.E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) scaled up and improved commercial industrial fisheries development and commercial artisanal fisheries development for increased state revenue, (ii) a well maintained fish biomass (iii) international sanitary certification for fisheries products, (iv) sustainable exploitation of fish resources and promotion of inland fisheries and aquaculture.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Industrial fisheries supported via construction of one industrial fish harbor at Black Johnson area, onshore processing facilities made operational by private sectors
2. Artisanal fisheries supported through the development of Artisanal Fisheries policy and related programs implemented .
3. State revenue from the fisheries sector increased through sanitary EU certification for export of fish and fishery products to EU and other markets secured.
4. Illegal Fishing reduced in artisanal and industrial fisheries sectors through development and reviews of acts, policies and strategies for required compliance including EU compliance implementation for lifting of yellow card .
5. Sierra Leone Fishing Operation Agency established and made functional
6. National strategy for blue economy implemented through increased fisheries production from 150,000 MT to 250,000 MT of sustainable yield;
7. 1500 youths employed through which Aquaculture production increased from 40,000MT to 100,000 MT per year.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Icelandic Project 1: Improving access to water, sanitation, and hygiene (WASH) in 5 Wharfs in Tombo landing stations and improve the lives of 400,000 children and other people and the environment meeting the hygiene requirements for export of fish to international markets for the cost of \$1.29 million.

2. Icelandic Project 2: Improve hygiene and sanitation in five main landing sites (Big Wharf, Peppe Wharf, Small Wharf, Kasi Wharf & New Town Wharf) at Tombo fisheries landing station and objective is to reduce the risk of life threatening water borne diseases and create a conducive environment for fish processing for the cost of \$1.4 million.
3. Icelandic Project 3: Improving access to WASH and Climate Resilience Project divided into two phases of eight target communities each, for the cost of \$6.4 million.
4. Construction of Industrial Fish Harbour at Black Johnson: fish harbour constructed to allow berthing of 9 to 15 fishing trawlers at a time, including tuna vessels, with vessel repair facilities, breakwater system, office building for MFMR, for the cost of \$55 million.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation of two (2) ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings, respectively, thereby offsetting poor work coordination, collaboration, communication and synergy.
6. Identify and dispose all idle assets (including obsolete, unserviceable items) in full conformity with existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 60%. Raise its level of automation (IT) to 60%, and its level of staff competency development to 80%.
8. Develop and fully implement its Citizen Service Delivery Charter by 100% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
9. Create five (5) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times)
10. Improve domestic revenue generation for the ministry and its agencies to the tune of NLe106 million and ensure compliance with budgetary level and its regulations by 60%.
11. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
12. Reduce corruption related audit queries and implement audit recommendations to the level of 90%;
13. Implement ACC Corruption Prevention Strategies to the level of **90%**; and ensure compliance with procurement procedures and processes to the level of **95%**.



Government of Sierra Leone

## Ministry of Foreign Affairs and International Cooperation (MFAIC)

### 2024 Performance Contract Summary

In 2024, the Minister of Foreign Affairs and International Cooperation, **Mr. Timothy M. Kabba**, signed a performance contract with H.E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These include (i) upgraded foreign relations strategy to promote Sierra Leone's socio-political, economic, and strategic interests, (ii) higher quality representation in foreign missions as well as increasing foreign direct investments and partnership; increased flow of foreign aid and private investment to the country, (iii) a rebranded image of Sierra Leone that demonstrates commitment to international good governance and (iv) enhanced bilateral and multilateral relations to enable credible participation at the global stage.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Diplomatic relations strengthened through the expansion and increased functionality of Sierra Leone's foreign Missions by 4% based on strategic need.
2. Sierra Leone diplomatic Academy made functional through training and capacity development.
3. A new architecture for the Foreign Service enacted into law.
4. A policy and special career scheme developed for the appointments of Ambassadors, Special Envoys and Honorary Consuls with the aim of mobilizing young graduates to become career diplomats.
5. Diaspora policy developed, popularised and initially implemented in agribusiness.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Construction of the VIP Suite in Ethiopia, for the cost of USD \$17,351,872.57.
2. Renovation of Chancery Building, Ambassador's residence, and Deputy Chief of Mission's residence in Washington DC, for the cost of USD \$17,955,060.77.
3. Renovation of Chancery Building in Brussels, for the cost of USD \$13,319,797.38.
4. Renovation of Chancery and Ambassador's residence in Berlin, for the cost of USD \$2,765,441.77.
5. Demolition of old Chancery Building in Banjul, for the cost of USD \$6,919,597.
6. Renovation of Chancery in Monrovia, for the cost of USD \$294,825.
7. Construction of Sierra Leone Annex Building in Accra-Ghana, for the cost of USD \$15,309,447.

8. Renovation of the High Commissioners residence in the UK, for the cost of USD \$2,166,903.
9. Training of Heads of Chancery and Ambassadors/High Commissioners for the cost of USD \$1,300,000.
10. Improving diplomacy through enhanced technology for the cost of \$2,937,500.
11. Construction of the Guest House at Lungu.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation of two ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 15%. Raise its level of automation (IT to 15%), and increase its level of staff competency development to 15%.
8. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
9. Create five (5) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times)
10. Improve domestic revenue generation for the ministry and its agencies to the tune of USD80 million and ensure compliance with budgetary level and its regulations by 85%.
11. Establish five strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80% Reduce corruption related audit queries and implement audit recommendations to the level of 35%; implement ACC Corruption Prevention Strategies to the level of 25%; and ensure compliance with procurement procedures and processes to the level of 100%.
12. Reduce corruption related audit queries and implement audit recommendations to the level of **35%**; implement ACC Corruption Prevention Strategies to the level of **25%**.
13. Ensure compliance with procurement procedures and processes to the level of **100%**.



Government of Sierra Leone

## Ministry of Gender and Children Affairs

### 2024 Performance Contract Summary

In 2024, the Minister of Gender and Children's Affairs, **Dr. Isata Mahoi**, signed a performance contract with H.E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) reduced child multidimensional poverty, (ii) reduced number of children suffering from violence, abuse, and neglect, (iii) child right infrastructures and child protection mechanisms (policies, laws, regulations and international instrument) established with gender issued mainstreamed in governance.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Child Act 2007 Reviewed, re-enacted, popularized and implementation commenced.
2. Reduction in child abuse, violence and neglect by 25%,
3. GBVIM+ rollout in 6 selected districts,
4. Network of Women Ministers and Parliamentarians (NEWMAP) and Association of Female Ministers and Councillors resuscitated, made functional and reported.
5. Gender mainstreamed in sectoral plan, strategies and legislations.
6. Vulnerable children access to rehabilitation services increased.
7. 1500 youth jobs created or facilitated through project activities, manadate, employability skills promotion, employer lobbying and apprencticeships placement and volunteerism.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following project:

Scaling Business Development for Women Empowerment (Falaba Women) for the costs of USD \$1,000,000.00.

#### MANAGERIAL PERFORMANCE TARGETS/INDICATORS

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusion up by 50%.
3. Develop, sign and commence implementation of two ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.

4. Design and create an inventory of work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete and unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 50%.
8. Raise its level of automation (IT to 60%), and its level of staff competency development to 70%.
9. Develop and fully implement its Citizen Service Delivery Charter by 80% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create six (6) service delivery innovations and establish a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD10,000 and ensure compliance with budgetary level and its regulations by 85 %.
12. Establish 5 strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds by up to 80%.
13. Reduce corruption related audit queries and implement its recommendations to the level of 80%
14. Implement ACC Corruption Prevention Strategies to the level of 70%; and ensure compliance with procurement procedures and processes to the level of 80%.



Government of Sierra Leone  
**Ministry of Health**

## 2024 Performance Contract Summary

In 2024, the Minister of Health, **Dr. Austin Demby**, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) resilient and responsive health care system accessible to all Sierra Leoneans across the life stages, (ii) improved reproductive and child health, (iii) improved resource availability to support healthcare service delivery and (iv) increased availability and accessibility of safe drugs; and highly reduced mortality rate.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Maternal mortality rate reduced by 20 per cent from 443 deaths per 100,000 live births through: Increased coverage of antenatal 4th visit; Increased coverage of facility delivery and reduced prevalence of anaemia
2. Infant mortality reduced by 25 per cent from 75 deaths per 1,000 live births through increased coverage of Penta 3 vaccination; and reduction of malnutrition among under-five children.
3. Life expectancy in Sierra Leone increased from 54 to 61 years through reduction in the prevalence of malaria cases in Sierra Leone.
4. Increase health worker density from 17 to 25 health workers per 10,000 populations through: recruitment of additional 5,000 health workers across the country; review and implementation of HRH Retention Policy.
5. Construct a national cancer diagnostic and treatment centre and five regional hospitals by 20%.
6. Out-of-pocket expenditure on health reduced from 50.4 per cent to 48 per cent. through implementation of the Sierra Leone Health Insurance Scheme (SLeSHI).
7. One thousand five hundred (1,500) jobs created or facilitated youths through project activities, Health Service Commission recruitment, field surveys, apprenticeships, etc.

### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Rehabilitation of 12 Government Hospitals
  - a. Magburaka Government Hospital for the cost of NLe 2,988,815,761.
  - b. Kenema Government Hospital for the cost of NLe 6,518,148,906.50.

- c. Connaught Government Hospital for the cost of NLe 5,438,614,563.37.
  - d. Kabala Government Hospital for the cost of NLe 6,367,392,900.
  - e. Makeni Government Hospital for the cost of NLe 6,166,085,750.
  - f. Kailahun Government Hospital for the cost of NLe 6,124,529,656.
  - g. Bo Government Hospital for the cost of NLe 5,578,014,150.
  - h. Kambia Government Hospital for the cost of NLe 4,876,988,600.
  - i. Port Loko Government Hospital for the cost of NLe 4,286,264,951.
  - j. Moyamba Government Hospital for the cost of NLe 2,761,385,110.
  - k. Matru Jong Hospital for the cost of NLe 6,335,163,989.
  - l. Koidu Government Hospital for the cost of NLe 4,351,330,105.
2. Construction of three DHMT Offices –
    - a. Pujehun District DHMT Office for the cost of NLe 4,429,977,200.
    - b. Karene District DHMT Office for the cost of NLe 4,790,402,650.
    - c. Falaba District DHMT Office for the cost of NLe 4,480,004,100.00.
  3. Supply of Essential Drugs for Covid-19 for the cost of NLe 13,555,150,000.
  4. Supply of Mortuary Equipment and consumables for the cost of NLe 39,689,372,073.64.
  5. Supply of staff Uniforms –
    - a. Western Area – Urban & Rural and North-West Region for the cost of NLe 5,970,575,000.
    - b. Bo, Kenema, Bombali and seven Districts for the cost of NLe 11,111,330,000.
  6. Fencing of Kerry Town for the cost of NLe 24,966,795,000.
  7. Construction of three Tertiary Hospitals for the cost of \$13,812,500.
  8. Diagnostics and Cancer treatment Facility – Kerry Town.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation two ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 50%.
8. Raise its level of automation (IT to 50%), and its level of staff competency development to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD80 million and ensure compliance with budgetary level and its regulations by 85%.
12. Establish five strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds to 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 80%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Internal Affairs (MIA)

### 2024 Performance Contract Summary

In 2024, the Minister of Internal Affairs, **Retired Major General David T.O. Taluwa**, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) improved state security measures on immigration, (ii) an effective fire service, (iii) properly managed and controlled use of small arms and light weapons, (iv) successful reformation of convicted prisoners, (v) reduced drugs abuse and trafficking, (vi) increased internal security through registration of citizens and non-citizens residents and (vi) improved policing to promote law and order and improved medical examination of all suspicious deaths.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Internal peace and security maintained by 35%.
2. 25% improvement in Law and Public Order.
3. 25% increase in correctional services Improvement.
4. Fire control and resecure services increased by 20%.
5. Immigration control increased by 25%.
6. Civil registration and vital statistics increased by 25%.
7. Arms and Armination control increased by 25%.
8. Nacotices and other cyctropic substances increased by 25%.
9. Autopsy and investigation of other suspecious death increased by 25%.
10. Poilce complains investigations improved by 25%.

### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Organized Crime: West African Response to Trafficking (OCWAR-T), Kenema district, Bo district, Bombali district, Port Loko district, Western Area, Koinadugu District, Falaba district, Tonkolili district and Pujehun district for the cost of \$52,000.
2. Construction and rehabilitation of facilities –
  - a. Mattru Jong Regional headquarters for the cost of NLe 13,178,286.
  - b. Ross Road Regional Headquarters for the cost of NLe 11,000,000.
  - c. Blackhall Road Police Station for the cost of NLe 5,000,000.
  - d. Aberdeen Police Station for the cost of NLe 12,000,000.
  - e. Wilberforce Police Station for the cost of NLe 8,000,000.
  - f. Intensive Care Unit for the cost of NLe 3,000,000.

- g. Block C, Regent Row, Kingtom Barracks for the cost of NLe 4,500,000.
- h. Karene Correctional Centre (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 8,474,701.
- i. Mafanta Correctional Centre (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 1,600,204.
- j. Kailahun Correctional Centre (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 810,967.63.
- k. Falaba Correctional Centre (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 7,525,890.27.
- l. Training School at Waterloo (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 1,026,418.94.
- m. Correction. Centre at Waterloo (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 4,201,631.71.
- n. Three Fire Stations (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 10,545,141.55.
3. Procurement of vehicles and equipment –
  - a. Non-specialized vehicles nationwide (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 17,970,660.
  - b. Specialized vehicles nationwide (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 67,035,553.
  - c. Five new multi-purpose fire engines (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of \$1,100,000.
4. EU Support to the Governance Sector –
  - a. Support to Civil Registration. Implementation of an Integrated Civil Registration and Vital Statistics System (CRVS) for Sierra Leone (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of \$1,551,312.65.
  - b. Support to Civil Registration. The Establishment of Tier III Data Center (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of \$ 2,316,552.67.
5. Support to Births and Deaths Registration (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of \$50,000.
6. Rehabilitation of Police Headquarters for the cost of NLe 7,000,000.
7. Strengthening Border Security (MTNDP (2019-2023), SDG`s, AU Agenda 2063,) for the cost of NLe 15,020,000.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions up by 50%.
3. Develop and sign two (2) Ministerial agreements, and implement them by 50%.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure continued compliance and enforcement by 85%.
8. Raise its level of automation (IT to 50%), and its level of staff competency development to 85%.
9. Develop and fully implement its Citizen Service Delivery Charter by 48% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create seven (7) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times)

11. Improve domestic revenue generation for the ministry and its agencies to the tune of NLe600,000 million and ensure compliance with budgetary level and its regulations by 90%.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds by 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 60%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 90%.



Government of Sierra Leone

## Ministry of Information and Civic Education (MoICE)

### 2024 Performance Contract Summary

In 2024, the Minister of Information Civic Education, **Mr. Chernor A. Bah**, signed a performance contract with H. E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) the values of a free and open society as enshrined in our constitution and inherent in the best democratic practice advanced, (ii) evidence-based policy and legislative framework for effective information and communication and (iii) improved modern physical infrastructure for information.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Press freedom via information policy and informed citizenry.
2. Capacity Building Initiatives for MDAs and Local Councils supported through enhancement of public information infrastructure and support to community media..
3. Democratic and participatory governance enhanced through nationwide Civic Education, Citizens engagement and support.
4. Press freedom and strengthening civil society organizations promoted.
5. 1000 youth jobs facilitated through project activities, employers lobbying and supporting employability activities.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Support to Community Radio Stations for the cost of USD \$500,000.
2. Support to the Sierra Leone Broadcasting Corporation (SLBC) for the cost of USD \$41,666.67.
3. Government outreach for the cost of USD \$200,000,000.

#### MANAGERIAL PERFORMANCE TARGETS/INDICATORS

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Implement the said cabinet conclusion up by 50%.
2. Develop, sign and commence implementation of and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
3. Develop and implement two ministerial agreements.
4. Design and create an inventory of work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) and dispose of the same in full conformity to the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 60%.
8. Raise its level of automation (IT to 50%), and its level of competency development of staff to 60%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of \$200 million and ensure compliance with budgetary level and its regulations by 70%.
12. Establish five strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 80%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Justice and Office of the Attorney General

### 2024 Performance Contract Summary

In 2024, the Attorney General and Minister of Justice, **Mr. Mohamed Lamin Tarawalley (Esq.)**, signed a performance contract with H. E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) reforms crucial to the advancement of the rule of law, promoting justice, and guaranteeing and protecting citizens' human rights facilitated, (ii) streamlined access to intellectual property, (iii) improved access to justice, (iv) a legal environment more conducive to business and investment in Sierra Leone established, and (v) increased public confidence and trust in the justice sector and expeditious drafting of all legislations requested by MDAs.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Twenty five per cent of Community leaders related to the justice system have expert knowledge in conflict prevention and peace building.
2. Citizens Led Alternative Dispute Resolution Mechanisms adopted by 38 Chiefdoms across the country to resolve conflicts.
3. Criminal Procedure Act 2023 Reviewed, Re-enacted, and popularised.
4. Increased court infrastructure and digitized case management to enhance access to justice.
5. Twenty five per cent reduction in backlog cases in the courts of Sierra Leone.
6. One thousand five hundred jobs created or facilitated for youths through project activities, lobbying, apprenticeships, etc.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Conduct of administrative business operations for the cost of NLe 10,829,600.
2. Witness/ Victim Management Scheme for assistance to victims nation-wide for the cost of NLe 2,400,000.
3. Draft and Review of Key Legislation for the cost of NLe 1,500,000.
4. Legal Representation on behalf of the Government of Sierra Leone for the cost of NLe 30,000.
5. Feasibility study for proposed Justice Complex for a cost of NLe 200,000.
6. Legal Representation on behalf of the Government of Sierra Leone for the cost NLe 1,951,500.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation two ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose all idle assets (including obsolete, unserviceable items) and dispose of the same in full conformity to the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 60%.
8. Raise its level of automation (IT to 50%), and its level of staff competency development to 60%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times)
11. Improve domestic revenue generation for the ministry and its agencies to the tune of \$200 million ensure compliance with budgetary level and its regulations by 70%; and increase development expenditure as against recurrent expenditure to.
12. Establish five strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 25%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Lands, Housing and Country Planning (MLHCP)

### 2024 Performance Contract Summary

In 2024, the Minister of Lands, Country Planning and the Environment, **Dr. Turad Senesie**, signed a performance contract with H. E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) enhanced, updated and well communicated policy, legislative and strategic planning framework for the areas under the Ministry's mandate, (ii) sustainable urban development supported through the careful allocation of state land, (iii) land use planning, town and cities structure planning, and (iv) enhanced institutional capacity and operational efficiency in the Ministry and its agencies.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Two hundred (200) affordable housing units constructed.
2. Legal and regulatory framework of the land sector developed and popularised for land tenure security (viz. Development of Land Title Registration Act; Survey Act and Rules; Adjudication of Land Title Act; State Lands Act, etc.).
3. GIS & Cartographic Laboratory established and equipped to support digital production of cadaster survey plans and reduction in the turn-around time for land acquisition.
4. Small Scale Business supported through the acquisition and provision of land parcels to support affordable housing development (viz. acquisition of 20 acres at John Obey; 200 acres at Mabala; 345 acres at Maparia; 291 acres at Big Water and 168 acres at York).
5. Tacugama Wildlife Sanctuary (Western Area National Park) protected through clear demarcation and Cadaster Survey Plan, inventory of encroachment on the Sanctuary & Relocation Strategy developed.
6. One thousand five hundred (1,500) jobs created/facilitated for youths nation-wide through internships, consultancy services, short term contracts and customer satisfaction surveys, etc.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following project:

1. The Sierra Leone Land Administration Project (SLLAP) aims to establish an efficient and accessible Land Administration System. SLLAP in Bo, Kenema, Port Loko, and Bombali for the cost of USD \$41,100,000.
2. Innovative Solutions for Land Dispute Resolution for the cost of USD \$3,360,000.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation of and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Develop and implement two ministerial agreements.
5. Design and create an inventory of all ministry's work-related policies, strategies, and legislations.
6. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
7. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
8. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 60%.
9. Raise its level of automation (IT to 50%), and its level of competency development of staff to 60%.
10. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
11. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times)
12. Improve domestic revenue generation for the ministry and its agencies to the tune of \$200,000.00 and ensure compliance with budgetary level and its regulations by 70%.
13. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
14. Reduce corruption related audit queries and implement audit recommendations to the level of 60%.
15. Implement ACC Corruption Prevention Strategies to the level of 50%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Local Government and Community Affairs

### 2024 Performance Contract Summary

In 2024, the Minister of Local Government and Community Affairs, **Amb. Tamba Lamina**, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) strengthened and more responsive local governance including, an enhanced local Government policy, legislation and strategic framework for the local governance sector, (ii) ample democratic space for CSOs to interface with government provided, (iii) quality education, well-fed communities and strengthened capacity both in the Ministry and among decentralized institutions.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Local Councils' ownership of farms increased through support with resources and arable land (complementing the Feed Salone Initiative).
2. Free Quality Education Programme implementation enhanced through the Local and Municipal Council schools, with provisions for environmental, health and social protection.
3. Government's development plans in the energy, roads and technology sectors supported through resource mobilization, youth employment, providing implementation support, monitoring and evaluation to projects.
4. Effective mechanisms developed to support community-level control of substance abuse for 25% of Chiefdom communities through sensitization, advocacy and enforcement of community bye-laws.
5. Revamping of the public service architecture supported through recruitment, maintenance of staff and capacity building for local councils and support to fiscal decentralization, devolution of services and related processes.
6. All local councils supported to operate under performance contracts for more effective service delivery to communities through coordination with the Office of the Chief Minister's, Ministry of Finance, Ministry of Planning and Economic Development, civil society and the development community.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following project:

1. Inauguration of Newly elected Local Authorities for the cost of NLe 2,000,000.
2. Capacity Building for Local Council Monitoring and Evaluation Officers and Resident Technical Facilitators for the cost of NLe 611,128.

3. Development of the Local Council Operational Guidelines for the cost of NLe880,000.
4. Assessment of Village Heads and Election of Village Heads in the Western Area for the cost of (Funds were disbursed to National Electoral Commission)
5. Management and Functional Review of the MLGCA for the cost of NLe1,951,500.
6. Development of a Local Government and Decentralization Chapter for the National Constitution (currently under review) for the cost of NLe115,810.
7. Revisit Boundaries for District and City Councils.
8. Capacitate Rural Communities to Strengthen Social Capital and to promote sustainable livelihood growth and economic empowerment initiatives.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation of and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Develop and implement two (2) ministerial agreements.
5. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
6. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
7. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
8. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 50%.
9. Raise its level of automation (IT) to 50% and its level of staff competency development increased to 50%.
10. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
11. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
12. Improve domestic revenue generation for the ministry and its agencies to the tune of USD80 million and ensure compliance with budgetary level and its regulations by 85%.
13. Establish five strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
14. Reduce corruption-related audit queries and implement audit recommendations to the level of 85%.



Government of Sierra Leone

## Ministry of Mines and Mineral Resources

### 2024 Performance Contract Summary

In 2024, the Minister of Mines and Mineral Resources, **Mr. Julius Daniel Mattai**, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) legislative and regulatory framework providing the enabling environment for investment in the minerals sector developed; (ii) improved administration and management of mineral rights protecting public and private sector interests; and (iii) increased state revenue generation.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Revenue generation from the mining sector increased by 25%.
2. The economic and social rights local communities affected by mining protected.
3. Support provided to Artisanal and Small-scale Mining (ASM).
4. Operational inconsistencies addressed through legislative reform for all Acts that are in contravention of the Mining Act of 2022.
5. Electronic Geodata Information Management System (eGIMS) introduced
6. One thousand (1,000) youth jobs created or facilitated through project activities, employer lobbying and employability support in the mining sector.
7. Illegal mining reduced through community engagement and robust compliance enforcement in collaboration with key stakeholders.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Enhancing Efficiency and Sustainability of Artisanal And Small-Scale Mining through Climate Smart Actions Project. Development of an ASM strategy with a costed plan for the cost of USD \$57,875.
2. Develop Guidelines in (FTAP) for the cost of \$45,000.
3. Training of Miners in Environment health and safety issues in mining for the cost of USD \$43,000.
4. Strengthen capacity of mines compliance officer to monitor activities of ASM for the cost of USD \$17,000.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement of the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation of and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Develop and implement two (2) ministerial agreements.
5. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
6. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
7. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with existing legal requirements.
8. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 50%.
9. Raise its level of automation (ICT) to 80% and increase the level of competency development to 90%.
10. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
11. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times)
12. Improve domestic revenue generation for the ministry and its agencies to the tune of USD 32,290,000 and ensure compliance with budgetary level and its regulations by 95%.
13. Establish five strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
14. Reduce corruption related audit queries and implement audit recommendations to the level of 90%.
15. Implement ACC Corruption Prevention Strategies to the level of 80% and ensure compliance with procurement procedures and processes to the level of 100%.



Government of Sierra Leone

## Ministry of Public Administration and Political Affairs

### 2024 Performance Contract Summary

In 2024, the Minister of Public Administration and Political Affairs, **Mr. Amara Kallon**, signed a performance contract with H. E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) improved transparency, accountability and staff performance in the civil and public service, (ii) a well-informed society and well represented citizenry views about government activities, policy formulation and implementation, and (iii) fully capacitated public and civil services.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Public Service Bill enacted, and the Civil Service Code Regulations and Rules reviewed, popularized, and implemented.
2. Civil Service Performance Management and Staff Appraisal System strengthen through review and structural alignment;
3. A reliable digital application introduced and implemented for Human Resource management of the Civil Service.
4. Public Sector Recruitment and Personnel Management strengthen through merit base approach and data harmonization.
5. A Public Service capacity enhanced through formulation of comprehensive training curricular and competent teaching faculty for the Civil Service Training College (CSTC)
6. Ample democratic space provided for Political Parties, Pressure Group and CSOs interface to strengthen Democratic Good Governance for peace and Social Cohesion

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Development of strategic plan and knowledge management policy for the cost of USD 30,000.
2. Public sector consultative dialogue for an effective public service delivery for the cost of USD 20,000.
3. Institutional assessment and the development of a standardized performance evaluation framework for PSC, HRMO and PRSU for the cost of USD 20,000.
4. Upgrade and roll out of the IPAS to foster accountability through a results-based management system in the Civil Service for the cost of USD 40,000.
5. Digital application for human resources management.

6. Assessment of the current state of the public service.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign and commence implementation of two (2) ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 50%. Raise its level of automation (ICT) to 50% and its level of staff competency development to 50%. **1. Raise its level of automation (ICT) to 50% and its level of staff competency development to 50%.**
8. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
9. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
10. Improve domestic revenue generation for the ministry and its agencies to the tune of USD 3,000 and ensure compliance with budgetary level and its regulations by 100%.
11. Establish five strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
12. Reduce corruption related audit queries and implement audit recommendations to the level of 80%.
13. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Planning and Economic Development

### 2024 Performance Contract Summary

In 2024, the Minister of Planning and Economic Development, **Madam Kenyeh Barlay**, signed a performance contract with H. E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) effective public investment system in place, (ii) enhanced economic policy and legislative framework that provides the enabling environment for public investments and projects, (iii) improved planning and monitoring and (iv) improved strategies for revenue mobilization for funding gaps for state- and donor-financed programmes and to stimulate public investment.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. The Public Investment System made more efficient and effective through roll-out to local councils, development of guidelines and establishment of Technical Investment Committee to screen projects.
2. Sustainable Project Preparation Facility (PPF) established for the development of off-shelf Bankable Projects, through setting up of a Special Project Preparation Facility, engagement of donor/development partners and Private Sector for support.
3. Country Programmes and projects monitored and reviewed through NGO mapping tool, Service Level Agreement and Evaluation.
4. Funding gaps for the Big Five Game Changer Programmes financed through Resources Mobilisation Strategy based on the INFF, partnerships cultivation, monitoring and reporting strategy for progress articulation and risk management.
5. Three thousand four hundred (3,400) youth jobs created through 2024 Multiple Indicator Cluster Survey (MICS) and other avenues.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following project:

1. Strengthening District Development Coordination Committee nationwide Phase II for the cost of NLe 1,000,000.
2. Decentralizing and popularizing the MTNDP (2024-2030) for the cost of NLe 2,500,000.
3. Piloting and Integrating the WAN Fambul National Framework in the Implementation of the MTNDP for NLe 2,000,000.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five cabinet papers.
2. Implement of the said cabinet conclusion up by 50%.
3. Develop, sign and commence implementation of and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Develop and implement two ministerial agreements.
5. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
6. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively, thereby offsetting poor work coordination, collaboration, communication, and synergy.
7. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with existing legal requirements.
8. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 50%. Raise its level of automation (ICT) to 50%, and staff competency development to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD224,620,490 and ensure compliance with budgetary level and its regulations by 85%.
12. Establish five strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000 and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 80%; implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Social Welfare (MSW)

### 2024 Performance Contract Summary

In 2024 the Minister of Social Welfare, Mrs. Melrose Karmity, signed a performance contract with H. E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) institutions and enforcement measures in line with Child Rights Act established, (ii) adequate services provided for all categories of disabled persons, (iii) informed ministerial decision-making on key Gender and Children's issues, and effective coordination for the monitoring of gender-based violence.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MT-NDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. SORIHART Fund for safety nets and livelihood support to PWDs established.
2. United Nations partnership on the Rights of persons with Disabilities (UNPRPD) Disability inclusion established and implemented to 40%.
3. Social Protections Intervention increased by 40% through Psychosocial Supports to victims/survivors of SGBV, Versico virginal Fistula Survivors and Ebola
4. Special livelihood support to 5% of identified vulnerable population supported and facilitated for (including women, persons with disabilities, older persons, and children)
5. Mental Health and Psychosocial Support Services provided to 40% of returning migrants ,disaster survivors ,and drug and substance abusers through psychological First -Aid /Support
6. One thousand (1,000) youth jobs facilitated through internships, social work, project activities, employers lobby, supporting employability activities.  
150 drugs and substance abusers rehabilitated

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MT-NDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Inter-ministerial project on drug and substance abuse for the cost of NLe 6 billion (GoSL).
2. Rights of persons with disabilities for the cost of NLe 1,402,681.5
3. Livelihood support to identified vulnerable populations (women, persons with disability, the aged, etc.) for the cost of NLe 1 million.
4. Post Ebola Social Investment Project for the cost of USD \$13,551,600
5. Positive Parenting-(Strengthen the Capacity of MoSW Staff to Prevent Violence against women for the cost of NLe. 22,478,82

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions by 50%.
3. Develop, sign two Ministerial agreements and commence implementation up to 50%.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose all idle assets (including obsolete, unserviceable items) and dispose of the same in full conformity to the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure continued compliance and enforcement by 50%. Raise its level of automation (IT) to 50%, and its level of staff competency development to 50%.
8. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
9. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
10. Improve domestic revenue generation for the ministry and its agencies to the tune of USD 50,000 and ensure compliance with budgetary level and its regulations by 100%.
11. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
12. Reduce corruption related audit queries and implement audit recommendations to the level of 80%.
13. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Sports (MoS)

### 2024 Performance Contract Summary

In 2024, the Minister of Sports, Mrs. Augusta James Teima, signed a performance contract with H. E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These outcomes include: (i) development of a fit-for-purpose policy, strategy and legislative environment and framework for promoting sports as directed in the MTNDP; (ii) expanded sporting activities and opportunities nationwide; (iii) increased access to integrated services for promotion of sports including youth employment; and (iv) coordinated approach for efficient management of and accountability in sports and improved human and institutional capacity of the Ministry.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. Please note that this list is not exhaustive, it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Review the National Sports Policies and the National Sports Authority (NSA) Acts of 2017.
2. Upgrade sporting facilities across
3. Strengthening the Directorate in the Ministry of Sports.
4. Support to the National Physical Education Programme for Sports development.
5. Support to Sports for Development and Peace (SDP) Secretariat.
6. One thousand (1,000) youth jobs facilitated through project activities, employer lobby and advocacy for apprenticeship opportunities.

#### **PROJECT TRACKER**

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Installation of artificial turf, perimeter fence, floodlight and generator to power floodlight at Kingtom Football Academy for the cost of USD \$ 464,000.
2. Installation of artificial turf, perimeter fence, floodlight, 100-seater pavilion and generator to power floodlight at Approved School for the cost of USD \$ 520,000.
3. Installation of artificial turf, perimeter fence, floodlight, 100-seater pavilion and generator to power floodlight in Port Loko to improve and increase access to quality and secured playing for the cost of USD \$507,500.
4. Installation of artificial turf, perimeter fence, floodlight, 100-seater pavilion and generator to power floodlight in at Bo Coronation Field for the cost of USD \$ 525,000.
5. Installation of floodlight at Kenema Mini Stadium for the cost of USD \$ 70,000.
6. Repair of artificial turf in Kono and installation of perimeter fence for the cost of USD \$ 50,000.

7. SLFA Technical Center upgrade – construction of an ultra-modern dressing room and refurbishment of athlete hostels and Technical Building for the cost of \$527,005.99.
8. Purchase of four (4) coaster buses for the cost of \$ 100,000.
9. Purchase of King Long three (3) Key Long Buses for Leone Stars, Sierra Queens and Youth National Teams for the cost of \$ 328,000.
10. Purchase of 40 Motor Bikes for the cost of \$ 55,200.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions up by 50%.
3. Develop, sign, and commence implementation two ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 50%. Raise its level of automation (IT) to 50%, and its level of staff competency development to 50%.
8. Raise its level of automation (IT) to 50%, and its level of staff competency development to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD 1 million and ensure compliance with budgetary level and its regulations by 70%.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement its recommendation to the level of 80%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



## Ministry of Technical and Higher Education

### 2024 Performance Contract Summary

In 2024, the Minister of Technical and Higher Education, Dr. Ramatulai Wurie, signed a performance contract with H. E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) strengthened tertiary education and well-resourced higher education sector, (ii) standardized education training content/curricular for tertiary institutions, (iii) improved and increased attention for science, technology and computer skills advancement and (iv) improved financing for tertiary education enabling access through Grant-in-Aid, student loans and supportive policies.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Curricula for teacher education institutions reviewed, standardized and harmonized.
2. Kono University of Science and Technology operationalized.
3. New grant-in-aid policy developed, popularised and implemented.
4. Standardized apprenticeship schemes for TVET students introduced.
5. Government Technical Institutes upgraded to Community Colleges offering training in technology, teacher education, basic nursing and computer science.
6. Implementation of Education Sector Plan 2022-2026 monitored.
7. Resource mobilization for implementation of the student loan scheme facilitated.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following project:

1. The Sierra Leone Skills Development Fund Project: for the demand-led Skills training for middle-level manpower development; benefiting TVET Institutions and related businesses in the five priority productive sectors for the cost of US \$20,000,000.00.
2. Promoting Youth employment through Automotive Maintenance Skills Training for the cost of \$3,526,952.77.
3. Construction of University of Science and Technology (UST) in Kono for a cost of USD 34 Million.
4. Strengthening Science, Technology, and Innovation (STI) System for Sustainable Development in Africa for the cost of USD \$733,000.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement of the said cabinet conclusion up by 50%.
3. Develop, sign and commence implementation of and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Develop and implement two (2) ministerial agreements.
5. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
6. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
7. Identify and dispose all idle assets (including obsolete, unserviceable items) in full conformity with existing legal requirements.
8. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 50%. Raise its level of automation (IT) to 50%, and its level of staff competency development to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD 50,000 and ensure compliance with budgetary level and its regulations by 90%.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement its recommendation to the level of 80%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Transport and Aviation (MTA)

### 2024 Performance Contract Summary

In 2024, the Minister of Transport and Aviation, Amb. Alhaji Fanday Turay, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) increased state revenue and infrastructure from improved safe road and river transportation and related activities, (ii) improved port infrastructure, (ii) improved provision of basic transport in rural and urban areas, (iv) reliable weather information, (v) safe airport operations, (vi) reduced traffic congestion in Freetown and other parts of the country and (vii) effectively managed national shipping sector.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Modernised urban transit system with safe, modern, and physically challenged friendly bus systems.
2. Maritime jobs created through increasing the number of Sierra Leoneans at sea in all vessels flying the Country's flag.
3. Other modes of transport within Freetown and the Western Area explored through the construction of jetties and ferry terminals at strategic locations for commercial ferry and boat transport.
4. Effective oversight provided on the implementation and operations of all concessionaires.
5. Re-introducing the national railway explored through various approaches.

#### **PROJECT TRACKER**

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following project:

1. Sierra Leone Integrated Resilient Urban Mobility Project to improve access to quality public transport; address climate resilience and improve road safety in selected areas, and enhance institutional capacity in the transport sector for the cost of US\$ 52 million.
2. Nectar Sierra Leone Bulk Terminal Berth expansion project to accommodate bigger and more vessels at the Queen Elizabeth II Quay for the cost of US\$50 million.
3. Rehabilitation of the Tagrin Ferry terminal project to improve port infrastructure, for the cost of \$ 3 million.
4. Construction of New SLPA Administrative Building at Cline Town for the cost of US\$ 14 million.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement of the said cabinet conclusion up by 50%.
3. Develop and sign two (2) and commence implementation of and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively, thereby offsetting poor work coordination, collaboration, communication and synergy.
6. Identify and dispose all idle assets (including obsolete, unserviceable items) in full conformity with existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure continued compliance and enforcement by 50%. Raise its level of automation (IT) to 50%, and its level of competency development of staff to 50%.
8. Raise its level of automation (IT) to 50%, and its level of competency development of staff to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create service delivery innovations to 4 and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD 1.5 million and ensure compliance with budgetary level and its regulations by 85%.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement audit recommendation to the level of 80%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Tourism and Cultural Affairs (MTCA)

### 2024 Performance Contract Summary

In 2024, the Minister of Tourism and Cultural Affairs, Mrs. Nabeela F. Tunis, signed a performance contract with H.E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) improved tourism and increased state revenue; improved through enhanced legal framework, (ii) tourism potential of Sierra Leone marketed nationally and internationally, and (iii) improved Agro-tourism to support entrepreneurship and community farming, and strong national cultural identity.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. State revenue increased through well developed and functional touristic and cultural sites (Leicester peak, Bureh Beach and Tacugama Sanctuary).
2. Enterpreunership and skills promoted, through engagement with tertiary education institutions (i.e., Limkokwing University of Creative Technologies and Milton Margai Technical University) to provide new courses in music, films, video and facilitate access to finance by enterpreuners youths.
3. Both tourism and cultural affairs acts reviewed, re-enacted and popularized for the promotion of sustainable tourism and development.
4. Community farminig and agro-tourism promoted through support to local enterpreuners for increased participation in agriculture and expansion of national revenue base.
5. Tourism arrivals increased through facilitation of the coming of peoples with African ancestry tracing their roots and organize national and regional festivals to promote our rich cultural heritage and national cohesion.
6. Increased domestic tourism awareness campaign and decentralization through adventure tours such as (safaris, jungle tours, mountain trekking, education & research) as well as explore and discover unknown touristic and cultural sites.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. The Sierra Leone Economic Diversification Project is a US\$40M project being implemented by the MTI, SMEDA, MTCA and NTB to remove bottlenecks affecting business environment in SL, support entrepreneurs, enhance development of key touristic sites and promote the tourism

potential of Sierra Leone and attract more investment to the country. The MTCA is implementing component 2 of the project for the cost of \$16.5 million.

2. The Enhanced Integrated Framework (EIF) project for Trade Related Technical Assistance to Least Developed Countries (Sustainable Tourism Development and Promotion Project) for the cost of \$271,808.88.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions up by 50%.
3. Develop, sign and commence implementation of two (2) ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively, thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 50%. Raise its level of automation (IT) to 50%, and its level of staff competency development to 50%.
8. Raise its level of automation (IT) to 50%, and its level of staff competency development to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times)
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD 1,500 and ensure compliance with budgetary level and its regulations by 85 %.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement its recommendation to the level of 80%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Trade and Industry (MTI)

### 2009 Performance Contract Summary

In 2024, the Minister of Trade and Industry, Mr. Ibrahim Alpha Sesay, signed a performance contract with H.E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) enabling environment for trade, growth and development of business created, (ii) the AfCFTA ratified and implemented, benefiting SMEs, women and youths (iii) private sector supported and promoted (iii) enhanced industrial development for transformation of the economy, (iv) increased access to finance for trade and (v) enhanced trade competitiveness of Sierra Leone in the region and the world.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Sierra Leone repositioned for the Africa Continental Free Trade Area Agreement.
2. SEZs and Agro parks established through Industrialization programme.
3. Business environment to make doing business easier in Sierra Leone improved to regulate the business environment against uncompetitive business practice.
4. Promotion of strong light Manufacturing base to create jobs, reduce importation and improved foreign exchange earnings; and industrial policy developed.
5. Agribusiness SMEs and local entrepreneurs supported.

#### **PROJECT TRAKER**

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. UNDP Review of the national export strategy and training of the National Implementation Committee on the AfCFTA for the cost of USD \$ 40,000.
2. EU Technical Assistance Facility - EU-TAF support at the cost of Euros 200,000.
3. WTO Enhanced Integrated Framework (EIF) Interim Facility support for the cost of USD \$ 100,000.
4. ECOWAS Regional Competent Authority - ERCA Capacity building support for the cost of USD \$ 25,000.
5. Inclusive and sustainable Industrial development of the Republic of Sierra Leone for the cost of USD \$ 17,822,000.
6. World Bank supported Resilient Food Systems Project for the cost of USD \$ 4.3 Million.

## **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement the said cabinet conclusions up by 50%.
3. Develop, sign and commence implementation of two (2) ministerial agreements and make conscious effort to increase development expenditure by 30% as against recurrent expenditure.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure its state of compliance and enforcement by 50%. Raise its level of automation (IT) to 50%, and its level of competency development of staff to 50%.
8. Raise its level of automation (IT) to 50%, and its level of competency development of staff to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create service delivery innovations to 4 and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of USD80 million and ensure compliance with budgetary level and its regulations by 85%.
12. Establish 5 strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement its recommendation to the level of 80%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Water Resources and Sanitation (MWRS)

### 2024 Performance Contract Summary

In 2024, the Minister of Water Resources and Sanitation, Dr. Sao-Kpato Hannah Max-Kyne, signed a performance contract with H. E. The President detailing the specific outcomes to which her Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) nationwide improvement in water supply achieved, (ii) comprehensive regulatory infrastructure established for water in place for control and safety, (iii) water supply systems rehabilitated country-wide, (iv) improved sanitation nationwide both in coverage and infrastructure, and (v) increased state revenue from water supply and services.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MTNDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Institutional and regulatory reforms of the sector undertaken for efficiency, increased revenue generation and sustainability through implementation of strategies for organisational change, installation of meters and connection of more customers to the distribution network.
2. Construction of pipe-borne water supply facilities in Freetown and all district capitals completed.
3. Capacity of Local Area Technicians developed for sustainability of water supply through skills training, provision of toolkits, for maintenance of motorized systems, hand pumps, and conventional systems.
4. WASH coordination among actors improved through collaboration. Planning and effective implementation strategy among actors, and private sector investment attracted and mobilised.
5. Water quality labs across the country equipped and operationalised for effective water quality tests.
6. A minimum of 50 engineers, technicians, meter readers, mappers recruited across the Ministry and its agencies.

### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Feasibility Studies and Detailed Designs:
  - a. Rokel Water Supply Project. Undertake a comprehensive study and produce a detailed outline of context, existing condition, and identify an additional source with cost, for water supply to Freetown and its environs for the cost of NLe 15,276,923.63 (WASD).
  - b. Water Supply Systems in Port Loko, Pendembu, Koindu, Segbwema and Bunumbu. Undertake a study with a detailed outline of context, condition or situation of water supplying

- the townships and further provide cost required for improvement or new construction (WASD).
2. Construction of Water Quality Laboratories in Karene, Falaba and Western Rural District (Waterloo). Improvement of access to safe water supply services through the establishment of the requisite infrastructure with appropriate equipment for the cost of NLe 1,000,000 (WASD).
  3. Six Towns Water Supply Project –
    - a. Rehabilitation/Construction of Water Treatment System and Supply and Installation of Transmission Pipeline in Kabala for the cost of SL 59,919,956.20 (SALWACO).
    - b. Supply and Installation of Distribution Network and rehabilitation of Water Supply Facilities in Kabala for the cost of USD \$1,303,602 (SALWACO).
    - c. Rehabilitation/Construction of Water Treatment System and Supply and Installation of Transmission Pipeline in Kailahun for cost of USD \$9,286,808 (SALWACO).
    - d. Supply and Installation of Distribution Networks and Rehabilitation of Water Supply facilities in Kailahun for the cost of USD \$5,268,226 (SALWACO).
    - e. Rehabilitation/Construction of Water Treatment System and Supply and Installation of Transmission Pipeline in Kambia for the cost of USD \$7,070,451 (SALWACO).
    - f. Supply and Installation of Distribution Network and rehabilitation of Water Supply Facilities in Kambia for the cost of USD \$3,379,906 (SALWACO).
    - g. Rehabilitation / Construction of Water Supply Treatment System, Supply and Installation of Transmission and Distribution pipelines and construction of Civil Infrastructure in Magburaka for the cost of USD \$64,364,991 (SALWACO).
    - h. Construction of Water Treatment System, Supply and Installation of Transmission and Distribution Pipelines and the construction of Civil Infrastructure in Moyamba for the cost of USD \$8,228,052 (SALWACO).
    - i. Rehabilitation/Construction of Water Treatment System and the Supply and Installation of Transmission Pipeline for the cost of USD \$53,967,526 (SALWACO).
    - j. Supply and Installation of Distribution Networks and Rehabilitation of Water Supply facilities in Pujehun for the cost of USD \$4,673,787 (SALWACO).
    - k. Design and Construction Supervision services for Southeast for the cost of USD \$722,980 (SALWACO).
    - l. Design and Construction Supervision services for Northwest and North for the cost of USD \$812,841 (SALWACO).
  4. Construction of Rokupr Water Supply System - Construction of water treatment plant, supply and installation of distribution networks, construction of office and the rehabilitation of water supply facilities for the cost of USD \$1,850,000 (SALWACO).
  5. Reconstruction of the Bonthe Water Supply Project –
    - a. Construction of all Civil infrastructure (Including administrative Building and Staff Quarters) – Bonthe Island for the cost of USD \$ 1,179,113 (SALWACO).
    - b. Supply and Installation of Distribution Network and Reconstruction of Old Water Supply Facility – Bonthe Island for the cost USD \$2,623,150 (SALWACO).
    - c. Construction of treatment plant, construction of service reservoir in the town, transmission pipelines and the construction and installation of desalination plant - Bonthe Island for the cost of USD \$8,681,246 (SALWACO).
  6. Blama Water Supply Project –
    - a. Design, Construct, Supply, and Installation of New Containerized Water Treatment Plant for Blama & Bandawor including Six Villages for the cost of NLe 13,780,366 Funded by GoSL (SALWACO).
    - b. Supply and Installation of Pipe Reticulation System in Blama, Bandawor Including Six Villages Water Supply Scheme for the cost of NLe 8,176,694 (SALWACO).
  7. Construction of Makeni Balancing Reservoir for the cost of US \$6,000,000 (SALWACO).
  8. 45 Industrial Boreholes – Responsible for Construction of 1BH Nixon Hospital, 2BH Daru Town, 1BH Lagor, 1BH Giema Dama, 1 HB Giehun, 1BH Tangahun, 1BH Njala, Rehabilitation of Mabonto Gravity water Supply System. Construction of Gravity Water Supply System in Tongo, Bendu Yawei and Rehabilitation of Daru Gravity Water Supply System for the cost of US \$4,083,591 (SALWACO).

9. Four Towns Water Supply Projects for the cost of USD \$15,000,000 (SALWACO).
10. 100 Saudi Founded Solar Powered Boreholes for the cost of USD \$5,000,000 (SALWACO).
11. Lungi Water Supply Project - Construction of water treatment plant in Masambali, rehabilitation of Sanda, Banda and Sucter Water Supply Stations, Supply and installation of 100% coverage distribution networks and the reconstruction of water supply facilities in Lungi and its environs for the cost of USD \$25,182,245.53 (SALWACO).
12. Construction of Water Supply System to Lungi Depot 1 and 2 for the cost of USD \$1,3812,129 (SALWACO).
13. Construction of Ten (10) Solar Powered Boreholes and Fifty (50) Kiosks in Koidu Township under the Quick Win Presidential Initiative Project for the cost of USD \$1,833,006 (SALWACO).
14. Construction of Irrigation System for 2000HA of Agriculture Land in Mambolo and Keychon/Samu for the cost of USD \$28,000,000 (SALWACO).
15. Procurement of chemicals for SALWACO Regional Water Supply for the cost of USD \$1,207,077 (SALWACO).
16. Procurement of SALWACO Connection Materials for the cost of USD \$3,648,240 (SALWACO).
17. Maintenance Regime for various facilities (gravity schemes, treatment plants, Solar Powered Borehole, etc.) for Water Supply Systems for the cost of USD \$4,404,200 (SALWACO).
18. Field Assessment and Hydrological Studies for Water supply Projects for the cost of USD \$4,404,200 (SALWACO).
19. Solar Powered Mini Grid and Consumer Connection Optimization for Bo, Kenema and Makeni Water Supply Systems for the cost of USD \$29,000,000 (SALWACO).
20. Construction of five water supply systems in major towns/city –
  - a. Mambolo Water Supply System for the cost of USD \$3,400,000 (SALWACO).
  - b. Kamakwei Water Supply System for the cost of USD \$7,250,000 (SALWACO).
  - c. Port Loko Water Supply System for the cost of USD \$16,200,000 (SALWACO).
  - d. Mile-Ninety-One / Yonibana Water Supply System for the USD \$9,400,000 (SALWACO).
  - e. Kukuna Water Supply System (in Kukuna, Briama Chiefdom) for the cost of USD \$8,500,000 (SALWACO).
21. Freetown Water Supply Rehabilitation Project. Location: Western Area (Rural and Urban) Target Group: Entire Population of people living within the Project's location. The project is aimed at improving the improving the reliability of the water supply infrastructure as well as reducing losses within the system components (raw and treated water) through the rehabilitation of the existing infrastructures such as dams, water treatment plant, transmission and distribution systems, reservoir, and pumping stations for the cost of £3.8 million (GVWC).
22. Freetown Wash and Aquatic Environment Revamping Project. Location: Western Area (Urban and Rural). The overall objective of the project is to improve the water supply and sanitation services while ensuring the sustainability of the vital aquatic ecosystem in the Western Area/Freetown. This will be achieved through: (a) To rehabilitate and expand water infrastructures; (b) to improve solid and liquid waste collection, treatment and disposal services; (c) to enhance Western Area watershed (d) to promote good sanitation & hygiene for the cost of USD \$4.27 million (GVWC).
23. Forty five Industrial Boreholes. Location: Western Area (Waterloo, Hamilton, Mambo). This project involves the construction of weirs, transmission, reservoirs, distribution and water kiosks at waterloo, Mambo and Hamilton Communities for the cost of NLe 78 million (GVWC).
24. Hill Station and IMATT Water Supply Project. Location: Hill Station and IMATT communities. This project aims at rehabilitating existing water infrastructures at IMATT and Hill station communities and expansion of distribution network for the cost of USD \$2.9 million (GVWC).
25. Short-Term Water Supply Project for Freetown. Location: Freetown. Short term water supply project involves tankering of water to underserved and unserved communities in Western Area for the cost of NLe 12.92 million (GVWC).
26. Procurement and Installation of Bulk Flow Meters: Location: Nationwide Beneficiaries: Commercial Raw water users. Project goal: Equitable distribution water resources for the cost of NLe 3,297,580 (NWRMA).

27. Procurement and installation of 25 groundwater and 9 surface water monitoring stations  
Location: Nationwide. Beneficiaries: Commercial Raw water users. Project goal: Hydrological monitoring and river flood forecasting for the cost of NLe 3.7 million (NWRMA)
28. Groundwater mapping Location: Moyamba district Beneficiaries: Raw water users and policy makers. Project goal: sustainable management of water resources for the cost of NLe 3,141,000 (NWRMA)
29. Resilient Urban Sierra Leone project. Location: Nationwide Beneficiaries: Raw water users and policy makers. Project goal: Hydrological forecasting and river flood forecasting for the cost of US \$500,000 (NWRMA).

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement of the said cabinet conclusion up by 50%.
3. Develop and sign two (2) Ministerial Agreements and commence implementation of the same up to 50%.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure continued compliance and enforcement by 50%.
8. Raise its level of automation (IT) to 85%, and its level of staff competency development to 70%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of NLe 124 million ensure compliance with budgetary level and its regulations by 90%; and increase development expenditure as against recurrent expenditure too.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 100%.
14. Implement ACC Corruption Prevention Strategies to the level of 90%; and ensure compliance with procurement procedures and processes to the level of 70%.



Government of Sierra Leone

## Ministry of Works and Public Assets (MWPA)

### 2024 Performance Contract Summary

In 2024, the Minister of Works and Public Assets, Dr. Denis Sandy, signed a performance contract with H. E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) well-equipped public and local buildings, (ii) an operational infrastructure sector, (iii) improved feeder roads, and (iv) more building materials production and training centres established in priority areas.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MT-NDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Cumulative length of rehabilitated, upgraded and maintained feeder roads increased from 3,000 km to 3,500 km.
2. Cumulative length of all weather roads increased from 3,154 km to 3,254 km.
3. Fifteen (15) bridges rehabilitated and four (4) bridges constructed across the country.
4. Cabinet approval secured for Reviewed National Rural Feeder Roads Policy
5. Five (5) government buildings constructed or rehabilitated nationwide.
6. Five hundred (500) youth jobs created in construction projects nation-wide employer lobby and employability programme support.

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MTNDP, 2024 – 2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Rehabilitation and Improvement of Miatta Conference Hall, Phase II, for the cost of \$ 6,935,500.20.
2. Construction and completion of Audit Service Sierra Leone Building for the cost of \$ 20,911,197.51.
3. Demolition and Reconstruction of the Ministry of Labour Admin Building, New England for the cost of \$ 6,438,370.
4. Comprehensive rehabilitation of Youth Complex (Former Kona Lodge), Freetown, for the cost of \$ 16,255,278.75.
5. Rehabilitation of the Provincial Administrative Office in Bo for the cost of \$ 1,566,577.69.
6. Rehabilitation of Resident Minister's Quarter in Bo for the cost of \$ 1,238,910.75.
7. Rehabilitation of Provincial Administration Office in Makeni for the cost of \$ 3,179,500.45.
8. Rehabilitation of Provincial Secretary's Quarter in Makeni for the cost of \$ 1,121,305.78.
9. Rehabilitation of 7 (Seven) Lifts/Elevators at the Youyi Building for the cost of \$ 2,500,000.

10. Demolition of Multi-Storey Building (Former UN Building) at Siaka Steven Street, Freetown, Sierra Leone for the cost of \$ 5,879,000.
11. Rehabilitation work to Ministry of Internal Affairs Office, Gloucester Street, Freetown for the cost of \$ 7,525,365.8.
12. Construction of Parliament/Tower Hill Police Post for the cost of \$ 4,500,000.
13. Rehabilitation of Bo Governors Lodge Lot 1 (Civil Works) & Lot 2 (Supply of Hard and Soft Furniture) for the cost of \$ 11,975,009.5
14. Construction of Magistrate Court in Mongo, Falaba District (i.e. Court Building with Offices, Magistrate's quarter, Bore-Hole water for the cost of \$8,784,883.92.
15. Construction of Magistrate Court in Kamakwei, Karene District. (i.e. Court Building with Offices, Magistrate's quarter, Bore-Hole water reticulation facility and Blockwork Fencing and Furniture) for the cost of \$8,222,280.93.
16. Construction of High Court and Magistrate Court in Port Loko. (I.e. Duplex High and Magistrate Courts Building with Offices, Judge's Quarter, Magistrate's quarter, Bore-Hole water reticulation facility and Blockwork Fencing for the cost of \$11,115,988.79.
17. Rehabilitation Works to High Court, Bo for the cost of \$2,593,612.25.
18. Rehabilitation works to Court of Appeal, Freetown for the cost of \$ 529,200.
19. Rehabilitation Works to Kailahun Magistrate Court, Kailahun for the cost of \$2,062,657.63.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement of the said cabinet conclusion up by 50%.
3. Develop and sign two (2) ministerial agreements and implement up to 50%.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure compliance and enforcement by 50%. Raise its level of automation (ICT) to 50%, and the level of staff competency development to 50%.
8. Raise its level of automation (ICT) to 50%, and the level of staff competency development to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create four (4) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of NLe 2,500,000 and ensure compliance with budgetary level and its regulations by 100%.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000 and improve utilization of project funds allocated fund up to 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 80%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.



Government of Sierra Leone

## Ministry of Youth Affairs (MoYA)

### 2024 Performance Contract Summary

In 2024, the Minister of Youth Affairs, Mr. Mohamed Orman Bangura, signed a performance contract with H. E. The President detailing the specific outcomes to which his Ministry will contribute for the long-term development of Sierra Leone. These outcomes include (i) increased opportunities for youth employment and skills development in agriculture, fishing and other labour-intensive industries, (ii) improved, youth based policy coherence and legislative framework governing youth affairs, and (iii) strengthened institutional and human capacity in the Ministry.

The specific contributions of the Ministry during 2024 are described in the form of outputs that the Ministry aims to achieve by December of this year. A list of the outputs that will be tracked by the Office of the President is provided below. This list is not exhaustive; it only represents key outputs that are directly linked to the United Nations Sustainable Development Goals (SDG), Mid-Term National Development Plan (MT-NDP), the Ministry's core functions and His Excellency's priorities for the current year.

1. Jobs created for 5,000 youth by the end 2024
2. Capacity enhanced for 1500 youth through training in gara tie dying, saloon, apprenticeship in bike cycle, welding marking
3. 1000 youth nationwide have increased access to grant
4. Increased by 50% youth participation in Community Leadership, Decision making and Governance
5. Seventy thousand (70,000) youth jobs created through project activities, surveys and lobbying.
6. Promote 1000 youths behavioural change to foster, patriotism, national cohesion and civic responsibility

#### PROJECT TRACKER

Cognizant of the Mid-Term National Development Plan (MT-NDP, 2024–2030), the Big Five Game Changer priorities of His Excellency the President, articulated in his State Opening Address to Parliament, the United Nations Sustainable Development Goals (SDG, 2030), African Union Agenda 2063 and the strategic direction of the Office of the President, and contingent upon the availability of resources, the Ministry seeks to either implement or oversee the implementation of the following projects:

1. Life Skill Youth in Car Wash Project for the cost of \$22,590,119.
2. Youth in Fisheries for the cost of \$27,993,780.
3. Graduate Service Programme (Recruitment & Training of Youth Corps) for the cost of \$4,500.
4. Youth Engagement in Agribusiness – Value Chain and Market Linkages \$10,847,980.
5. Promote Youth Behavioural Change through Awareness Raising on Substance Abuse for the cost of \$ 1.1 million.
6. Sexual & Reproductive Health for the cost of NLe 1,278,000.
7. Youth-in-Agriculture for the cost of \$ 161,983,765.
8. Youth Empowerment fund for the cost of \$ 200,214,600.
9. Provide training for 700 Youth (350M & 350F) at the Obasanjo skills Acquisition Centre for the cost of \$ 487,000.
10. Expand Youth SMEs through Entrepreneurship support and Business Development Services for the cost of \$ 500,000.

11. Agricultural productivity in 4 district to ensure security & economic growth for the cost of USD \$ 650,000.
12. Promote & support youth health and wellbeing (HIV AIDS, Substance abuse, SHR) & Corruption Mitigation for the cost of USD \$ 175,000.
13. Young Women's Empowerment Programme through Digital and Learning Centre for the cost of USD \$ 190,000.
14. Eco-Tourism & Generation of Livelihood in Bonthe District for the cost of USD \$ 1.5 million.
15. Youth Engagement in Agri-business for the cost of USD \$4,847,980.
16. Fencing of 3 Youth Connect Centers - Falaba, Kailahun and Bonthe for the cost of USD \$ 1,309,501.30.
17. Handing over of 10 tricycles (kekeh) and one Youth Skills Training Center at Hamilton for the cost of NLe 690,000.
18. Investing in The Next Generation of People with Disabilities Through Enhancing Youth Citizenship for the cost of USD \$ 1.3 million.
19. Productive Social Safety Net for the cost of USD \$ 1 million.

### **MANAGERIAL PERFORMANCE TARGETS/INDICATORS**

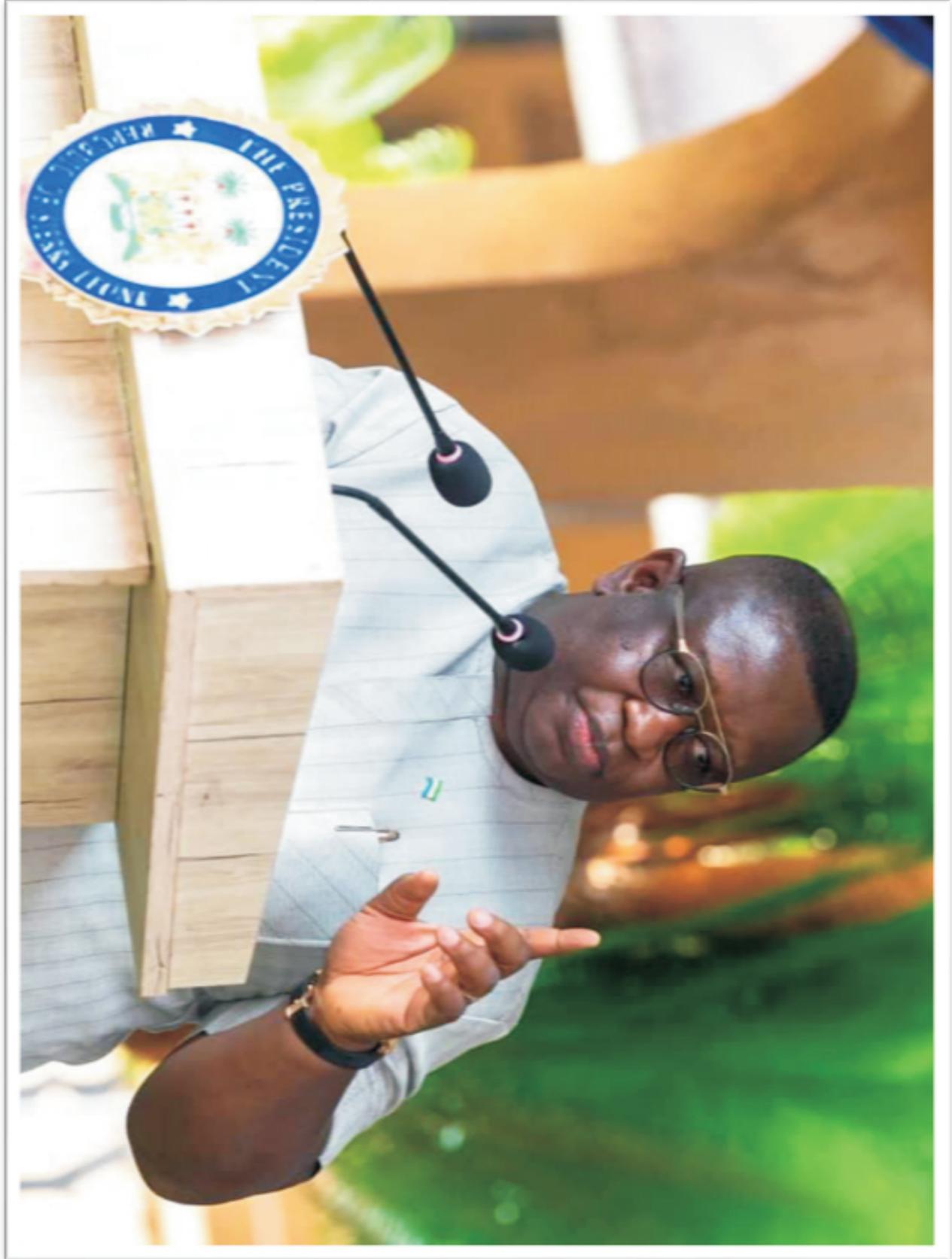
For managerial and operational efficiency, the Ministry undertakes and will be committed to the achievement of key managerial targets and indicators listed below by the end of the contract period and beyond:

1. Produce and secure approval for five (5) cabinet papers.
2. Implement of the said cabinet conclusion up by 50%.
3. Develop and sign two (2) Ministerial agreements and implement up to 50%.
4. Design and create an inventory of all work-related policies, strategies, and legislations of the ministry.
5. Conduct 52 weekly leadership and 26 bi-weekly senior management meetings respectively, thereby offsetting poor work coordination, collaboration, communication, and synergy.
6. Identify and dispose of all idle assets (including obsolete, unserviceable items) in full conformity with the existing legal requirements.
7. Enforce and comply with all relevant Government legislations/regulations; and establish a mechanism to ensure continued compliance and enforcement by 50%.
8. Raise its level of automation (IT) to 50% and level of staff competency development to 50%.
9. Develop and fully implement its Citizen Service Delivery Charter by 50% and through it support the conduct of a survey to establish a customer/citizen satisfaction index.
10. Create five (5) service delivery innovations and a mechanism for citizen engagement every week of the year (52 times).
11. Improve domestic revenue generation for the ministry and its agencies to the tune of NLe 50,000 and ensure compliance with budgetary level and its regulations by 100%.
12. Establish five (5) strategic work partnerships, mobilize external funds to a minimum of USD 1,000,000, and improve utilization of project funds to 80%.
13. Reduce corruption related audit queries and implement audit recommendations to the level of 80%.
14. Implement ACC Corruption Prevention Strategies to the level of 80%; and ensure compliance with procurement procedures and processes to the level of 50%.









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