

REPORT

INDUCTION TRAINING OF SIX HUNDRED AND FORTY-SIX (646) NEWLY RECRUITED CIVIL SERVANTS.

DATE: 1ST MARCH - 27TH MAY, 2021

VENUE: CIVIL SERVICE TRAINING COLLEGE, TOWER HILL, FREETOWN



JUNE 2021

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1.0 Introduction

Prior to 2018, there was a government moratorium on large scale recruitment across the Civil Service, due largely to its impact on the wage bill which was suffocating because of the twin shock on the price of iron ore and the outbreak of the Ebola Virus Disease. However, some piecemeal recruitments were done to accommodate the technical vacancies of some sectors such as health.



The Director-General, HRMO Delivering his Opening Statement

Nonetheless, towards the close of 2018, Government lifted the moratorium on large scale recruitment which led to the recruitment of a huge number of employees across sectors. In the Civil Service alone, about 3,871 new officers were recruited between 2018 and 2021, with the health sector accounting for 3,152 of the total number of new employees.

These new employees needed to be orientated because, to a very large extent, the structure, scope, functions and operations of the Civil Service are different from private sector entities. In a similar vein, the knowledge acquired by an individual at higher institutions of learning including the university, does not necessarily provide the competencies which are germane to the general and technical operations of the Civil Service.

Hence, as a matter of best practice, there was dire need to conduct an induction training for newly recruited Civil Servants, most of whom are graduates from the universities with little knowledge about the operations of the Civil Service. Even those who have reasonable years of work experience from private sector organizations also needed to be inducted into the workings of the Civil Service.

Thus, the Induction Training lasted for thirteen weeks commencing from **1st March to 27th May 2021**, at the Civil Service Training College (CSTC), Tower Hill, Freetown and covered Six Hundred and Forty-Six (646) newly recruited Civil Servants in Grades 6 and above.

1.01 Training Objectives

The overall goal of the Induction Training was to provide a forum that serves as an opportunity for newly recruited Civil Servants to learn the key rudiments that would enable them carry out their work and conduct themselves professionally. The following are the key objectives of the training:

- To introduce the inductees to the fundamental rudiments of the Civil Service
- To equip them with the essential knowledge, skills and ethics relative to the daily discharge of their duties
- To enhance the competencies of inductees
- To bring about a significant positive change in the values and culture of the Civil Service

- To solicit from participants, viable suggestions on how to improve on the Civil Service

1.02 Methodology

- Given the sheer size of the inductees and coupled with the strict government regulations on the fight against COVID 19, the participants were divided into batches, with each batch comprising fifty (50) participants. This made social distancing possible in addition to the provision of hand washing stations and sanitizer



A female Participant Presenting Gift to one of the Outstanding/Star Participant

- There was an official opening ceremony for every batch which helped in preparing the minds of inductees regarding what was required of them and also setting the stage for the presentations that followed afterwards

- Also, careful consideration was given to the choice of facilitators as experienced, retired and serving Civil/public Servants were contacted who were more than willing to carry out the presentations in power point
- Time allocated was one hour, thirty minutes per presentation i.e. 1hour presentation and 30 minutes for questions and answers; however some facilitators encouraged participants to interjected in between the presentations as a way of getting them involved and not lose interest
- Use of daily recap, experience sharing by conveners and participants, presentation of gifts to outstanding participants (stars) for each day. Such gifts included books/regulations such as the Civil Service Code, the ACC Act, the PFM Act among others



A Male Participant Presenting Gift to a Female Outstanding/Star Participant

- Daily rotation of sitting arrangement/positions of participants to ensure familiarization among them and building social networks;

- Administration of evaluation forms at the last day of the training for each batch to solicit the views on the overall conduct and management of the training, to ensure better planning for subsequent training programmes
- Award of certificates to each inductee as proof of participation in the training

1.03 Expected Outcome

The expected outcomes of the Induction Training were follows:

- Enhance inductees knowledgeable about their work environment
- Be able to perform their duties effectively and with less supervision and directives
- Be able to demonstrate strong confidence in the discharge of assigned duties with ease and minimal errors
- Be relatively conversant with existing rules and regulations governing their work

By the end of the entire Induction Training, the evaluation carried out by participants' shows that the objectives and expected outcomes were largely met, amidst some challenges

1.04. Topics Covered

1. The Structure and Function of the Public/Civil Service & the Reform Agenda
2. The Public Service Commission and the Ongoing Civil Service Reform
3. The Structure and Role of HRMO in the Civil Service
4. The Structure and Functions of Provincial Administration
5. The Structure, Functions of the Foreign Service and Civil Service Administration
6. The Performance Management System and its Workability in the Civil Service
7. The Civil Service Code, Regulation and Rules for Effective Service Delivery
8. The Public Financial Management Act 2016 and Regulations
9. The National Public Procurement Processes and Procedures
10. The Free Quality Education Initiative & its Potential for Human Capital Development
11. The National Medium Term Development Framework and its Nexus with the 2020 Budget
12. The Anti-Corruption Commission and its Revised Act of 2020

1.05 Categories of Inductees

Below are the categories of officers who went through the induction training:

Executive Officers	Budget Officers
Higher Executive Officers	Monitoring and Evaluation Officers
Administrative Officers (Cadet)	Internal Auditors
Senior Assistant Secretaries	Procurement officers and Assistants
Assistant District Officers	Financial Management Officers
District Officers	Stores & Inventory Management Officers
Human Resource Officers	ICT Officers
Records Personnel	Research Officers
Education Officers	Curriculum Development Officers
Information Officers	Senior Skipper and Fisheries Officers
Youth Officers	Data Analysis & Quality Officers
Aid Management Officers	Planning and Senior Officers
Planning Officers	Capacity Building & Training Officers
Accountants and Assistant Accountants	Information, Knowledge & Management Officers
Economists and Senior Economists	

2.0. Official Opening Ceremony

An opening ceremony was held for each of the thirteen (13) batches and was chaired by no lesser person than Mr. Ansu Samuel Tucker who is the serving Director-General of the Human Resource Management Office (HRMO).

Also in attendance to grace each opening ceremony were the following personalities:

1. Mr. John Sumailah - Secretary to Cabinet and Head of the Civil Service
2. Mr. Kalilu O. Bah - Chairman, Public Service Commission
3. Mrs. Georgiana Kamara - Director of Public Sector Management
4. Mr. Saidu Samura - Representing the Secretary to the President
5. Mr. Samuel E.B. Momoh - Representing the Financial Secretary
6. Dr. Mohamed Y. Bangura – Principal, Civil Service Training College
7. Mr. Matthew M.B. Beckhio – Director, Training and Career Development

The Chairman was on each occasion, introduced by the Director of Training and Career Development, Mr. Mathew M.B. Beckhio who provided detailed insight into the chairman's sojourn in the Civil Service since 1993 to date. Details of the introduction are contained in annex 1.



Members of the High Table at the Opening Ceremony

Other members of the high table also made statements, including the Secretary to Cabinet and Head of the Civil Service, Mr. John Sumailah, who gave the key note address and also formally declared the Induction Training open. Details of his statement and the statements of other officials are contained in annexure 2-8.



Cross Section of Participants at one of the Batches at the Induction Training

It is however worth noting that each of these personalities endeavored in their statements, to define the role of their respective institutions, underscored the meaning of induction training, its scope and relevance, how it would benefit the inductees and why they (inductees) must take the training very seriously. In addition, they also emphasized the crucial role of capacity building in the Civil Service, the need for commitment and dedication on the part of newly recruited officers and ongoing efforts to reform the Civil Service.

3.0 Lessons Learnt

- The presentation of special certificates of appreciation to members of the high table was a laudable initiative, which they highly appreciated and cherished
- The conduct of the induction training is important, but it would create greater impact and meaning, if carried out possibly within the first month after the recruitment process. This does not only equip officers with the requisite knowledge in a timely way, but also makes for easy settlement of the officers into the work environment,
- Use of daily recap, experience sharing by facilitators, the conveners and participants, presentation of gifts to outstanding participants (stars) for each day, was also worthwhile. Such gifts included books/regulations such as the Civil Service Code, the Anti-Corruption Commission Act, and the Public Financial Management Act among others. This approach was able to trigger participants, including those who are introverts, to participate fully and sharing their views and experiences relating to their work
- The use of an interactive approach during the training by the facilitators and even the conveners of the training, was worth noting. Participants were at ease to relate not just with the issues presented but felt at liberty to ask pertinent questions and raise critical issues which helped them in comprehending the operations of Government especially the Civil Service, for effective service delivery
- The time and days allocated to the training were deemed insufficient, looking at the gamut of issues that usually emerged during the presentations, which needed adequate discussions to allay the fears and concerns of inductees
- Provision of hard copies rather than soft copies of the presentations was preferred by participants

4.0 Some Key Concerns from Participants

- Timely Conduct of the Induction Training – given the relevance of the induction training, participants noted the need for the timely conduct of such a training as it would provide them with the requisite knowledge and skills for effective performance and service delivery
- Induction Training for Contract Staff – based on the knowledge gained about the Civil service work culture and practices during the Induction training, participants recommended that similar training be conducted for contract staff and senior government authorities.
- Probation Period– the two years probationary period is considered too long and the need therefore to explore the possibility of reducing it to six months
- Salary Differentials – that staff in “Growth and Policy” MDAs receive higher salary than those outside such MDAs; hence the need to clarify what constitutes a growth and policy MDA from others
- Fuel Provision for New Staff – most participants expressed concern that fuel allocation in some MDAs is tagged to confirmation of appointment and this is serving as demotivation to new employees
- Allocation of Government Staff Quarters – Concerns were also raised over the inadequate availability of government quarters to eligible officers. Therefore, provision should be made by Government to provide financial compensation to eligible officers who are not allocated staff quarters
- Daily Subsistence Allowance (DSA) – that the current DSA rates do not reflect the current economic trend in terms of cost of living, including food, accommodation among others, nationwide. Thus, the need to review the existing DSA rates in light of the present cost of living
- The Spinal Point System – that there is every need to reintroduce the spinal point system to account for the difference in length of experience or service between a serving officer and a newly recruited officer of the same grade

- Poor Reception of Newly Posted Staff to MDAs – Some newly posted officers were completely taken aback when, upon reporting for duty, they were not accorded the reception and accommodation required to enable them settle down and commence work
- Paternal Leave – that participants re-echoed the need to include in the Code, provision for paternal leave, to enable male officers support their spouses during the early stage of child bearing
- Secondment – participants also raised concern over the one-off approval period for secondment and called for the need for approval to be granted more than once
- Study Leave – participants appealed for consideration to be given to officers on probation to proceed on Study Leave even during probationary period
- Entry Point into the Civil Service (grade 7 or 8) – participants emphasized the discrepancy in the Code regarding graduate entry point into the Civil Service, and hence called for an harmonization of the grade relating to graduate entry into the Service
- Lack of lunch period for Fridays – that lunch break should be included on Fridays as the case with the other days of work
- The Centralization of Civil Service Training Programmes – participants noted the disjointed nature of the management of training programmes for civil servants both local and international. They argued that there seems to be no central coordinating body for the effective and efficient management of trainings across MDAs. Hence, the need to ensure that there is a recognized entity responsible for the management and coordination of all trainings for Civil Servants.

5.0 Key Recommendations

- The conduct of the induction training should be carried out early enough, preferably before or as soon as newly recruited officers are assigned to their respective MDAs to help them understand the new work environment, which can aid to settle down with ease
- Similar training be conducted for contract staff/local technical staff working in the Civil Service, as a platform to familiarize them with the work scope and culture of the Civil Service
- Among many regulations governing the work and conduct of Civil Servants, there is need to provide at least copies of the Civil Service Code, Regulations and Rules to newly recruited officers
- The need for inclusion into the revised Code, provision for paternal leave. The Task Force to give serious consideration to this
- There is every need to improve the ventilation and other arrangements at the training hall at the Civil Service Training College in order to aid effective learning in a conducive environment
- The need to facilitate the passing into law the bill on Wages and Compensation Commission (WCC) and its coming into full operation without further delay. This is crucial in stemming the growing tide of resentment and disaffection looming across the Civil Service due mainly to disparity in pay.

6.0 Conclusion

The essence of conducting the Induction Training cannot be over-stated. Though it came at a time when newly recruited officers had long been posted to their respective MDAs, the inspiring influence of the training on the participants, could create a long-lasting impact on their attitude and approach to work and as well as their performance; and that is the ultimate goal and relevance of such a training.

The conduct of the training, from the planning phase to the implementation stage, was faced with challenges, including the timely availability of funds and coping with Government COVID-19 regulations. However, through effective collaboration and the support of stakeholders, HRMO, through the Directorate of Training and Career Development, was able to carry out the training as intended. Special thanks and appreciation therefore to all those who supported the effort to ensure a successful induction training of an exceptional magnitude and scale ever seen in the history of the Civil Service.

Annex 1.

Introduction of the Chairman by the Director of Training and Career Development: Mr. Matthew M.B. Beckhio

Greetings

The Secretary to Cabinet and Head of Civil Service

The Chairman, Public Service Commission

The Director General of the Human Resource Management Office

Representative of the Secretary to President

Representative of the Financial Secretary

Representative of the Director of Public Sector Reform Unit

The Principal, Civil Service Training College

Colleague Directors at the HRMO, Participants,

Ladies and Gentlemen, Good Morning

Introduction

I want to thank each and every one of you for being here with us this morning. My name is Matthew Beckhio and the Director of Training and Career Development at (HRMO).

I am very pleased to be able to welcome those of you that have been with us for a very long time as well as those who are new to the Civil Service. At this point let me use this opportunity to congratulate our new colleagues in to the Civil Service and by extension welcome them into their fine Ministries. Let me express my sincere appreciation to all of you who generously helped us to be able to grace this occasion at the CSTC.

My role here this morning is to introduce the Chairman of this momentous occasion and for which I am not only excited but I feel proud and privileged to have the opportunity to introduce such a fine gentleman in the Civil Service during this marathon induction training.

It is a source of great pride for all Civil Servants and particularly to HRMO that this brilliant gentleman has opted to chair this occasion throughout the end of this journey. I first met the individual in the UK nearly 14yrs ago when I was pursuing my postgraduate degree at the University of London, University College London. Little did I know he was going to be my boss. His love for Human Capacity Development is undeniable and I must say here that I truly appreciate his guidance at the beginning of my Civil Service journey. I will

never forget how truly inspirational and supportive he was to me and even up to this day and for that I thank him from the bottom of my heart.

Educational Background

The Chairman of this programme has excelled at every level, he is a graduate from Fourah Bay College, in those days referred to as the envious of the lazy ones and holds a Masters of Art Degree from the same institution. He has a Master of Science Degree in Public Administration and Management, from the Institute of Public Administration and Management (IPAM). He is also a Post -Graduate Fellow in Governance and Public Sector Management – At the Evans School of Public Policy. A Hubert Humphrey and a Fulbright Fellow of the University of Washington in the USA. In addition the Chairman is a member of the Chartered Institute of Personnel and Development (CIPD) in the UK. Of course, for other specialised certificates and diplomas in leadership and management he has numerous of them.

Professional Experience

The Chairman is a distinguished Civil Servant who has spent his entire career in the Civil Service. He joined the Sierra Leone Civil Service as an Administrative Officer in the then Establishment Secretary's Office in May 1993. **After seven years as Administrative Officer cadet**, he became Senior Assistant Secretary in December 2000 and on to July 2004. He briefly worked at the Ministry of Agriculture and later he became Deputy Establishment Secretary II, Establishment Secretary's Office, in charge of discipline, retirement, and pension/gratuity, HR Planning and Budgeting, Leave etc. He spent three years in this capacity from July 2005- November 2008.

He later became the 1st Director of HR Planning and Budgeting following the conversion of the Establishment Secretary's Office into the Human Resource Management Office on to February 2016. In March of the same year, he was posted to the Ministry of Finance and Economic Development as Principal Deputy Financial Secretary (PDFS) where he served for two excellent years on to April, 2018.

The Chairman is nationally and internationally admired by his colleagues and more especially those who worked and those who are currently working with him. His extraordinary intellectually ability and his exceptional honesty, fairness, integrity and hardworking earned him the current position he holds today as the Director General, Human Resource Management Office in April, 2018.

Furthermore, the Chairman of this programme is the Commissioner of Oath and also the Vice President for West Africa-African Public Sector Human Resource Management Network. In addition, he is currently the IMPREST Administrator for EU MAPE support project to PSC and HRMO in the EU Governance Reform Agenda in Sierra Leone.

His passion for civil servants and their value in the work place is shown by his commitment to encouraging them to value themselves and their roles. In 2021, the Chairman was awarded the Sierra Ovation Award for his Outstanding Leadership in Public Service.

Family Affairs

The Chairman of this programme is happily married and blessed with three children.

Conclusion

What you probably don't know about the Chairman is that he has shown us nothing but support, leadership and compassion for effective and efficient service delivery to this nation over the years.

I am not only excited but indeed a great honoured to present this most abled and distinguished Chairman and I want you to join me in welcoming the Director General of Human Resource Management Office, Ansu S. Tucker.

Annex 2.

Chairman's Opening Remarks: Mr Ansu S. Tucker

The Secretary to President, the Secretary to Cabinet & Head of the Civil Service, the Chairman Public Service Commission, the Ag. Secretary to the Vice President, Director Public Sector reform Unit, the Principal Civil Service Training College, Directors in HRMO, colleague Civil Servants, distinguished ladies and gentlemen, it is my pleasure and I feel gratified to be your host for this all-important event to induct our newly recruited Civil Servants. Let me take this singular honour to first of all congratulate you all on your appointments to various positions in the Civil Service and to also welcome you to this noble family of distinguished personalities carefully selected for your individual talents, skills and knowledge.

As you are in no doubt aware, human capital development is at the heart of Government's Agenda. In order to give effect to this agenda, the HRMO in collaboration with the Recruitment Agencies (mainly PSC, HSC, and the J&LSC) had embarked on recruitment of mainly middle-level manpower to fill the capacity gaps in the Civil Service. The challenge of a "missing middle level" had plagued the Civil Service for a while now dating back to the immediate post-war days which precipitated the recruitment of Local Technical Assistants to fill the capacity gaps in MDAs. In realization of this capacity gap, this Government temporarily lifted the ban on recruitment which ushered in the recruitment of 3,798 personnel from April, 2018 to date in just the Civil Service. The Health Technical Workers constitute a significant proportion of this number (about 3,152), while the remaining proportion (about 646) were recruited through the Public Service Commission.

The role of the Civil Service is critical in meeting the developmental needs of the country as Civil Servants are the technocrats who support the Government of the day in implementing its policies and programmes and ensure that the state machinery is always functional and delivering the much needed service to the people. You should therefore consider yourselves as fortunate to have been carefully selected to a core of specialized cadres to perform the task of this state machinery. You must see yourselves as servants of the people and not as officers who expect to be served. The core responsibility you have is public service which must be discharged fairly, transparently, and diligently. The

Civil Service is a career job, as you will be given the opportunity to learn and build your capacity for a lifelong service to your country. Reward is central to all our endeavours in life but reward without dedicated service is meaningless, so I will entreat you to focus on learning the job to make you marketable.

In human resource development, induction training is a form of introduction for new employees in order to enable them to do their work in a new profession or job role within an organisation. Thus, Induction Training can be systematic or unsystematic. This Induction training is a systematic training intervention delivered by the HRMO to enable participants understand the Civil Service and the roles they are expected to play. This systematic model supplements natural learning in your MDs with a systematic intervention that relates to the organisation's objectives. During the course of this induction training, you will gain a better understanding of your role and the institution of the Civil Service you have joined by the topics that have been carefully selected for facilitation by experienced resource persons. I entreat you to take advantage of this induction training and wish all of you a rewarding engagement.

Let me conclude by thanking our stakeholders for accepting our invitation to this induction training and particularly my staff in the Directorate of Training and Career Development and other Directorates for organising this event. I thank you all for your attention and wish all of us a fruitful deliberation.

Annex 3.

Statement by the Principal, Civil Service Training College: Dr. Mohamed Y. Bangura

Mr Chairman -the Director General of the HRMO, Secretary to Cabinet & Head of Civil Service, Representative to the Secretary to President, Chairman Public Service Commission, Director, Public Service Reform Unit (PSRU), Director of Training & Career Development, Other Directors of the HRMO, Colleague Civil Servants, **I greet you all with a warm welcome to the Civil Service Training College.**

Today is another milestone in the Civil Service of Sierra Leone as we sojourn through the Induction ceremony of 646 Civil Servants in 13 batches. I will Mr. Chairman continue to state that these Civil Servants that are to be inducted today are among others who have received their tickets to Heaven. The main reason is because they have abandoned roads leading to International NGOs, Local NGOs, Banks, Insurance Companies, Mining Companies like Rutile, African Minerals, London Mining, and other Private Sector Organizations.

Before I make a brief explanation on what an Induction is, let me borrow from one Great Educator: Albert Einstein who said and I quote: **“Education is when you learn something, you forget some of it the little that you are able to remember and use it appropriately is what is EDUCATION”**.

To us Civil Servants, I will as Principal State that: “Training is when you go through a body of Knowledge and Skills, you forget some of it, the little that you can remember and use it to positively influence the Public as part of your Job, is what is called TRAINING.

The main purpose of the induction training in the Civil Service is to integrate new employees into the Service and make them understand the Code, Rules, Systems, Procedures and Challenges that obtained . What all of you new recruits shall benefit from the pending induction is enormous:

Firstly, the Induction shall help you as new employees to settle down quickly in the new work environment, and further provide you with a complete sense of belonging.

Secondly, you will have the opportunity to gain additional and or new ideas and skills that will be necessary to handle the ongoing challenges of the work in the Service.

Thirdly, this Induction provides the foundation for In-Service Trainings that are carried out in the Civil Service Training College (as authorized by the HRMO). The trainings involved are in three segments: Short-Term, Mid-Term and Long-Term.

In the short term, you shall have the opportunity to receive trainings in Customer Care, Improved Communication Skills, Records Management, Information Communication Technology, Health & safety at Work etc.

In the Mid-Term, the CSTC in collaboration with HRMO is rolling Certificate, Diploma & Post-Graduate Diploma Courses for 1-2 Years and accredited as a Level-B (Poly-Technique Institution) in Sierra Leone.

While you are today being inducted as Civil Servants, one thing that will enable you to retain your Civil Service ticket to heaven is to be mindful of the word Watch.

W -stands for Watch your Words! **A** -stands for Watch your Actions!
T -stands for Watch your Tongue! **C** -stands for Watch your Character!
H -stands for Watch your Habits!

In summary ladies and Gentlemen, let me borrow from Chinua Achebe's Things Fall Apart: "If you Wash your hands, you will eat with Kings".

Colleague Civil Servants, with these few words, and once you read, understand and be mindful of the Civil Service Code, Regulations & Rules you shall surely continue to be in the Service with a gradual Progress and Career Development till you officially or naturally exit.

Furthermore, let me remind all inductees that there are ten things we should never forget to keep in our minds at all times as Civil Servants:

1. The correct spelling of your name or names
2. Date of First Appointment
3. Date of Current Appointment
4. Date of Confirmation
5. Your Pin Code
6. Your salary Grade
7. Your current Department
8. Your Line Manager
9. The Director General-HRMO
10. and above all , your Head of Service that also doubles as Secretary to the Cabinet of the Republic of Sierra Leone.

I may now conclude by borrowing wise sayings from Pope Francis born in Argentina on 17 December 1936 , the head of the Catholic Church , the first pope to be a member of the Society of Jesus, the first from the Americas and also the first Pope chosen outside Europe since Gregory III, a Syrian who reigned in the 8th century:

"Rivers do not drink their own water,
Trees do not eat their own fruit,
The sun does not shine on itself,
And Flowers do not spread their fragrance for themselves.

Living for others is a rule of nature.
We are all born to help each other.
No matter how difficult it is...
Life is good when you are happy,
But much better when others are happy because of you”

Mr. Chairman, senior colleagues, colleagues and other Civil Servants, distinguished ladies and gentlemen, while closing my humble remarks as Principal of your College the CSTC, may I end my with: a quote from Things Fall Apart:

“A man who calls his Kinsmen to a feast does not do so to redeem them from starving. They all have food in their houses. When we gather in the moonlight at the village ground, it is not because of the moon. Every man can see it in his own compound. We come together because it is good for us as kinsmen to do so. Therefore Let us continue with the team spirit and enjoy the power of togetherness. Let’s smile not because we don’t have problems but because we are stronger than the problems.”

May I apologize for any under-flow or overflow of the air-conditioners’ as the flow of electricity is highly responsible for such.

WITHOUT MUCH ADO, I THANK YOU ALL FOR COMING TO THIS OCCASION.

Annex 4.

Statement by the Director of Public Sector Reform Unit- Mrs. Georgiana Kamara

Good morning distinguished ladies and gentlemen, standing on existing protocols. Let me extend my thanks to the Director-General and senior management of the HRMO with special reference to the Training and Career Development Directorate for the invitation to grace this opening ceremony.

I bring you greetings from the senior management and staff of the Public Sector Reform Unit, a sub-vented Department established for over 20 years and has its mandate to provide leadership, coordination and technical backstopping in the strategic design, development, implementation, monitoring, evaluation, and reporting on public sector reform programmes. The Unit is supervised by the Office of the Secretary to Cabinet and Head of the Civil Service.

Over the past years, Government, supported by Development Partners, led by the leadership of the Civil Service, has been embarking on wide range of public/civil service sector reform initiatives, key amongst which focuses on capacity building viz a viz to improve the performance of Civil Servants to ensure socio-economic development.

I wish to state that Public Sector Reform initiatives are ongoing, however some of these reform initiatives led by the Unit in collaboration with key stakeholders (Office of the President, PSC, Cabinet Secretariat, HRMO, MOF) for the Civil Service include: Structural Alignment of MDAs, Staff Rationalization, Performance Management System, Pay Incentives, Recruitment to fill the missing middle level, Creation of HR Manager Positions in the MDAs and currently coordinating the establishment of the Wages and Compensation Commission.

The Civil Service as part of the strategic intent in achieving its vision and goal to become an efficient public service provider, now focuses on the management and strengthen of all its human resources. Let me join the clarion call of the leadership of the Civil Service to emphasize the need for qualified and competent personnel that exhibit sense of ethical values.

Capacity Development has been identified as one of the biggest challenges facing Developing Countries all over the world. Sierra Leone is no exception. We support and commend the Human Resource Management Office's strides in its relentless efforts to organize varied programmes to achieve the desired objective.

Induction Training is mandatory for all new recruits into an organization so be it the Civil Service. It provides an opportunity to help integrate inductees into their working environment and prepares them for their new roles.

It is our desired hope that the training acquired will enable you to appreciate the responsibilities of your job and also the ethos of the Civil Service, understanding why the Civil Service exists, understanding your role as a Civil Servants and being accessible and responsive to the needs of the public.

Let me borrow a statement from Galileo which states “You cannot teach a man anything, you can only help him find it within himself”.

You already have your requisite academic qualifications for the jobs you have been appointed into, however getting additional required skills and competencies is a process and ongoing.

The training therefore gives you an opportunity to gain insight into the Civil Service, what are the dos and donts, it will also provide an interactive forum for you to share, explore and discuss concepts and issues related to the general management of the Civil Service as a subset of the wider public sector.

In the course of executing your duties, let me also re-echo the core values which underpin all aspect of your work: Integrity, Honesty, Objectivity and Impartiality.

Let me wish you all success in your endeavours.

Thank you for your attention.

Annex 5.

Statement by the Representative of the Financial Secretary: Mr Samuel E.B. Momoh

Mr. Chairman,

The Secretary to the President,
The Secretary to Cabinet and Head of the Civil Service,
The Director General, Human Resource Management Office,
The Chairman, Public Service Commission,
The Director, Public Sector Reform Unit,
The Principal, Civil Service Training College,
The Directors, Human Resource Management Office,
Colleagues Civil Servants,
Ladies and Gentlemen,

Good morning,

I bring you greetings from the Financial Secretary, who is supposed to make a statement at this programme but he is unavoidably absent due to other official engagements. He has therefore asked me to make this statement on behalf of the Office. He also asked me to extend his unreserved apologies to the Director General, HRMO and the Leadership of the Civil Service for being absent at the opening sessions of the induction trainings for the previous batches. Notwithstanding this, the Ministry of Finance has been part and parcel of all the previous induction trainings, by way of some staff participating as trainees and others as facilitators.

There is a good nexus between the Human Resource Management Office and the Ministry of Finance in terms of Civil Service Personnel needs, cost and funding. The HRMO is responsible for determining the Manpower needs of the Civil Service and the ministry of Finance is responsible to meet the cost of the Manpower needs.

The Ministry of Finance considers this initiative as a laudable one induction is an essential part of on boarding new recruits and familiarizing them with the dos and don'ts of any organization. It is a way to integrate new recruits into the Civil Service and make them understand the systems and procedures. It is usually acclaimed that getting induction process right can help you get new employees and officers on transfer or on promotion to new responsibilities within the Service settle down quickly, get them up to speed with their work and become productive as quickly as possible. By investing time and money into induction training for your workforce, it shows you value them, which in turn, can improve staff productivity, motivation and retention. This is where the Ministry of Finance finds this exercise extremely important in getting value for money.

To demonstrate the importance of Induction Training, the Ministry of Finance in February, 2021 organized a comprehensive four-day induction/orientation programme for its newly recruited staff. The Human Resource Management Office was invited at the opening

session to make a statement. The HRMO was ably represented by the Director, Training and Career Development. Staffs were divided into batches and all Directorates/Departments made presentations. Your colleagues here from the Ministry of Finance can attest to this.

As a way of introduction, the Ministry of Finance is a key arm of the Government of Sierra Leone mandated to formulate and implement sound economic policies and public financial management, ensure efficient allocation of public resources to promote stable economic growth and development in the context of a stable macroeconomic environment.

Our mission is to formulate sound economic policies, maximize revenue mobilization; ensure efficient allocation and accountability of public resources to achieve sustainable economic growth and development in the context of a stable macroeconomic environment.

What do we want to become? A robust, effective and efficient Ministry of Finance with demonstrable capacity to efficiently manage public resources, ensure stable economic environment and attain the highest rate of economic transformation and poverty reduction worthy of emulation by other developing economies.

In exercise of our mandate, we are guided by the following principles of responsible financial management:

1. Formulate and implement fiscal policies to achieve macroeconomic stability;
2. Achieve and maintain prudent levels of outstanding debt of the general government so as not to impose an inequitable burden on future generations and manage prudently the fiscal risks faced by Sierra Leone;
3. Achieve and maintain an appropriate balance between revenues and expenditures of the general government;
4. Manage extractive industries revenues in order to contribute to transformational development and the fiscal responsibility principles, and
5. Provide timely, reliable, and adequate information to the public on fiscal objectives, policies, data, and risks to ensure transparency in the budgetary and financial management of the general government and public enterprises.

The following are our core values Professionalism, Result oriented, Efficiency and effectiveness, Accountability, Transparency, Teamwork, Integrity, and Innovativeness.

Because of the exigency of time, I may not want to border you much about the achievements of the Ministry over the period but I may just want to refer you to the award of the best performing Ministry of the 2020 Fiscal year – the Ministry of Finance.

I will therefore end by encouraging all colleagues to take this Induction Training seriously so that we all contribute to building a productive Civil Service, and by extension a productive Sierra Leone.

I wish us all a rewarding Induction Training. Thank you.

Annex 6.

Statement by the Chairman, Public Service Commission: Mr. Kalilu O. Bah

Let me, on behalf of the Public Service Commission, and on my personal behalf, thank the leadership of the Civil Service in general, and the management of the Human Resource Management Office in particular, the Environmental Managers of the Civil Service, for organizing this Induction Training Programme for newly recruited officers in various cadres of the Civil Service.

Having, successfully gone through the rigorous Recruitment and Selection Procedures of the Public Service Commission a couple months ago, this induction is imperative to effectively orientate you to enable you to familiarize with the work environment and adapt to the work culture of the Civil Service.

The various topics outlined for discussions during this exercise will provide you with the appropriate guidelines for the specific operations of your respective MDAs.

During the Induction, it is expected that the cross fertilization of ideas and thoughts amongst participants on the one hand, and the presenter on the other hand, will stimulate better understanding of your role and responsibilities and place you in a better stead. You will also eventually discover your lost talents.

It is my hope that at the end of the induction you would have grasped the basic rudiments of the administrative principles and practices.

Please be reminded that knowledge and skills are the currencies of the 21st century. These are the tools you utilize in carrying out your invaluable functions/duties.

In my view, ethics and standards are gradually fading away and there is every need to revive these values if we want an effective and efficient Civil Service.

If the common belief that childhood shows the man as the morning shows the day, is anything to go by, then it is appropriate to conclude that the way you conduct yourself at this early stage of your career determines what the future holds for you.

The success of the Induction is ultimately dependent collectively, on your active participation, commitment and the cooperation of the MDs.

On that note, let me thank you for your kind attention and wish successful deliberations.

Annex 7.

Statement by the Representative of the Secretary to the President – Mr Saidu Samura

Mr. Chairman

The Secretary to the Cabinet and Head of the Civil Service

The Chairman, Public Service Commission

The Financial Secretary

The Director, Public Sector Reform Unit

The Principal, Civil Service Training College

Other Senior Civil and Public Servants

Members of the Press

Our Newly recruited civil servants

Distinguished Ladies and Gentlemen

I stand on existing protocols

It is with great pleasure and pride that I am here today, on behalf of the Secretary to the President, who is unavoidably absent, to participate in the Opening Ceremony of the Induction Training for newly recruited Civil Servants. May I therefore take this special opportunity to sincerely congratulate the newly recruited Civil Servants on this significant milestone in your fledgling career.

The Civil Service, as you should know, is the institution responsible for the effective and efficient designing, initiation and implementation of the activities, programmes and projects of government. It relates to the very existence of any State. According to the Sierra Leone Civil Service Code, Regulations and Rules (2011), the Civil Service “ means the executive arm of the Government and comprises all employees of Government, whether appointed on permanent or on contract basis (other than holders of political positions, members of the judiciary, Armed Forces Police, Teachers in Schools and Tertiary Institutions and staff of Parastatals) that advice the Ministers and implement all decisions and policies that are formulated by Government or laws enacted by the Legislature.” The former British Member of Parliament and Minister for Government policy, Rt. Hon. Oliver Letwin speaking in 2013, described the Civil Service as one of the great institutions of state, critical to the continuation and stability of government (PASC, 2013).

Mr. Chairman, distinguished ladies and gentlemen, an employee of the Civil Service is basically employed by the government to impartially initiate and implement policies, programmes and legislations with national development implications. Consequently, as a

Civil Servant, you are expected to work in areas that highly affect the welfare and wellbeing of people. Your work is to provide administrative and technical support to political leaders in the achievement of national development goals. Your work can sometime be simple and straightforward and other times flexible and formidable. You may be required, in the course of your duty, to be transferred from one Ministry, Department or Agency to another without losing your employment status and benefits.

As you are aware, the primary priority of this Government is the enhancement of human capital development. The Government therefore recognizes that an effective and efficient Civil Service is a major factor in enhancing timely and cost –effective service delivery. For the Civil Servants to play this role effectively, training and capacity building are a high priority in the Government's human capital development agenda. Induction Training is a process of acculturating new recruits and providing them with a kind of "survival Kit" of information to help them get settled quickly and comfortably. It aims at equipping inductees with a broad spectrum of understanding of government organizations and operations, work procedures, rules and regulations, and stipulate the requisite values and ethical conduct that Civil Servants must adhere to in the performance of their duties.

Mr. Chairman, the society for Human Resource Management, which is the world's largest HR professional society, describes an employee induction as the process "through which new employees learn and adapt to the norms and expectations of the organization to quickly reach maximum productivity." According to Brown (2005) orienting employees to their workplace and their jobs are the most neglected function in many organizations. This result to poor performance and labour turnover of new employees who have just joined the public sector because new employees are often anxious and uneasy to fit in at the workplace unless there is Induction Training Programme.

The primary objective of this induction training therefore is to ensure that this diverse group of recruits share a common view of the Civil Service, its aims, objectives, principles, tenets, and traditions in order to maintain as homogenous a workforce as possible. It is like an icebreaker meant to ease the new recruits into their new environment, where everything may seem strange and unfamiliar, and prepare them in the shortest possible time to be able to cope with the highs and lows of working in the Civil Service. Thus, this training will help you to be able to acquire the knowledge and skills required to be effective performers in carrying out routine tasks, achieve ministerial goals and targets and enhance productivity.

As you well know, this is just the second phase of the induction training as you may have already gone through the first phase which included your reception at your new Ministry, Department or Agency, the initial briefing by your superiors and the introduction to the workplace. Today, you will put through your paces with a series of lectures and activities to get you up to speed with the duties and demands of the Civil Service. If done

well, the induction process will allow the new recruits to lay a firm foundation for a successful Civil Service career; while a poor induction programme can leave him/her feeling confused, disengaged and with the desire to quit at the slightest opportunity.

Therefore, I advise you all to be focused, committed and steadfast as you set off on this privileged and promising path to career, unlike any other, of national service as a servant of the State. Let us all work committedly to build a strong and effective Public Service, which is crucial in facilitating the achievement of national development goals.

Mr. Chairman, distinguished ladies and gentlemen, on this note, and without much ado, I want to wish that every one of you find fulfilment and success in your new roles and responsibilities as a critical component of the Civil Service of Sierra Leone.

Thank you for your attention.

Annex 8.

Statement by Secretary to Cabinet and Head of Civil Service: Mr. John Sumailah

1. Mr. Chairman, other members of the high table, I am very much delighted to grace the opening ceremony of this all important occasion, which has to do with the conduct of Induction Training for 646 newly recruited Civil Servants

2. Let me therefore use this opportunity to warmly welcome and congratulate our new employees on the occasion of their appointment into the Civil Service of Sierra Leone.

3. As a result of the current global environment, the Civil Service of today is challenged by the fundamentals of governance and effective service delivery to achieve our national aspiration as articulated in the MTNDP 2019 - 2023 as well as accomplishing global agenda (SDGs and the AU Agenda 2063).

4. In addressing this critical challenge, Government is transforming our institutions into effective, inclusive and accountable vehicles for the realization of sustainable development. A major component of the Civil Service reform is recruitment and staffing particularly in the Administrative and Professorial cadres.

5. Strategic reforms are ongoing in both the Civil Service and Public Service, comprising Policy Initiative and Reform, Legislative Review, establishment of Legal and Institutional Framework and MFRs undertaken across MDAs meant to strength performance and effective service delivery.

6. I am also happy to note that the recruitment process for our new officers has been highly competitive. We were able to attract the best talents required for their respective roles in the MDAs.

7. Following this, an effective orientation programme provides numerous benefits: above all the new recruits become acclimatized to their new work environment, essentially assuring the Service a smooth transition of employees into their roles in the MDAs. In this way, it helps you to know the structure of the Civil Service and attitude of the workforce.

8. This orientation training has come months after your assumption of duty. By now I believe our new officers are in many ways familiarizing themselves to the new environment in their respective MDAs.

9. It is expected that during this Induction training, you will be provided with some details regarding:

- the philosophy of the Civil Service: align Civil Service goals and values with those of the employee
- Nature and scope of work
- General conduct at work including the behavioural pattern, dress code, use of office equipment and other utilities

- Schedule training and any special skills necessary to perform your job
- Compensation and benefit

10. We should be mindful that this induction training is one in a series of other engagements along the line that are critical to establishing successful productive working relationships.

11. In conclusion, please permit me to quickly highlight the Core principles of the Civil Service:

(1) Professionalism: highest degree of competence and best practice

(2) Management of Government information and the social media: that all Government information are classified into: Top Secret, Secrete, Confidential and Open Policy. Information to the public must be expressly approved by the Head of Department.

12. Let me once more welcome our new officers into the Civil Service and also taking the liberty to commend the organizers for a well-designed training session. I also wish to express thanks and appreciation to our Development Partners for their support to the Public Sector Reform in Sierra Leone.

13. While wishing us all a rewarding engagement, I have the singular honour and privilege to declare this Induction Training for new Civil Servants formally open.

14. I thank you all for your attention.

Annex 9.

Time Table for Induction Training

DAY 1:

TIME	TOPIC	DURATION	FACILITATOR
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8:30 am – 9:00 am	Registration	30 Mins.	DTCD
9:00 am – 10:30 am	Official Opening	1hr, 30 mins.	Participants
10:30 am – 11:00 am	TEA BREAK	30 Mins	Caterer
11:00 am - 12:30 am	The Structure and Function of the Public/Civil Service & the Reform Agenda	1hr, 30 mins.	Secretary to Cabinet & Head of Civil Service
12:30 am - 2:00 pm	The Public Service Commission and the Ongoing Civil Service Reform	1 hr, 30 mins	Chairman, PSC
2:00 pm – 3: 00 pm	LUNCH	1 hour	Caterer
3:00 pm – 4:30 pm	The Role of HRMO in the Civil Service	1 hr, 30 mins	Director-General, HRMO
END OF DAY ONE			

DAY 2:

TIME	TOPIC	DURATION	FACILITATOR
9:00 am – 9:30 am	Registration	30 mins	DTCD
9: 30 am – 10: 00 am	Recap	30 mins	Participants

10:00 am – 10:30 am	TEA BREAK	30 Mins	Caterer
10:30 am - 12:00 pm	The Structure and Functions of Provincial Administration	1 hr, 30 mins	Mr. A.R. Bayoh, former DG, HRMO
12:00 am - 1:30 pm	The Structure, Functions of the Foreign Service and Civil Service Administration	1 hr, 30 mins	Director-General, MFAIC
1:30 pm – 2: 30 pm	LUNCH	1 hour	Caterer
2:30 pm – 4: 00 pm	The Performance Management System and its Workability in the Civil Service	1 hr, 30 mins	Director, Performance Management, HRMO
END OF DAY TWO			

DAY 3:

TIME	TOPIC	DURATION	FACILITATOR
9:00 am – 9:30 am	Registration	30 mins	DTCD

9: 30 am – 10: 00 am	Recap	30 mins	Participants
10:00 am – 10:30 am	TEA BREAK	30 Mins	Caterer
10:30 am - 12:00 pm	The Civil Service Code, Regulation and Rules for Effective Service Delivery	1 hr, 30 mins	Director-General, HRMO
12:00 am - 1:30 pm	The Public Financial Management Act 2016 and Regulations	1 hr, 30 mins	PDFS, MOF
1:30 pm – 2: 30 pm	LUNCH	1 hour	Caterer
2:30 pm – 4:00 pm	The National Public Procurement Processes and Procedures	1 hr, 30 mins	Chief Executive, NPPA
END OF DAY THREE			

DAY 4:

TIME	TOPIC	DURATION	FACILITATOR
9:00 am – 9:30 am	Registration	30 mins	DTCD

9: 30 am – 10: 00 am	Recap	30 mins	Participants
10:00 am – 10:30 am	TEA BREAK	30 mins	Caterer
10:30 am - 12:00 pm	The Free Quality Education Initiative & its Potential for Human Capital Development	1 Hour	Chief Education Officer, MBSSE
12:00 am - 1:30 pm	The National Medium Term Development Framework and its Nexus with the 2020 Budget	1 hr, 30 mins	Development Secretary, MOPED
1:30 pm – 2: 30 pm	LUNCH	1 hour	Caterer
2:30 pm – 4:30 pm	The Anti-Corruption Commission and its Revised Act of 2020	1 hr, 30 mins	Commissioner, ACC
END OF DAY FOUR			

**EVALUATION FORM FOR THE INDUCTION TRAINING OF NEWLY RECRUITED CIVIL SERVANTS
ORGANISED BY THE HUMAN RESOURCE MANAGEMENT OFFICE**

Instructions to Participants:

Thank you for participating in this training. Please note that there are no WRONG or RIGHT answers in this feedback form. You do not need to indicate your name on the form and your responses are anonymous. Kindly respond to ALL the Questions below to help us improve the quality of future Induction Trainings.

Please tick below, how many days you attended the Induction Training:

Day 1_____Day 2_____Day 3 _____ Day 4_____

For each item below, please circle only ONE appropriate response.

	NOT AT ALL	RESPONSES SOMEWHAT	VERY MUCH
1. The training was well organized	0	1	2
2. The training modules were relevant to my work needs	0	1	2
3. The Facilitators were well prepared	0	1	2
4. The Facilitators were receptive to Participants' comments and questions	0	1	2
5. There was enough time to cover all the materials	0	1	2
6. I expect to use the knowledge acquired/gained from this training	0	1	2
7. The training environment was conducive	0	1	2
8. The quality of the Meals served was good	0	1	2

9. Additional Comments/Recommendations:

Annex 11.

List of Facilitators

No	Name	Designation	MDA
1	Mr John Sumailah	Secretary to Cabinet & Head of the Civil Service	Cabinet Secretariat
2	Mr Ansu S. Tucker	Director-General	Human Resource Management Office
3	Mr. Mohamed Jusu	Secretary	Public Service Commission
4	Mr. Abdul Rahman Bayor	Former Director-General	Human Resource Management Office
5	Mr. Usman C. Conteh	Director of Performance Management	Human Resource Management Office
6	Mr. Alfred Dembe	Ag. Deputy Director of PFMRD	Ministry of Finance
7	Mr. Siaka Koroma	Deputy Director of Training	National Public Procurement Authority
8	Mr. Joseph Samah	Assistant Director of Planning	Ministry of Planning and Economic Development
9	Mrs. Evelyn Yateh	Director of Investigation and Intelligence	Anti-Corruption Commission
10	Mr Amara Sowa	National Programme Coordinator	Ministry of Basic and Senior Secondary Education
11	Mr Edaward Kawa	Director of Administration and Finance	Ministry of Foreign Affairs & International Cooperation

Annex 12: List of Participants

NO	NAME	GENDER	PIN CODE	DESIGNATION	MDA
1	Jacqueline Z.O. Brien-Coker	F	133544	Administrative Officer	Ministry of Lands Housing & Country Planning
2	Mary S. Koroma	F	137956	Procurement Officer	Immigration Department
3	Neneh E. Doherty	F	137851	Procurement Officer	Cabinet Secretariat
4	Lucy Charles	F	137508	Administrative Officer	Ministry of Technical & Higher Education
5	Etta M. Cowan	F	349493	Administrative Officer	Ministry of Technical & Higher Education
6	Sampha W. Robinson	M	135460	Education Officer	Ministry of Technical & Higher Education
7	Mary Conteh	F	110167	Accountant	Ministry of Local Government & Rural Development
8	John Sesay	M	136896	Executive Officer	Ministry of Health & Sanitation
9	Aminata Ansumana	F	137651	Administrative Officer	Ministry Of Social Welfare
10	Jusu K. Sandy	M	136053	Higher Executive Officer	Ministry of Health & Sanitation
11	Ellalyn Yasmin Koroma	F	135456	Education Officer	Ministry of Technical & Higher Education
12	Akim Turay	M	139917	Administrative Officer	Human Resource Management Office
13	Hannah Georgiana Campbell	F	110159	Administrative Officer	Human Resource Management Office
14	Abdulai M. Kamara	M	137552	Administrative Officer	Ministry of Energy
15	Michael J. Anthony	M	137513	Administrative Officer	Ministry Of The Environment

16	Hassan Swaray	M	137973	Procurement Officer	Ministry of Lands Housing & Country Planning
17	Emmanuel Koroma	M	137378	Administrative Officer	Ministry of Local Government & Rural Development
18	Joseph Saffa	M	137539	Administrative Officer	Ministry Internal Affairs
19	Frederick Sao Lansana	M	392960	Administrative Officer	Cabinet Secretariat
20	Marvel E. Bassie	F	351647	Administrative Officer	Ministry of Mines & Mineral Resources
21	Hashim Alhassan	M	138077	Human Resource Officer	Ministry of Mines & Mineral Resources
22	Ahmed K. Banya	M	136740	Senior Procurement Officer	Office Of the President
23	Abie Mary Amara	F	137451	Administrative Officer	Human Resource Management Office
24	Mohamed Wurie Kamara	M	137429	Administrative Officer	Human Resource Management Office
25	Albert Max Thorton	M	600121	Administrative Officer	Human Resource Management Office
26	Wuyata Mattia	F	137984	Assistant Accountant	Human Resource Management Office
27	Jestina Kellie	F	137445	Administrative Officer	Human Resource Management Office
28	Sarah Iye Manyeh	F	138362	Human Resource Officer	Public Service Commission
29	Mariama S. Ganda	F	137391	Administrative Officer	Ministry of Health & Sanitation
30	Isha K. Jalloh	F	137825	Asst. Procurement Officer	Ministry of Health & Sanitation
31	Umfa-Ousman Tony Kallon	M	137527	Administrative Officer	Ministry Fisheries & Marine Resources
32	Ann J. Bockarie	F	132234	Administrative Officer	Local Government Service Commission
33	Odelia M. George	F	137458	Administrative Officer	Public Sector Reform Unit

34	Sama M.K. Banya	M	137575	Administrative Officer	Ministry of Transport & Aviation
35	Mohamed Salieu Sesay	M	139968	Accountant	Ministry of Technical & Higher Education
36	Philip Alfred Tholley	M	137682	Administrative Officer	Ministry Political & Public Affairs
37	Unifa O.T. Kallon	M	137527	Administrative Officer	Ministry Fisheries & Marine Resources
38	Rebecca M. Bonapha	F	330670	Administrative Officer	Ministry of Basic & Senior Secondary Education
39	Mohamed Bah	M	136977	Education Officer	Ministry of Basic & Senior Secondary Education
40	Maada Joe Steven	M	137534	Administrative Officer	Ministry of Transport & Aviation
41	Rita K. Foday	F	110297	Education Officer	Ministry of Basic & Senior Secondary Education
42	Alpha Nyaa	M	138689	M & E Officer	Ministry of Planning & Economic Development
43	Gabriel Foday Janneh	M	138688	Data Analyst & Quality Officer	Ministry of Planning & Economic Development
44	Ezekiel Sorie Bangura	M	139878	Stores & Inventory Control Officer	Ministry of Finance
45	Morlai Issa Kamara	M	137436	Administrative Officer	Ministry of Information & Communication
46	Umaru Sall	M	139974	Records Officer	Ministry of Foreign Affairs & International Cooperation
47	Mahawa Koroma	F	137528	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
48	James Boye-Caulker	M	137606	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
49	Kayode Y. Taju Deen	M	138023	Internal Auditor	Ministry of Finance
50	Evelyn Tanty Akakpo	F	139860	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
51	Ibrahim Madi Janneh	M	137438	Assistant Accountant	Ministry of Gender & Children's Affairs

52	Melvin Tarawalie	M	138167	Planning Officer	Ministry of Planning & Economic Development
53	Etta N. Abdulai	F	138046	Budget Officer	Ministry of Finance
54	Joan Bridget Lawally	F	137966	Budget Officer	Ministry of Finance
55	Abdul Foday	M	219116	Internal Auditor	Ministry of Finance
56	Issa Conteh	M	133576	Internal Auditor	Ministry of Finance
57	Princess Spain Solomon	F	139967	Administrative Officer	Ministry of Defence
58	Catherine K. Conteh	F	330370	Administrative Officer	Ministry of Defence
59	Mamie Gbonda(Nee Brima)	F	137609	Administrative Officer	Ministry of Tourism & Cultural Affairs
60	Dr. Edward M. Conteh	M	210210	Senior Auditor	Ministry of Finance
61	Aminata Jalloh	F	138269	Higher Executive Officer	Ministry of Foreign Affairs & International Cooperation
62	Isatu Joleyn Jalloh	F	137520	Administrative Officer	Ministry of Information & Communication
63	Marian J. Conteh	F	137586	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
64	Fatmata Jarieu Barrie	F	137419	Accountant	Ministry of Information & Communication
65	Elizabeth Sia Jusu	F	137594	Administrative Officer	Ministry of Trade & Industry
66	Umar M. Mansaray	M	137480	Internal Auditor	Ministry of Finance
67	Jamilla Jacinta Koroma	F	138282	Procurement Officer	Ministry of Defense
68	Mohamed Benson Kamara	M	138066	Internal Auditor	Ministry of Defense
69	Kadiatu Y. Kamara	F	137428	Accountant	Ministry of Foreign Affairs & International Cooperation

70	Abdul Rahman Sesay	M	137599	Administrative Officer	Ministry of Youth Affairs
71	Neneh Adama Brima	F	138012	Planning Officer	Ministry of Planning & Economic Development
72	Patricia Abie Seibure	F	137862	Human Resource Officer	Ministry of Planning & Economic Development
73	Mohamed Mustapha	M	137529	Administrative Officer	Ministry of Agriculture & Forestry
74	Elizabeth A. Kamara	F	737486	Fin. Management Officer	Ministry of Finance
75	Adisatu Isatu Lebbie	F	137449	Budget Officer	Ministry of Finance
76	Gibril Bendu	M	137621	Budget Officer	Ministry of Finance
77	Mohamed S.Sesay	M	137640	Economist	Ministry of Finance
78	Sheku S. Conteh	M	137884	Economist	Ministry of Finance
79	Mary Musu Thornton	F	137550	Administrative officer	Ministry of Sports
80	Finnah Koroma	F	137455	Budget Officer	Ministry of Finance
81	Regina M.Max-Dixon	F	133432	Internal Auditor	Accountant General's Department
82	Joseph Kanu Koroma	M	133596	Internal Auditor	Ministry of Finance
83	Samuel Ignicious Lahai	M	137652	Economist	Ministry of Finance
84	Alama Jawara	F	137997	Internal Auditor	Ministry of Finance
85	Thomas Ansumana	M	139912	Administrative officer	Ministry of Agriculture & Forestry
86	Memuna Mattia	F	137628	Economist	Ministry of Finance
87	Luciano M. Sesay	M	133648	Internal Auditor	Ministry of Finance

88	Rugiatu Bah	F	137382	Accountant	Accountant General's Department
89	Isatu Faith Sankoh	F	137421	Accountant	Accountant General's Department
90	Francess K.A. Matturi	F	137570	Administrative officer	Ministry of Finance
91	Martin M. Rogers	F	136860	Legal Officer	Ministry of Finance
92	Amadu Barrie	M	138048	Procurement Officer	Ministry of Finance
93	Victor M.Jusina	F	137813	Procurement Officer	Ministry of Finance
94	Augusta M. Sondai	F	137932	Accountant	Accountant General's Department
95	Ruth N. Abdulai	F	138354	Accountant	Accountant General's Department
96	Hindolo Massallay	M	137634	Accountant	Accountant General's Department
97	James M.S. Lumeh	M	350178	Asst. Director	Ministry of Youth Affairs
98	Osman M Gbonda	M	138044	Procurement Officer	Ministry of Finance
99	Mohamed Muctarr Bah	M	137583	Administrative Officer	Ministry of Finance
100	Edmond J. Kalawa	M	137536	Assistant District Officer	Ministry of Local Government & Rural Development
101	Mariama Bao	F	139951	Information Officer	Ministry of Youth Affairs
102	Josephine Saudatu Musa	F	137568	Assistant Youth Officer	Ministry of Youth Affairs
103	Musu Sedia Mansaray	F	138668	Administrative Officer-P S Office, Kenema	Ministry of Local Government & Rural Development
104	Amara S. Conteh	M	132177	Administrative Officer-P S Office, Kenema	Ministry of Local Government & Rural Development
105	Emmanuel Y.D. Kamara	M	137662	Assistant District Officer, Kenema	Ministry of Local Government & Rural Development

106	Annie Gbetuwa	F	137370	Administrative Officer	Ministry Of Justice
107	Henry Sifoe	M	900506	Accountant	Ministry of Health & Sanitation
108	Monya Sheriff	F	137978	Accountant	Ministry of Health & Sanitation
109	Saata Boima Ansu	F	137427	Accountant	Ministry of Health & Sanitation
110	Yankuba S. Joebai	M	137397	Assistant District Officer	Ministry of Local Government & Rural Development
111	Rashid Fartoma Magbie	M	137467	Administrative Officer	Ministry of Local Government & Rural Development
112	Charles Kpejia Lamin	M	369111	Administrative Officer	Ministry of Local Government & Rural Development
113	Mohamed Coomber	M	392981	Accountant	Accountant General's Department
114	Yusufu Kamara	M	137974	Accountant	Ministry of Youth Affairs
115	Adama Kamara	F	137402	Assistant District Officer	Ministry of Local Government & Rural Development
116	Samuka Kawa	M	137465	Assistant District Officer	Ministry of Local Government & Rural Development
117	Marilyn Kpakiwa	F	137463	Higher Executive Officer	Ministry of Local Government & Rural Development
118	Alkali A. Kamara	M	137398	Administrative Officer	Ministry of Local Government & Rural Development
119	Alicious M. Sama	M	137437	Assistant District Officer - Kambia	Ministry of Local Government & Rural Development
120	Gassimu H. Sheriff	M	137405	Assistant District Officer - Bonthe	Ministry of Local Government & Rural Development
121	Abu Bakarr Panda	M	137512	Assistant District Officer - Moyamba	Ministry of Local Government & Rural Development
122	Mohamed V.S. Dukuray	M	137406	Assistant District Officer - Kailahun	Ministry of Local Government & Rural Development
123	Momoh Fofanah	M	137407	Assistant District Officer - Bombali	Ministry of Local Government & Rural Development

124	Abdul Rilo Kamara	M	376462	Assistant District Officer - Bombali	Ministry of Local Government & Rural Development
125	Edward Fornah	M	137664	Assistant District Officer - Koinadugu	Ministry of Local Government & Rural Development
126	Amara Ibrahim Karim	M	137560	Assistant District Officer - Falaba	Ministry of Local Government & Rural Development
127	Alhaji A.Kamara	M	382172	Assistant District Officer - Tonkolili	Ministry of Local Government & Rural Development
128	Abdulai Koroma	M	396328	Assistant District Officer - Port Loko	Ministry of Local Government & Rural Development
129	Musa A.koroma	M	132315	Administrative Officer	Ministry of Local Government & Rural Development
130	Dusuba Koroma	M	110286	Information Officer	Ministry Of Social Welfare
131	Fatmata Binta Jalloh	F	135207	Fisheries Officer	Ministry Fisheries & Marine Resources
132	Samuel Bonga	M	138031	Accountant	Ministry Of Water Resource
133	Sia Janet Senesie	F	135601	Infor. Comm. Tech Officer	Ministry of Finance
134	Ransford Kamara	M	125599	Infor. Comm. Tech Officer	Ministry of Finance
135	Tiangay Kaikai	F	380079	Administrative Officer	Ministry of Transport & Aviation
136	Aminata Juana Kamara	F	138076	Procurement Officer	Office of the Vice President
137	Bartham K. Otterbein	M	138079	Human Resource Officer	Office of the Vice President
138	Mariama Haja Jah	F	137381	Administrative Officer	Ministry of Basic & Senior Secondary Education
139	Ramatu Kamara	F	139941	Records Officer	Ministry of Lands Housing & Country Planning
140	Joseph Kargbo	M	139983	Records Officer	Ministry of Energy
141	Valentina Kallon	F	139900	Administrative Officer	Human Resource Management Office

142	Patricia F. Kamara	F	137432	Administrative Officer	Human Resource Management Office
143	Gladys Kamara	F	139902	Records Assistant	Ministry of Health & Sanitation
144	Zainab A. Sesay	F	138276	Administrative Officer	Ministry of Mines & Mineral Resources
145	Princess H. Conteh	F	110307	Education Officer	Ministry of Basic & Senior Secondary Education
146	Aminata Amibo Kamara	F	131577	Asst Procurement Officer	Ministry of Health & Sanitation
147	Jonathan Mukeh Foday	M	607765	Procurement Officer	Ministry of Mines & Mineral Resources
148	Victor S. Kabia	M	138043	Procurement Officer	Ministry of Transport & Aviation
149	Mustapha K. Bunduka	M	137394	Administrative Officer	Ministry of Health & Sanitation
150	Brima Nyallay	M	137515	Administrative Officer	Ministry of Planning & Economic Development
151	Minkailu Kamara	M	160336	Snr Records Assistant	Ministry Of Social Welfare
152	Vincent A.H. Ndoinjeh	M	110222	Education Officer	Ministry of Basic & Senior Secondary Education
153	Maseray Fofanah	F	138274	Records Assistant	Ministry of Environment
154	Isatu A. Konneh	F	600449	Senior Planning Officer	Ministry of Planning & Economic Development
155	Mohamed S. Jalloh	M	136972	Executive Officer	Ministry of Gender & Children's Affairs
156	Mohamed K. Bakarr	M	127957	Administrative Officer	Ministry of Basic & Senior Secondary Education
157	David Songa	M	137885	Planning Officer	Ministry of Planning & Economic Development
158	Unisa Mansaray	M	139972	Records Officer	Ministry of Works & Public Assets
159	Mahmoud I. Kiskama-Sheriff	M	138562	Human Resource Officer	Ministry of Basic & Senior Secondary Education

160	Alimatu McIntyre	F	139943	Executive Officer	Ministry of Basic & Senior Secondary Education
161	Alhassan Kamara	M	137677	Human Resource Officer	Ministry of Works & Public Assets
162	Joe Tucker	M	137601	Administrative Officer	Ministry of Lands, Housing & Country Planning
163	Priscilla F. Johnson	F	138090	Records Assistant	Ministry of Health & Sanitation
164	Yvonne F. Carew	F	131008	Administrative Officer	Ministry of Political & Public Affairs
165	Michael T. Sam	M	137936	Human Resource Officer	Ministry of Health & Sanitation
166	Wilfred Paul Wright	M	139991	Human Resource Officer	Human Resource Management Office
167	Amid Fayia Kendor	M	137411	Administrative Officer	Local Government Service Commission
168	Abdul Bangura	M	137418	Administrative Officer	Ministry of Works & Public Assets
169	Rabiatu Bah	F	136922	Executive Officer	Human Resource Management Office
170	Isata Koroma	F	137990	Accountant	Ministry of Local Government & Rural Development
171	Augustine Sahr Lahai	M	137587	Administrative Officer	Public Service Reform Unit
172	Davidson Nicol	M	137946	Internal Auditor	Cabinet Secretariat
173	Victoria Finda Johnny	F	137562	Administrative Officer	Ministry of Environment
174	Aminata Iyatunde Newland	F	132556	Education Officer	Ministry of Basic & Senior Secondary Education
175	Nasiratu Sesay	F	137375	Administrative Officer	Ministry of Mines & Mineral Resources
176	Nmah Nima Sesay	F	604868	Administrative Officer	Ministry of Mines & Mineral Resources
177	Henry Smart	M	135457	Education Officer	Ministry of Technical & Higher Education

178	Edith B. Bangura	F	133586	Audit Assistant	Ministry Of Social Welfare
179	Arnold Osman Sesay	M	137592	Administrative Officer	Ministry of Labour & Social Security
180	Marian M.K.Senesie	F	137376	Administrative Officer	Ministry of Local Government & Rural Development
181	Aaron Baimba Kanneh	M	137935	Budget Officer	Ministry of Finance
182	Carol Tenneh Jambai	F	137623	Budget Officer	Ministry of Finance
183	Mustapha Rogers	M	137632	Budget Officer	Ministry of Finance
184	Mohamed Umaro Musa	M	137659	Economist	Ministry of Finance
185	Nelson Vandy Lemoh	M	137635	Economist	Ministry of Finance
186	Issa Moiwoh	M	137646	Economist	Ministry of Finance
187	Philip Sydney Richards	M	137439	Youth Officer	Ministry of Youth Affairs
188	Frances N. Pessima	F	138181	Budget Officer	Ministry of Finance
189	Abdala D. Kargbo	M	396613	Human Resource Officer	Ministry of Youth Affairs
190	Remilekun Mariam Morsay	F	137947	Human Resource Officer	Ministry of Defence
191	Mark Thaimu Koroma	M	102388	Administrative Officer	Ministry of Information & Communication
192	Ibrahim Bah	M	137510	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
193	Joseph T. Kaitibi	M	137544	Administrative Officer	Ministry of Agriculture & Forestry
194	Mohamed Lamin Kamara	M	138086	Human Resource Officer	Ministry of Sports
195	Mahawa Musa	F	137761	Asst. Procurement Officer	Ministry of Foreign Affairs & International Cooperation

196	Joseph Peter Kaikai	M	602280	Capacity Building & Training Officer	NAMED/OTP
197	Kelvina Abioseh Newstead	F	137494	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
198	Ernest Eric Lavalie	M	137988	Internal Auditor	Ministry of Finance
199	Victoria Mbalu Thomas	F	138056	Accountant	Ministry of Tourism & Cultural Affairs
200	Rebecca M. Borbor-Deen	F	138038	Human Resource Officer	Ministry of Tourism & Cultural Affairs
201	Salberta J. Egbenda	F	737814	Senior Internal Auditor	Ministry of Finance
202	Makalay Kandeh	F	138022	Procurement Officer	Ministry Of Social Welfare
203	Patrick T. Q. Sandi	M	390347	Human Resource Officer	Ministry of Trade & Industry
204	Josephine Kongo	F	137679	Procurement Officer	Ministry of Agriculture & Forestry
205	Isata Yerroh Bah	F	138676	Planning Officer	Ministry of Planning & Economic Development
206	Hannah M. Kanu Koroma	F	137883	Procurement Officer	JLSC/Ministry of Finance
207	Momodu Foday	M	138458	Planning Officer	Ministry of Planning & Economic Development
208	Harold M. Massaquoi	M	137922	Human Resource Officer	Ministry of Agriculture & Forestry
209	Mariama Seray Jalloh	F	138687	M & E Officer	NAMED/OTP
210	Alieu A. B. Conteh	M	138686	Data Analyst & Quality Officer	Ministry of Fisheries & Marine Resources
211	Adama Yealian Bangura	F	133649	Internal Auditor	Ministry of Finance
212	Lamin Bangura Kandeh	M	133581	Internal Auditor	Ministry of Finance
213	Luke Abu Bakarr Koroma	M	370455	Stores & Inventory Control Officer	Ministry of Information & Communication

214	Alhaji Mohamed Jaward	M	394977	Records Officer	Ministry of Information & Communication
215	Kelvina Victiria Davies	M	138035	Human Resource Officer	Ministry of Defence
216	Dauda Sandy	M	137655	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
217	Saliamatu Bah	F	139922	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
218	Fatmata Lassayo	F	137611	Higher Executive Officer	Ministry of Foreign Affairs & International Cooperation
219	Hannah Y. Kamara	F	137533	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
220	Hassan Bangura	M	137629	Procurement Officer	Ministry of Finance
221	Haja Fatmata Jamalie Koroma	F	137457	Administrative Officer	Ministry of Trade & Industry
222	Mattu Sam	F	137369	Administrative Officer	Ministry of Local Government & Rural Development
223	Mustapha Lumeh	M	356688	Procurement Officer	Public Service Reform Unit
224	Ibrahim M. Bangura	M	394677	Records Officer	Ministry of Environment
225	Fatmata Binta Bah	F	137441	Accountant	Accountant General's Department
226	Charles Ngombu Senesie	M	390994	Human Resource Officer	Ministry Of Justice
227	Elizabeth Foday	F	137490	Administrative Officer	Public Service Commission
228	Paul K. Gbetu	M	137861	Human Resource Officer	Human Resource Management Office
229	Faud Sesay	M	138215	Accountant	Ministry of Justice
230	Elizabeth Yatta Mannah	F	137578	Administrative Officer	Ministry of Mines & Mineral Resources
231	James T. Kallay	M	110300	Information Officer	Ministry of Information & Communication

232	Nuwama Kelvin Mustapha	M	139923	Assistant Director	Ministry of Youth Affairs
233	Ibrahim Kamara	M	383348	Administrative Officer	Public Service Commission
234	Ejatu Jalloh	F	137977	Accountant	Office of National Security
235	David J. Williams	M	137668	Human Resource Officer	Office of the Vice President
236	Marie Lahai(Nee Sesay)	F	137613	Internal Auditor	Ministry of Water Resources
237	Idrissa Amara	M	137593	Administrative Officer	Cabinet Secretariat
238	Amadu Tejan Shaw	M	139940	Records Officer	Cabinet Secretariat
239	Matthew Saffa	M	135217	Marine Engineer	Ministry Fisheries & Mineral Resources
240	Sahr Sheku Allieu	M	137470	Administrative Officer	Ministry of Transport & Aviation
241	Hawa Margai	F	139979	Accountant	Ministry of Transport & Aviation
242	Amarth M. Dumbuya	M	137925	Human Resource Officer	Ministry of Local Government & Rural Development
243	Dorlina Isha Conteh	F	137424	Accountant-DHMT P/Loko	Ministry of Health & Sanitation
244	Bella Smith	M	137444	Administrative Officer	Human Resource Management Office
245	Saffiatu Lamboi	F	138080	Accountant-DHMT Kambia	Ministry of Health & Sanitation
246	Ansumana M. Lahai	M	137929	Human Resource Officer	Human Resource Management Office
247	Rose Emma Johnson	F	137952	Procurement Officer	Ministry of Technical & Higher Education
248	Christiana Naomi Fortune	F	137554	Administrative Officer	Ministry of Technical & Higher Education
249	Bockarie D. Koroma	M	137413	Accountant	Ministry of Foreign Affairs & International Cooperation

250	Amarrah B. Janneh	M	136970	Accountant	Accountant General's Department
251	Augustine Allie	M	135462	Education Officer	Ministry of Technical & Higher Education
252	Yatta Deborah Musa	F	138007	Internal Auditor	Ministry of Political & Public Affairs
253	Sallieu Jalloh	M	137957	Accountant	Accountant General's Department
254	Vida E.G. Boima	F	132878	Administrative Officer	Ministry of Basic & Senior Secondary Education
255	Lansana M.S. Bao	M	137561	Administrative Officer	Human Resource Management Office
256	Abraham P. Caulker	M	132217	Accountant	Accountant General's Department
257	Princess Aminata Cotay	F	137511	Administrative Officer	Ministry of Planning & Economic Development
258	Sylvester M. Macavoray	M	138675	Planning Officer	Ministry of Planning & Economic Development
259	Sia Iye Nyandemo	F	137879	Planning Officer	Ministry of Planning & Economic Development
260	Kumba M. Senesie	F	137387	Administrative Officer	Ministry of Internal Affairs
261	Edmond M. Lavalie	M	138692	M&E Officer	NAMED
262	Haja Fanta Conteh	F	138684	M&E Officer	NAMED
263	Osman Yansaneh	M	137600	Administrative Officer	Ministry of Information & Communication
264	Mannah Ansu Kallon	M	137092	Executive Officer	Ministry of Environment
265	Gabriel P. George	M	138013	Procurement Officer	Ministry of Information & Communication
266	Rosetta M. Conteh	F	137531	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
267	Rebecca Sia Fofanah	F	137509	Administrative Officer	Ministry of Foreign Affairs & International Cooperation

268	Hawah Bah	F	139927	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
269	Christopher James	M	137434	Administrative Officer	Ministry of Planning & Economic Development
270	Darlyn Lucy Brima	F	137602	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
271	Foday Tonkoh kamara	M	362410	Procurement Officer	Ministry of Sports
272	Ishmael Fofanah	M	138003	Internal Auditor	Ministry of Works & Public Assets
273	Emmanuel Tejan Daramy	M	137555	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
274	Samuel Dalaida Landford	M	137548	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
275	Hindolo Alpha Sheriff	M	139988	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
276	Janet Mumcy Jonah	F	137859	Human Resource Officer	Ministry of Local Government & Rural Development
277	John Ibrahim Kamara	M	137547	Administrative Officer	Ministry of Agriculture & Forestry
278	Fatmata Jalloh Turay	F	137610	Higher Executive Officer	Ministry of Foreign Affairs & International Cooperation
279	Samuel N.B. Hubbard	M	137822	Human Resource Officer	Local Government Service Commission
280	Sulaiman Sesay	M	600181	Human Resource Officer	Ministry of Health & Sanitation
281	Gillian K. Katta	M	138028	Human Resource Officer	Ministry of Health & Sanitation
282	Abdulia Jalloh	M	393245	Planning Officer	Ministry of Planning & Economic Development
283	Sarah S. Jone	F	139930	Human Resource Officer	Ministry of Agriculture & Forestry
284	Babatunde Lascandri	M	139944	Human Resource Officer	Ministry of Information & Communication
285	Nyandanya F. Gbonda	F	606513	Snr. Planning Officer	Ministry of Planning & Economic Development

286	Chinmaronie Tucker	M	138049	Accountant	Accountant General's Department
287	Andrew Kabba	M	137955	Budget Officer	Ministry of Finance
288	Sheku Jalloh	M	137882	Human Resource Officer	Ministry of Internal Affairs
289	Claris Agnes Wilson	F	137674	Human Resource Officer	Ministry of Environment
290	Isha Sesay	F	137420	Administrative Officer	Ministry of Works & Public Assets
291	Bernadette A. Kargbo	F	137724	Human Resource Officer	Immigration Department
292	Kadiatu Tutu Turay	F	137622	Administrative Officer	Ministry of Defence
293	Fanta John Bull	F	137669	Youth Officer	Ministry of Youth Affairs
294	Ruth Brima	F	137666	Administrative Officer	Ministry Fisheries & Marine Resources
295	Olayinka Forbie	F	137386	Administrative Officer	Ministry of Tourism & Cultural Affairs
296	Sally Diana Koroma	F	139953	Human Resource Officer	Ministry of Trade & Industry
297	Francis B. Jabati	M	137556	Senior Assistant Secretary	Ministry of Health & Sanitation
298	Rudolph Max Dixon	M	136700	Executive Officer	Ministry of Health & Sanitation
299	Elizabeth Dawonde	F	137663	Budget Officer	Ministry of Finance
300	Musa Lebbie	M	137630	Budget Officer	Ministry of Finance
301	Rahim Sesay	M	137658	Asst. Planning Officer	Ministry of Tourism & Cultural Affairs
302	Ibrahim S. Sawaneh	M	137675	Procurement Officer	Administrator and Registrar General
303	Winston B.M. Minah	M	110164	Asst. Director	Ministry of Youth Affairs

304	Thomas Yormah (JNR)	M	137672	Internal Auditor	Ministry of Energy
305	Yusifu Konto Koroma	M	391896	Records Officer	Ministry Of Justice
306	Daniella Fatmata Sesay	F	135209	Fisheries Officer	Ministry Fisheries & Marine Resources
307	Joseph M.Ganda	M	137400	Administrative Officer	Office of the Vice President
308	Matilda M.K. Sheriff	F	137650	Procurement Officer	Ministry of Political & Public Affairs
309	Hassan Kamara	M	131016	Internal Auditor	Ministry of Social Welfare
310	Foday A. Kallon	M	606310	Finance Management Officer	Ministry of Finance
311	Tigidankay kamara	F	131421	Accountant	Ministry of Technical & Higher Education
312	Ibrahim Kemoh	M	137989	Internal Auditor	Ministry of Basic & Senior Secondary Education
313	Abu Bakar Bangura	F	137608	Accountant	Accountant General's Department
314	Idrissa Richard Lamin	M	110153	Procurement Officer	Ministry of Technical & Higher Education
315	Issa Sannoh	M	139938	Asst. Procurement Officer	Ministry of Water Resource
316	Eugenia Davies	M	138058	Budget Officer	Ministry of Finance
317	Saidu Kabba	M	137970	Budget Officer	Ministry of Finance
318	Mohamed Kabba	M	137971	Accountant	Accountant General's Department
319	Fallah James	M	137461	Accountant	Accountant General's Department
320	Foray Tarawallie	M	602917	Asst. Accountant	Cabinet Secretariat
321	Ibrahim Sie	M	600152	Administrative Officer	Cabinet Secretariat

322	Fatmata S. Kamara	F	137430	Accountant	Accountant General's Department
323	Alhaji S. Mannah	M	137626	Economist	Ministry of Finance
324	Haja Fatima Koroma	F	137641	Economist	Ministry of Finance
325	Ishmael Sandy	M	138004	Economist	Ministry of Finance
326	Joetta P.L. Elliott	F	137542	Administrative Officer	Ministry Of Social Welfare
327	Ibrahim Babatunde Bakarr	M	133630	Internal Auditor	Ministry of Finance
328	Edwin B. Peacock	M	139947	Information Officer	Ministry of Information & Communication
329	Abie Elsie Kaicoombey	F	135593	Software Application Officer	Ministry of Finance
330	Haleema Mahmood	F	138032	Accountant	Ministry of Health & Sanitation
331	Jalloh Ibrahim Wurie	M	137582	Administrative Officer	Ministry of Finance
332	Tom Francis Sesay	M	137530	Administrative Officer	Ministry of Finance
333	Naomi K. Sesay	F	137538	Administrative Officer	Ministry of Environment
334	Mohamed I. Sesay	M	135600	Infra & Comm Officer	Ministry of Finance
335	Baggie Edwin Jusu	M	139885	Stores & Inventory Officer	Ministry of Finance
336	Solomon Banns	M	136827	Snr. Stores & Inventory Officer	Ministry of Finance
337	Nyatta Koroma	F	219433	Internal Auditor	Sierra Leone Police
338	Emmanuel T. Gbondo	M	137657	Economist	Ministry of Finance
339	Augustine J. Fomba	M	388714	Human Resource Officer	Ministry of Lands, Housing & Country Planning

340	Desmond Banya	M	138002	Budget Officer	Ministry of Works
341	Aruna Sandi	M	110332	Research Officer	Ministry of Basic & Senior Secondary Education
342	Jane Gaima	F	137590	Administrative Officer	Ministry of Gender & Children's Affairs
343	Frank Eugene Leo Bockarie	M	365126	Curriculum Dev. Officer	Ministry of Basic & Senior Secondary Education
344	Abu Kargbo	M	110119	Records Officer	Ministry of Transport & Aviation
345	Finda Turnor	F	135045	Administrative Officer	Ministry of Transport & Aviation
346	Dauda Conteh	M	139989	Records Officer	Ministry Fisheries & Marine Resources
347	Julliet Coomber	F	135458	M&E Officer	Ministry of Technical & Higher Education
348	Aruna William Saha	M	138284	Human Resource Officer	Ministry of Technical & Higher Education
349	Alice Sandy	F	135478	Education Officer	Ministry of Technical & Higher Education
350	Yusuf I.Sillah	M	365892	Education Officer	Ministry of Technical & Higher Education
351	Suad Sesay	F	137976	Procurement Officer	Ministry of Health & Sanitation
352	Abibatu Sheriff	F	137385	Administrative Officer	Ministry of Basic & Senior Secondary Education
353	Regina Ngegba	F	374162	Education Officer	Ministry of Basic & Senior Secondary Education
354	Andrew M.Williams	M	137380	Administrative Officer	Office of the Chief Minister
355	Fatmata B. Bangura	F	135042	Administrative Officer	Immigration Department
356	Samuel Samura	M	139945	Records Officer	Immigration Department
357	Salome Bangura	F	137555	Administrative Officer	Ministry of Planning & Economic Development

358	Victor Taylor	M	139954	Human Resource Officer	Ministry of Local Government & Rural Development
359	Lucy Bahungeh Bockarie	F	137372	Administrative Officer	Ministry of Local Government & Rural Development
360	Yankuba A.Sesay	M	138100	Accountant	Local Government Service Commission
361	Kadiatu Wurie	F	384886	Human Resource Officer	Ministry of Health & Sanitation
362	George A.Dambo	M	137597	Administrative Officer	Ministry of Technical & Higher Education
363	Michael Jimmy	M	138741	Snr. Planning Officer	Ministry of Planning & Economic Development
364	Elizabeth King	F	332915	Education Officer	Ministry of Basic & Senior Secondary Education
365	Mariama H. Bangura	F	136902	Executive Officer	Ministry of Health & Sanitation
366	Aminata Conteh	F	137574	Administrative Officer	Ministry of Works & Public Assets
367	Mohamed A. Kallon	M	137878	Planning Officer	Ministry of Planning & Economic Development
368	Baindu Abu	F	137589	Administrative Officer	Ministry of Environment
369	Bintu B.S. Kamara	F	137604	Administrative Officer	Ministry of Internal Affairs
370	Matthew M. Dakowa	M	138677	Planning Officer	Ministry of Planning & Economic Development
371	Seres Bayoh	F	137389	Accountant	Ministry of Energy
372	Zainab Sesay	F	137581	Administrative Officer	Ministry of Energy
373	Andre Forde	M	137460	Administrative Officer	Ministry of Planning & Economic Development
374	Elizabeth Sheriff	F	138674	Planning Officer	Ministry of Planning & Economic Development
375	Ishaika Sheriff	M	139834	Administrative Officer	Ministry of Foreign Affairs & International Cooperation

376	Marilyn S. Kamara	F	137607	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
377	Fatmata I. Kamara	F	110154	Human Resource Officer	Ministry of Internal Affairs
378	Jeremiah Aiah Moigbeh	M	137502	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
379	Fomba Ngebeh	M	139981	Education Officer	Ministry of Basic & Senior Secondary Education
380	Kattie Conteh	F	137975	Asst. Accountant	Public Service Commission
381	Patrick Jah	M	137399	Accountant	Ministry of Environment
382	Francis Joseph kebbie	M	137924	Internal Auditor	Ministry of Environment
383	Manjia K. Koroma	F	138694	Infor. Knowledge & Management Officer	NAMED
384	Frederick K. Kamanda	M	137584	Administrative Officer	Ministry of Mines & Mineral Resources
385	Sheku Fofanah	M	137403	Administrative Officer	Ministry of Tourism & Cultural Affairs
386	Fatmata Isatu Bangura	F	132156	Administrative Officer	Ministry of Agriculture & Forestry
387	Hassan Raje Kamara	M	139977	Records Officer	Ministry of Agriculture & Forestry
388	Mohamed Kamara	M	137605	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
389	Isatu Kamara	F	139965	Records Officer	Ministry of Sports
390	Ibrahim Bah	M	137425	Administrative Officer	Ministry of Sports
391	Sia Annie Fangawa Missah	F	137985	Budget Officer	Ministry of Finance
392	Alpha Booboh Kamara	M	137448	Administrative Officer	Ministry of Social Welfare
393	Iye Isatu Gabisi	F	137424	Internal Auditor	Ministry of Finance

394	Sheku Kamara	M	137551	Administrative Officer	Ministry of Information & Communication
395	Abdul Adrian Koroma	M	137549	Administrative Officer	Ministry of Agriculture & Forestry
396	Aminata Kargbo	F	137660	Fin. Management Officer	Ministry of Finance
397	Mohamed Koroma	M	137383	Administrative Officer	Ministry of Youth Affairs
398	Messie Sesay	F	137563	Administrative Officer	Health Service Commission
399	George Sulaiman Kamara	M	137979	Internal Auditor	Ministry of Youth Affairs
400	Amadu Jorjor Jalloh	M	137571	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
401	Ina Margaret Bio	F	138168	Higher Executive Officer	Ministry of Foreign Affairs & International Cooperation
402	Maion Koroma	F	137647	Economist	Ministry of Finance
403	Josephine A. Mamie Mukoh	F	137614	Economist	Ministry of Finance
404	Michael Ngegba Ndoinje	M	137671	Economist	Ministry of Finance
405	Miatta Kamara	F	137637	Administrative Officer	Office of the Vice President
406	Marjoe Margai	F	137865	Human Resource Officer	Cabinet Secretariat
407	Benson Michael Kissime Kamara	M	607693	Budget Officer	Ministry of Finance
408	Andree Saffie Kamara	F	137643	Budget Officer	Ministry of Finance
409	Mohamed Jalloh	M	137625	Budget Officer	Ministry of Finance
410	Sahr Komba Menjor	M	133567	Internal Auditor	Ministry of Finance
411	Leonard Daniel Sesay	M	133590	Internal Auditor	Political Party Registration Commission/MOF

412	Magaret T.S. Lebbie	F	137410	Accountant	Ministry of Information & Communication
413	Muctar Rashid	M	139973	Human Resource Officer	Health Service Commission
414	Morlai Saidu Kamara	M	134576	Economist	Ministry of Finance
415	Mohamed Musa Abu	M	137982	Accountant	Ministry of Technical & Higher Education
416	Amie Tikpeh Jusu	F	138160	Administrative Officer	Ministry of Technical & Higher Education
417	Sidney Eddie Sankoh	M	135459	Education Officer	Ministry of Technical & Higher Education
418	Fendeh M. Kamara	M	135463	Statistician	Ministry of Technical & Higher Education
419	Princess W. Mansaray	F	137953	Human Resource Officer	Public Service Reform Unit
420	Susan Mary Gbanie	F	127691	Administrative Officer	Ministry of Water Resources
421	Alimmamy P. Dumbuya	M	139957	Records Officer	Ministry of Trade & Industry
422	Rugiatu Kalokoh	F	139915	Research Officer	Ministry of Basic & Senior Secondary Education
423	Daniel A. Conteh	M	331655	Education Officer	Ministry of Basic & Senior Secondary Education
424	Saiku Bah	M	137951	Human Resource Officer	Ministry of Basic & Senior Secondary Education
425	Prince Samai	M	139937	Education Officer	Ministry of Basic & Senior Secondary Education
426	Kadiatu Keingo	F	137442	Asst. Accountant	Accountant General's Department
427	Abdul S. Jaffa	M	137847	Internal Auditor	Accountant General's Department
428	Anthony Abu	M	382820	Administrative Officer	Ministry of Finance
429	James Masuba	M	137408	Accountant	Ministry of Social Welfare

430	Emmanuella F. Senesie	F	137409	Administrative Officer	Ministry of Social Welfare
431	Samuella M. Conteh	F	137927	Accountant	Accountant General's Department
432	Nancy Boima Caulker	F	137576	Administrative Officer	Health Service Commission
433	Rosaline S. Fayia	F	139955	Administrative Officer	Ministry of Local Government & Rural Development
434	Jestina T.K. Borbor	F	137992	Accountant	Accountant General's Department
435	Peter Bauns	M	137615	Accountant	Ministry of Environment
436	Elsie C.A. Lisk	F	137519	Administrative Officer	Ministry of Health & Sanitation
437	Mohamed Moiforay	M	138001	Accountant	Accountant General's Department
438	John Balla Marah	M	380789	Curriculum Dev. Officer	Ministry of Basic & Senior Secondary Education
439	Zainab M. Kamara	F	138020	Human Resource Officer	Accountant General's Department
440	Claudette Sesay (Nee O'nelly	F	132547	Accountant	Accountant General's Department
441	Janet M. Lewis	F	110162	Information Officer	Ministry of Foreign Affairs & International Cooperation
442	Julliet Sessie	F	137683	Accountant	Ministry of Agriculture & Forestry
443	Lamin Koroma	M	137580	Administrative Officer	Ministry of Environment
444	John Vandah	M	139964	Records Officer	Human Resource Management Office
445	Fatmata Koroma	F	602438	Administrative Officer	Ministry of Justice
446	Gbessay Lahai	M	136763	Sen. Economist	Ministry of Finance
447	Musa J. Fawundu	M	137423	Administrative Officer	Ministry of Environment

448	Hannah Y. Kanu	F	137377	Administrative Officer	Ministry of Health & Sanitation
449	Ndemowoma Y. Mustapha	F	391900	Asst. Youth Officer	Ministry of Youth Affairs
450	Osman Sesay	M	102211	Asst. Procurement Officer	Ministry Fisheries & Marine Resources
451	Gladys G. Lincoln	F	137450	Administrative Officer	Ministry of Planning & Economic Development
452	Florence N.Roberts	F	138067	Procurement Officer	Office of the Chief Minister
453	Ann-Marie V.M. Baimba	F	138469	Budget Officer	Ministry of Finance
454	Yama Sesay	F	138024	Accountant	Ministry of Works & Public Assets
455	Mohamed Lamin Kallon	M	376824	Education Officer	Ministry Fisheries & Marine Resources
456	Moses Joe Vamboi	M	361211	Accountant	Ministry of Basic & Senior Secondary Education
457	Isata Masha Lukay	F	137857	Budget Officer	Ministry of Environment
458	Patricia Kamara	F	137827	Administrative Officer	Ministry of Finance
459	Eva E. Koroma	F	137388	Stores & Inventory Management Officer	Ministry of Transport & Aviation
460	Fatmata Patricia Sesay	F	139932	Stores & Inventory Management Officer	Ministry of Defence
461	Junisa Babah Fofanah	M	139881	Stores & Inventory Management Officer	Office of the President
462	Sarah Kosseh	F	137579	Administrative Officer	Ministry of Local Government & Rural Development
463	Dennis Sankoh	M	137588	Administrative Officer	Ministry of Finance
464	Lamin Manley	M	137517	Administrative Officer	Ministry of Mines & Mineral Resources
465	Fatmata Kamara	F	137466	Administrative Officer	Ministry of Sports

466	Eustace Godwin	M	137569	Administrative Officer	Ministry of Works & Public Assets
467	Maada Sellu Lungay	M	137537	Administrative Officer	Ministry of Defence
468	Monjama E. Kallon	F	137572	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
469	Ansumana Kamara	M	137577	Administrative Officer	Ministry Of Labour & Social Security
470	Haja Marie Kamara	F	737485	Fin. Management Officer	Ministry of Finance
471	Fatmata Bintu Kamara	F	128273	Administrative Officer	Ministry of Lands Housing & Country Planning
472	Jonta Foh	F	137521	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
473	Mohamed Kapu Lungay	M	137459	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
474	Fatmata Minah	F	127509	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
475	Franklyna J. M'ewen	F	137980	Accountant	Ministry of Youth Affairs
476	Sajor Sowe	M	137416	Accountant	Ministry of Foreign Affairs & International Cooperation
477	Joseph Ambrose Sandi	M	137526	Administrative Officer	Ministry of Agriculture & Forestry
478	Ehlohi Kadie Brima	F	137566	Administrative Officer	Ministry of Agriculture & Forestry
479	Joshua N.O. Moijueh	M	137591	Administrative Officer	Ministry of Trade & Industry
480	Ibrahim S. Jalloh	M	139961	Records Officer	Ministry of Internal Affairs
481	George Hamilton	M	138025	Accountant	Ministry of Lands Housing & Country Planning
482	Isatu T. Jambai	F	137648	Budget Officer	Ministry of Finance
483	Umaru Tarawally	M	396277	Curriculum Dev. Officer	Ministry of Basic & Senior Secondary Education

484	Zinzi F. Felix-George	F	132828	Research Officer	Ministry of Basic & Senior Secondary Education
485	Momodu Sheku Conteh	M	134646	Curriculum Dev. Officer	Ministry of Basic & Senior Secondary Education
486	Peter Roy Allieu	M	138053	Economist	Ministry of Finance
487	Joseph Powell	M	137518	Higher Executive Officer	Ministry of Foreign Affairs & International Cooperation
488	Ahmed Kebbie Kamara	M	138051	Human Resource Officer	Civil Service Training College
489	Ishaka Massaquoi	M	138685	Data Analysis & Quantity Officer	NAMED
490	Michael Augustine Katua	M	138593	M&E Officer	NAMED
491	Franklyn B. Mahayie	M	137595	Administrative Officer	Immigration Department
492	Daniel B. Conteh	M	137843	Aid. Management Officer	Ministry of Planning & Economic Development
493	Sahr John Panda	M	137431	Accountant	Ministry of Information & Communication
494	Hawanatu Konneh	F	128034	Administrative Officer	Ministry of Information & Communication
495	Aminata Juan Bayoh	F	128034	Internal Auditor	Ministry of Sports
496	N'baba Sheku Kallon	M	602258	Infor. Knowledge, Management Officer	NAMED
497	Yei Grace Pewa	F	137379	Budget Officer	Ministry of Finance
498	Edman A.B.M.Turay	M	137620	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
499	Abdul Rahman Jalloh	M	137661	Administrative Officer	Ministry of Foreign Affairs & International Cooperation
500	Michael Abdulai	M	138306	Planning Officer	Ministry of Planning & Economic Development
501	Adama Deen-Kamara	M	138092	Human Resources Officer	Ministry of Planning & Economic Development

502	Hapsatu Bailor Amara	F	137928	Budget Officer	Ministry of Finance
503	Ibrahim Nyuma	M	137877	Planning Officer	Ministry of Planning & Economic Development
504	Victor G. Thuray	M	137454	Administrative Officer	Ministry of Planning & Economic Development
505	David A.K. Abu	M	737797	Sen. Planning Officer	Ministry of Planning & Economic Development
506	Ibrahim Sorie Jalloh	M	137880	Planning Officer	Ministry of Planning & Economic Development
507	Aminata Ya-Alimamy Frank-Kamara	F	105440	Administrative Officer	Ministry of Tourism & Cultural Affairs
508	Millicient Rachel Baion	F	132327	Procurement Officer	Ministry of Environment
509	John Bosco Momoh	M	137603	Administrative Officer	Ministry of Internal Affairs
511	Jamil Sheriff	M	136857	Sen. Stores & Inventory Officer	Ministry of Finance
511	Daphne Sally-Ann M. Fofanah	F	137724	Administrative Officer	Ministry of Defence
512	David M.Farma(Jr)	M	602316	Administrative Officer	Ministry of Defence
513	Aminata T. Bangura	F	136808	Senior Economist	Ministry of Finance
514	Henry King	M	137567	Administrative Officer	Ministry of Youth Affairs
515	Ruby Akuffo	F	137654	Administrative Officer	Ministry Of Justice
516	Abubakarr Kamara	M	137365	Asst. Youth Officer	Ministry of Youth Affairs
517	Michael Tejan Gbenday	M	900167	Senior Planning Officer	Ministry of Planning & Economic Development
518	Abass Momodu Kargbo	M	137881	Aid.Managementt Officer	Ministry of Planning & Economic Development
519	Saidu M. Conteh	M	138678	Aid. Management Officer	Ministry of Planning & Economic Development

520	Fatmata B. Samura	F	132316	Ag. Senior Asst. Secretary	Ministry of Tourism & Culture
521	Aminata Tucker	F	137360	Youth Officer	Ministry of Youth Affairs
522	Wuyah Amara	F	138026	Accountant	Accountant General's Department
523	Dauda Bai Sankoh	M	139990	Asst. Procurement Officer	Ministry of Health & Sanitation
524	Aminata Sowe	F	136903	Executive Officer	Ministry of Health & Sanitation
525	Abdulrahman Barrie	M	372284	Human Resource Officer	Ministry of Health & Sanitation
526	Cordelia Y. Lukobi Johnson	F	138280	Higher Executive Officer	Ministry of Health & Sanitation
527	Sahr Sewa	M	139920	Information Officer	Ministry of Technical & Higher Education
528	Sarah Balu Koroma	F	107050	Procurement Officer	Ministry of Environment
529	Mahmoud Kamara	M	139919	Information Officer	Ministry of Transport & Aviation
530	Patrick Hoima Makaya	M	137818	Deputy Director	Ministry of Planning & Economic Development
531	Alusine Sorie Jalloh	M	135214	Senior Skipper	Ministry Fisheries & Marine Resources
532	Bockarie Lawrence Lansana Kallon	M	137543	Administrative Officer	Ministry of Works & Public Assets
533	Ann Marie Namina Dumbuya	F	138081	Accountant	Accountant General's Department
534	David Dauda Kargbo	M	137633	Economist	Ministry of Finance
535	Abdulai Mohamed Fofana	M	138063	Economist	Ministry of Finance
536	Aaron Pabai	M	136812	Senior Fin. Mgt. Officer	Ministry of Finance/MOHS
537	Abubakarr Hassan Kargbo	M	131672	Accountant	Accountant General's Department

538	Maada Puawiu Sellu Konteh	M	136693	Snr. Procurement Officer	Ministry of Finance
539	Ishaka Nyallay	M	139913	Aid. Management Officer	Ministry of Planning & Economic Development
540	Sia Ngadie Koroma	F	137452	Administrative Officer	Ministry of Water Resources
541	Ibrahim Saspo Bangura	M	110715	Planning Officer	Ministry of Planning & Economic Development
542	Umaru Brima Lavahun	M	137670	Financial Management Officer	Ministry of Finance
543	Aminata Swarray	F	137673	Human Resource Officer	Ministry of Finance
544	Dauda Solomon Conteh	M	220812	Auditor	Ministry of Finance
545	Mohamed Sheku Kamara	M	138005	Accountant	Accountant General's Department
546	Cyrus Chrispin Ngegba	M	139946	Assistant Director	Ministry of Youth Affairs
547	Solomon Vandí	M	137433	Administrative Officer	Ministry of Water Resources
548	Isatu Veronica Abu	F	138010	Accountant	Accountant General's Department
549	Hasim Fornah	M	367445	Human Resource Officer	Ministry of Labour & Social Security
550	Elizabeth Baby Gogra	F	139952	Stores & Inventory Officer	Ministry of Social Welfare/MLSS
551	Sahr Pessima	M	137540	Administrative Officer	Ministry of Finance
552	Edwin Baimba	M	137417	Accountant	Accountant General's Department
553	Ibrahim Jalloh	M	136613	Executive Officer	Human Resource Management Office
554	Mabinty Sankoh	F	137939	Accountant	Accountant General's Department
555	Andrea Folasade Gray	F	139985	Accountant	Accountant General's Department

556	Juliana Josephine Thornton	F	138059	Accountant	Accountant General's Department
557	Catherine Katumu Kangbai	F	136819	Snr. Economist	Ministry of Finance
558	Emelia Haja Bangura	F	110118	Social Worker	Ministry of Social Welfare
559	Catherine H. Kekura	F	160877	Senior Assistant Secretary	Immigration Department
560	Beindu Hai	F	137656	Economist	Ministry of Finance
561	Morlai Conteh	M	137642	Economist	Ministry of Finance
562	Joseph Johnson	M	138029	Accountant	Accountant General's Department
563	Abraham Francis Langley	M	131495	Sen. Infor. & Comm. Officer	Ministry of Finance
564	Bernadette Sia Mansaray	F	135594	Sys. Software App. Officer	Ministry of Finance
565	Ambalieu Barrie	M	137541	Auditor	Ministry of Finance
566	Christiana Favour Kange	F	607829	Internal Auditor	Ministry of Finance
567	Ibrahim S. Kamara	F	137653	Administrative Officer	Ministry of Defence
568	Rosetta Amie Nyallay	F	138161	Human Resource Officer	Office of the President
569	Suleiman Bayoh	M	139992	Aid. Mgt. Officer	Ministry of Planning & Economic Development
570	Mama Yatta Kanneh	F	137948	Internal Auditor	Ministry of Health & Sanitation
571	Morlai Sillah	M	137817	Internal Auditor	Ministry of Defence
572	Sheka Timbo Jalloh	M	138052	Internal Auditor	Ministry of Finance
573	Christiana Katumu Kongo	F	138009	Internal Auditor	Ministry of Finance

574	Ansu James Feika	M	138673	Aid. Management. Officer	Ministry of Planning & Economic Development
575	Frederick Vandí Kanneh	M	608286	Information Officer	Ministry of Local Government & Rural Development
576	Esther Sesay	F	737352	Snr. Economist	Ministry of Finance
577	Elizabeth Y Bangura	F	132842	Asst. Procurement Officer	Ministry of Basic & Senior Secondary Education
578	Anita Bockarie	F	139997	Information Officer	Ministry of Internal Affairs
579	Abu Bakarr Sidique	M	137691	Procurement Officer	Ministry of Finance
580	Ibrahim Conteh	M	137468	Accountant	Accountant General's Department