



SIERRA LEONE GOVERNMENT

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

THIRD REPORT OF THE COMMITTEE ON FINANCE AND DEVELOPMENT

1. Introduction

Mr. Speaker, Honourable Members, the Committee on Finance and Development had continued to deliberate on the list of State Commissions and Agencies of Government forwarded to it by the Secretary to the President through the Clerk of Parliament, on the issue of salaries and or conditions of service that required the approval of Parliament

2. Issues Deliberated upon

2:1 The Committee dealt with the following issues:

- i. The " Salary and Leave Allowance" of the Ombudsman
- ii. Proposed NASSIT monthly Board Fees and Board sitting fees

3. Procedure

The Committee met on Tuesday 12th June 2012 and critically examined the proposed "Salary and Leave allowance" of the Ombudsman and, the NASSIT monthly Board Fees and Board sitting fees

4. The Case of the Ombudsman

The leave allowance of the Ombudsman on appointment in 2008 was pegged at Le2, 500,000 while the 'leave allowances' of the Executive Secretary, Director and Finance Officer are, to date, far higher than what is paid to the Ombudsman. Representations were accordingly made to the Secretary to the President who referred the matter to the Parliamentary Committee on Finance and Development since the salary and other entitlements of the Ombudsman are to be fixed by Parliament.

Recommendation

All matters considered, the Committee unanimously decided that the "Leave Allowance of the Ombudsman" shall be raised to one month salary and back-dated to the 18th March 2008.

Approval for the 30% salary increase requested by the Ombudsman was predicated on the clarification sought from the Financial Secretary on the assertion that a "new rate of 30% of annual salary" had come "into force from the 1st January 2012."

5. **NASSIT Monthly Board Fees and Board Sitting**

The NASSIT Scheme became operational in January 2002. The Board of Trustees was inaugurated three months later in March 2002, from which date the payment of Board fees commenced, and were re-adjusted two years later in 2004. Management's subsequent proposals for a review of the Board and Sitting fees have never been addressed to date. In view of the above, management is proposing a review of fees as follow:

Recommendations

The Committee adjudged the proposed "NASSIT monthly Board Fees and Board sitting fees" to be commensurate to the responsibilities of the Members of the NASSIT Board of Trustees and recommend the following proposed NASSIT monthly Board Fees and Board sitting fees to the House for approval:

1. **Monthly Board fees (After tax)**

		<u>Current</u>	<u>Proposed</u>
a.	Chairman	Le700, 000.00	Le2, 000,000.00
b.	Members	Le630, 000.00	Le1, 400,000.00

2. **Board Sitting Fees (After Tax)**

a.	Chairman	Le266, 560.00	Le500, 000.00
b.	Members	Le254, 800.00	Le400, 000.00

3. **Board Sub-Committees Sitting Fees (After Tax)**

a.	Chairman	Le264,600.00	Le500, 000.00
		254,800.00	Le500, 000.00

4. Mr. Speaker, Honourable Members, the Third Report of the Committee on Finance and Development reflects the unanimous view of the Committee. I therefore move that the Third Report of the Fifth Session of the Committee on Finance and Development be adopted by the House and that the recommendations contained therein be approved.

Hon. Alhaji Mohamed Sufian Kargbo

Chairman

Date.....



SIERRA LEONE GOVERNMENT

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

FOURTH REPORT OF THE COMMITTEE ON FINANCE AND DEVELOPMENT

1. Introduction

Mr. Speaker, 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 make proposals for the establishment of the Salary and Conditions of Service for the '**Parliamentary Service Commission**,' established by '**Parliamentary Service Commission Act, 2007**,' that would entail the Salary and Conditions of Service of the Deputy Speaker, the Majority and Minority leaders, the Party Whips, Members of Parliament, the Clerk of Parliament and the Parliamentary staff that fall under the Parliamentary Service Commission.

Pursuant to **Section 48 (1) and Section 56 (3) of the 1991 Constitution of Sierra Leone**, the Salary and Conditions of Service of the His Excellency, the President, the Vice President and the Ministers of State was tabled for discussion and necessary recommendation was made accordingly.

2. Issues Deliberated upon

2:1_The Committee dealt with the following issues:

4. Salary and Conditions of Service for the Parliamentary Service Commission (PSC) 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 the compelling need to take the initiative for a holistic and all-inclusive approach to establish, in like manner, the salary for all stakeholders of the **Parliamentary Service Commission**, established by the Parliamentary Service Commission Act of 2007.

Pursuant to Section 48 (1) and Section 56 (3) of the 1991 Constitution of Sierra Leone, the Committee was not oblivious of the Salary and Conditions of Service of the His Excellency, the President, the Vice President and the Ministers of State. The Committee recommended that "the State Salaries Committee put immediate modalities in place to establish the salaries and conditions of service for that category.

Procedure

The Committee viewed the proposed figures in respect of the Salary and Conditions of the Speaker of Parliament as deserving and befitting his status. The Committee, however, used the Speaker's "Salary and Conditions of Service as contained in "Statutory Instrument No.,10 of 2012" as a reference to determine the Salary of all stakeholders, across the parliamentary spectrum, for onward transmission to the 'Parliamentary Service Commission' (PSC) and the 'State Salaries Committee,' that would entail the Salaries and Conditions of Service of:

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

Proposed gross salary figures were as follows:

	(Le.)
a. The Speaker of Parliament	- 25,000,000
b. Deputy Speaker	- 20,000,000
c. Majority Leader	- 18,500,000
d. Deputy Majority Leader	- 18,000,000
e. Minority Leader	- 18,000,000
f. Chief Whip	- 17,500,000
g. Minority Whip	- 17,000,000
h. Members of Parliament	- 17,000,000
i. Clerk of Parliament	- 12,000,000
j. Deputy Clerk	- 10,000,000
k. Directors	- 9,000,000
l. Principal Clerks/Managers	- 6,000,000

m. Senior Clerks/Senior Editors	-	5,000,000
n. Clerks/Editors	-	4,500,000
o. Clerical Staff	-	1,500,000
p. Others (Drivers, cleaners etc)	-	650,000

In doing so, the Committee took into consideration:

- i. the recent increase in salaries and Conditions of Services of Commissioners of state commissions, e.g. the ACC, NEC, 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 Act, 2003.**
- 4.** Mr. Speaker, Honourable Members, the Fourth Report of the Committee on Finance and Development reflects the unanimous view of the Committee. I therefore move that the Fourth Report of the Fifth Session of the Committee on Finance and Development be adopted by the House and that the recommendations contained therein be approved.

Hon. Alhaji Mohamed Sufian Kargbo

Chairman

Date.....



SIERRA LEONE GOVERNMENT

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

THIRD REPORT OF THE COMMITTEE ON FINANCE AND DEVELOPMENT

1. Introduction

Mr. Speaker, Honourable Members, the Committee on Finance and Development had continued to deliberate on the list of State Commissions and Agencies of Government, forwarded to it by the Secretary to the President through the Clerk of Parliament, on the issue of salaries and or conditions of service that require the approval of Parliament

2. Issues Deliberated upon

2:1_The Committee dealt with the following issues:

- i. The "Leave Allowance" of the Ombudsman
- iii. NASSIT monthly Board Fees and Board sitting fees
- iv. The Salary and Conditions of Service for the Parliamentary Leadership, Members of Parliament, the Clerk and staff of Parliament.

3. Procedure

The Committee met on Tuesday 12th June 2012 to critically examine the proposed allowances in respect of the Ombudsman and the NASSIT Board of Trustees. Using the proposed "Salary and Conditions of Service" of the Speaker of Parliament as a reference to determine and establish a salary and conditions of service policy for the Parliamentary Service Commission for the Consideration of that Commission and the State Salaries Committee. The Committee, in all the three cases, reached a consensus.

4. **The Case of the Ombudsman**

The leave allowance of the Ombudsman on appointment in 2008 was pegged at Le2, 500,000 while the leave allowance of the Executive Secretary, Director and Finance Officer is far higher than what is paid to the Ombudsman. Representations were accordingly made to the Secretary to the President who referred the matter to the Parliamentary Committee since the salary and other entitlements of the Ombudsman are fixed by Parliament.

Recommendation

Considering all available options, that Committee decided that the Leave Allowance of the Ombudsman shall be 30% of his annual salary in uniformity to the allowances of workers in the Office of the Ombudsman

5. **NASSIT Monthly Board Fees and Board Sitting**

The NASSIT Scheme became operational in January 2002. The Board of Trustees was however inaugurated only three months later in March 2002, from which date the payment to Board fees were re-adjusted two years later in 2004. Management proposals for a review of the Board and Sitting fees have never been addressed to date. In view of the above and other reasons advanced (See Annex 2) Management is proposing review of fees as follow:

Recommendations

The Committee adjudged the proposed NASSIT monthly Board Fees and Board sitting fees to be commensurate to the responsibilities of the Members of the NASSIT Board of Trustees and recommend the following proposed NASSIT monthly Board Fees and Board sitting fees to the House for approval:

1. **Monthly Board fees (After tax)**

		<u>Current</u>	<u>Proposed</u>
a.	Chairman	Le700, 000.00	Le2, 000,000.00
b.	Members	Le630, 000.00	Le1, 400,000.00

2. **Board Sitting Fees (After Tax)**

a.	Chairman	Le266, 560.00	Le500, 000.00
b.	Members	Le254, 800.00	Le400, 000.00

3. **Board Sub-Committees Sitting Fees (After Tax)**

a.	Chairman	Le264,600.00	Le500, 000.00
		254,800.00	Le500, 000.00

5. **Salary and Conditions of Service – The PSC**

In the light of the laying of Statutory Instrument No.10 of 2012, 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 the compelling need to take the initiative for a holistic and all-inclusive approach to establish, in like manner, the salary and conditions of service for all stakeholders of the **Parliamentary Service Commission**, established by the Parliamentary Service Commission Act of 2007.

The Committee viewed the proposed figures in respect of the Salary and Conditions of the Speaker of Parliament as deserving and befitting his status. The Committee, however, used the Speaker's "Salary and Conditions of Service as contained in "Statutory Instrument No.,10 of 2012" as a reference to determine the Salary and Conditions of Service for all stakeholders, across the parliamentary spectrum, for onward transmission to the 'Parliamentary Service Commission' (PSC) and the 'State Salaries Committee,' that would entail the Salaries and Conditions of Service of:

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

Proposed gross salary figures were as follows:

q.	The Speaker of Parliament	-	Le. 25,000,000
r.	Deputy Speaker	-	20,000,000

s. Majority Leader	-	18,500,000
t. Deputy Majority Leader	-	18,000,000
u. Minority Leader	-	18,000,000
v. Chief Whip	-	17,500,000
w. Minority Whip	-	17,000,000
x. Members of Parliament	-	17,000,000
y. Clerk of Parliament	-	12,000,000
z. Deputy Clerk	-	10,000,000
aa. Directors	-	9,000,000
bb. Principal Clerks/Managers	-	6,000,000
cc. Senior Clerks/Senior Editors	-	5,000,000
dd. Clerks/Editors	-	4,500,000
ee. Clerical Staff	-	1,500,000
ff. Others (Drivers, cleaners etc)	-	650,000

In doing so, the Committee took into consideration:

- iv. the recent increase in salaries and Conditions of Services of Commissioners of state commissions, e.g. the ACC, NEC, Auditor-General etc
 - v. the current remunerations of Ministers and Deputy Ministers
 - vi. the ability of the state to pay pursuant to Section **3(b) of the State Salaries Act, 2003.**
- 4.** Mr. Speaker, Honourable Members, the Second Report of the Committee on Finance and Development reflects the unanimous view of the Committee. I therefore move that the Second Report of the Fifth Session of the Committee on Finance and Development be adopted by the House and that the recommendations contained therein be approved.

Hon. Alhaji Mohamed Sufian Kargbo

Chairman

Date.....