



SIERRA LEONE GOVERNMENT

FIFTH SESSION OF THE THIRD PARLIAMENT OF THE SECOND REPUBLIC OF SIERRA LEONE

REPORT OF THE FINANCE COMMITTEE TO THE PARLIAMENTARY SERVICE COMMISSION

1. INTRODUCTION

Mr. Chairman, Honourable Members, **pursuant to Section 74 (4) of the 1991 Constitution of Sierra Leone**, the Committee on Finance and Development met on Tuesday 26th June 2012 to discuss pertinent issues relating to the Salary and Conditions of Service of the Speaker of Parliament as contained in '**Statutory Instrument No.10 of 2012**,' and to accordingly make proposals for the establishment of the Salaries and Conditions of Service for the Speaker of Parliament, Deputy Speaker, the Majority and Minority Leadership, the Party Whips, Members of Parliament, the Clerk of Parliament and the Parliamentary staff.

Pursuant to **Section 48 (1) and Section 56 (3) of the 1991 Constitution of Sierra Leone**, the Salaries and Conditions of Service of His Excellency, the President, the Vice President and the Ministers of State were also discussed and necessary recommendations were made accordingly.

2. ISSUES DELIBERATED UPON

2:1 The Committee dealt with the following issues:

Salaries and Conditions of Service for Members of Parliament and other related matters

In the light of the Statutory Instrument No.10 of 2012 which was laid on the Table of the House on Tuesday 12th June 2012 and titled: "The Speaker of Parliament (Conditions of Service) Order 2012," and pursuant to **Section 74(4) of the 1991 Constitution of Sierra Leone**, the Committee felt a compelling need to take the initiative for a holistic and all-inclusive approach to establish, in-like manner, the salaries and conditions of service for Members of Parliament and Staff of the

Parliamentary Service established by the **Parliamentary Service Act, 2007**.

The Committee further discussed and recommended that:

i. Office Accommodation:

- a. All Members of Parliament be provided an office allowance to establish offices at constituency level to facilitate the handling of issues at constituency level so as to enhance effective constituency representation.
- b. All MPs be provided offices by Government within the precinct of Parliament so as to enable MPs to more effectively prepare for Parliamentary debates and research.

ii. Vehicle loan and Mileage allowance:

- a. That vehicle loans of the equivalent of USD\$ 15000 be provided for each MP at the beginning of every new Parliament, on duty free concessions, and such loans are to be repaid within the life of that Parliament.
- b. A mileage allowance of Le.2000 per mile to and from Parliament, and the head-quarter of each MPs constituency, be paid to Members once a month when Parliament or Oversight Committees are in session.

iii. Overseas traveling: All MPs on official or medical trip abroad should travel "Business Class."

Iv. All MPs who retire after two terms of service in Parliament

- a. Shall retain their Diplomatic Passports
- b. Shall retain the title of "Honourable" for life
- c. Shall be provided free medical services by the state as may be recommended by the Medical Board for local treatment and or for treatment abroad if necessary once every five years.

Pursuant to Section 48 (1) and Section 56 (3) of the 1991 Constitution of Sierra Leone, the Committee exhaustively discussed the Salaries and

Conditions of Service of the His Excellency, the President, who, **by Section 73 (1) of the 1991 Constitution**, is also a Member of Parliament, the Vice President and Ministers of State. The Committee recommends that pursuant to **Section 2 (1) of "The State Salaries, Pensions, Gratuities and other Benefits Act, 2003,"** 'the State Salaries Committee' immediately put necessary modalities in place to establish the salaries and conditions of service for that category of State leadership.

3. **PROCEDURE**

On close scrutiny, the Committee decided that the proposed figures in respect of the Salary and Conditions of Service of the Speaker of Parliament were deserved and befitting the status of the Speaker and therefore recommends it to the House for approval. The Committee, however, used the Speaker's "Salary and Conditions of Service as contained in "Statutory Instrument No.,10 of 2012" as the yard-stick and reference point to determine the Salary and Conditions of Service of all Members of Parliament and Staff of the Parliamentary Service, for onward transmission to the 'Parliamentary Service Commission' (PSC), pursuant to **Sections 14 and 15 (1 & 2) of 'the Parliamentary Service, Act,2007,'** and the 'State Salaries Committee,' pursuant to **Section 2 (1) of 'The State Salaries, Pensions, Gratuities and other Benefits Act, 2003,'** that would entail the Salaries and Conditions of Service of:

- a. The Speaker of Parliament
- b. The Deputy Speaker
- c. The Majority and Minority Leadership of Parliament
- d. The Party Whips
- e. The Members of Parliament
- f. The Clerk and Staff of Parliament

In doing so, the Committee took into consideration:

- i. the recent upward review of the salaries and Conditions of Services of Commissioners of State Commissions, e.g. the Anti-Corruption Commissioners, the Chairman and Commissioners of the National Electoral Commission, the Auditor-General etc
- ii. the current remunerations of Ministers and Deputy Ministers

- iii. the ability of the state to pay, pursuant to Section **3(b) of The State Salaries, Pensions, Gratuities and other Benefits Act, 2003**. The Committee, understandably, solicits the cooperation of the State to meet these recommendations as justified in paragraphs (4. i - iii) below.

**PROPOSED SALARY AND CONDITIONS OF SERVICE EFFECTIVE
1ST JANUARY 2012 (SEE MATRIX)**

4. JUSTIFICATION FOR THE INCREASES

- i. **The Changed role of MPs against the perception and expectation of the constituents.**

Though there is a change in the role of MPs as pioneers of development programmes in their constituencies to one of (1) Representing the people, (2) Making Laws and (3) overseeing Executive functions, people still look up to MPs to bring in development programmes to their constituencies failing which, they are labeled "as having done nothing."

The function of initiating development programmes is now the responsibility of Local Government Councils and such other institutions like NaCSA, SLRA and NGOs. With no "**Constituency Development Fund**" given to MPs as in other jurisdictions like Ghana, Liberia, Guinea etc, whatever development programme is undertaken is mainly at the expense of the MP concerned.

- ii. **Extra- Burdens of MPs:**

The bulk of MPs, particularly Provincial MPs, have to maintain two homes, one in Freetown and another in the Provinces. This has the attendant problem of having to travel in between, vehicle maintenance, coupled with the problem of residential and office accommodation in Freetown. The problems of the MP are further compounded by the unavoidable incidental expenses on the constituents who demand assistance in times of sickness, school and college fees, housing funerals etc, all of which put together, take the lion's share of the MP's pay package.

- iii. **Parliamentary Staffing Problem**

Until January 2012 when the Parliamentary Service Commission was kick-started, Parliament was generally viewed by Civil Servants as a place of

punishment, a dumping ground, where Civil Servants were over- worked with no motivation or incentives. Nobody therefore wanted to be transferred to Parliament and those who were unfortunate to be, ensured that they did not stay beyond the next postings. Parliament had always been grossly under-staffed and the Office of the Establishment Secretary or what is today the 'Human Resource Management Office' (HRMO) had never been helpful. In 2007 for instance, five personnel were posted to Parliament as Clerks, two of whom did not even bother to report for duty. In 2008, all five personnel supposedly posted to Parliament were withdrawn by the Office of the Establishment Secretary and reposted to other MDAs. Of all the personnel posted to Parliament from 1996, only four Senior staff have stayed with Parliament for more than ten years.

Parliament is still grappling with this negative perception and strenuous efforts are being made to re-brand its image. Parliamentary Service advertisements are hardly being answered and some successful candidates have changed their minds after the interview. For instance, twenty young graduates were recently recruited as Clerks to various departments but five of these have already left. **For far too long Parliament has been starved of adequate staff to enhance effective work. For far too long Civil Servants have shied away from working in Parliament. We want to re-brand the image of Parliament to be able to attract and retain staff. We want to be able to pay attractive salaries to attract the best staff and to retain their services.**

5. RECOMMENDATIONS

Mr. Chairman, Honourable Members of the Parliamentary Service Commission, the Committee on Finance and Development unanimously present for your approval, **the Salary and Conditions of Service of the Speaker of Parliament as contained in Statutory Instrument No.10 of 2012, and thereto attached together with the "Proposed Salaries and Conditions of Service of Members of Parliament and Staff of Parliament," as one in-separable, holistic and all-inclusive package of 'Salaries and Conditions of Service for the Parliamentary Service' established by the Parliamentary Service Act,2007.**

The Parliamentary Service Commission is therefore invited to approve the following recommendations:

1. The proposed Salary and Conditions of Service of the Speaker of Parliament as contained in the Statutory Instrument No.10 of 2012 which was laid on the Table of the House on Tuesday 12th June 2012

and titled: "The Speaker of Parliament (Conditions of Service) Order 2012," effective 1st January 2012.

2. The attached proposed Salaries and Conditions of Service structure for all Members of Parliament and Staff of the Parliamentary Service, established by the Parliamentary Service Act, 2007, effective 1st January 2012.

3. Office Accommodation:

- c. All Members of Parliament be provided an office allowance to establish offices at constituency level to facilitate the handling of issues at constituency level so as to enhance effective constituency representation.
- d. All MPs be provided offices by Government within the precinct of Parliament so as to enable MPs to more effectively prepare for Parliamentary debates and research.

4. Vehicle loan and Mileage allowance:

- c. That vehicle loans of the equivalent of USD\$ 15000 be provided for each MP at the beginning of every new Parliament, on duty free concessions, and such loans are to be repaid within the life of that Parliament.
- d. A mileage allowance of Le.2000 per mile to and from Parliament, and the head-quarter of each MPs constituency, be paid to Members once a month when Parliament or Oversight Committees are in session.

5. **Overseas traveling:** All MPs on official or medical trip abroad should travel "Business Class."

6. All MPs who retire after two terms of service in Parliament

- d. Shall retain their Diplomatic Passports
- e. Shall retain the title of "Honourable" for life
- f. Shall be provided free medical services by the state as may be recommended by the Medical Board for local treatment and or for treatment abroad if necessary once every five years.

Mr. Chairman, Honourable Members, the Report of the Committee on Finance and Development reflect and portray the unanimous view of the Committee. I therefore move that the Report of the Committee on Finance and Development be adopted by the Parliamentary Service Commission (PSC) and that the recommendations contained therein be approved.

Hon. Alhaji Mohamed Sufian Kargbo
Chairman.