



PARLIAMENT OF SIERRA LEONE

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PRESS RELEASE



PARLIAMENT ENDS A 4- DAY MID-TERM PLANNING & OPERATIONAL RETREAT WITH RENEWED FOCUS

In a strategic move aimed at strengthening institutional performance, strategic planning, and operational excellence, the Parliament of Sierra Leone concluded a four-day Mid-Term Planning and Operations Retreat at Companero Bureh Beach. The event started on July 1st and ends on 4th 2025.

The retreat, held under the direction of the visionary and supportive leadership of the Rt Hon. Speaker, Solomon Segehpoh Thomas. The event brought together directors, deputy directors, and senior staff from across all the departments of Parliament for what participants described as a transformative engagement.

The retreat was organised by a cross-departmental planning committee, headed by Mohamed Alpha Jalloh, Director of Training and Strategy at the Centre for Strategy and Parliamentary Studies (CSPS) in Parliament.

The core objective of the retreat was to bolster Parliament's institutional performance, coordination, and planning. Through deep reflection, mid-year reviews, and forward looking strategies, participants validated Parliament's 2024 performance against its planned activities and collectively shaped priorities for the second half of 2025.

Key departmental challenges were identified, with actionable steps proposed to drive improvement across governance, legislative operations, and administrative functions.

Mr. Daniel Kaindaneh, a strategic planning consultant, facilitated critical consultations for reviewing the 2021–2025 Parliamentary Strategic Plan. Participants celebrated progress in areas such as efficiency, effectiveness, and sustainability while acknowledging areas needing further attention. Using SWOT analysis, participants laid the groundwork for the next Strategic Plan (2026–2030), including a refreshed vision and priority focus areas.

The retreat also provided an opportunity to assess the Human Resource Manual, identifying strengths and weaknesses in its implementation. Recommendations were made to ensure alignment with the 2023 Parliament Act, the Employment Act 2022, and international best practices. A proposal for operationalizing the HR framework starting 2026 was developed.

For the first time, Parliament initiated the development of a Risk Management Strategy, identifying both principal and departmental risks. Risk owners were designated, and a framework for integrating risk updates into the Parliamentary Commission, Director, and Management Board meetings was proposed to support tracking and mitigation.

Participants also reviewed departmental mandates with a view to enhancing coordination. Departments were grouped into strategic clusters, and recommendations were made for the allocation of departmental budgets beginning in 2026, a move seen as critical for institutional autonomy and operational efficiency.

A new strategy was drafted for Parliament Open Day, positioning Members of Parliament at the center of public engagement. The event is now tentatively scheduled for the last week of November 2025 and is expected to significantly boost public understanding and trust in Parliament.

The presence of Parliamentary Commission members, Hon. Neneh Lebbie and Hon. Quinton Salia Konneh added weight to the deliberations. Their participation, even on separate days, was seen as a strategic gesture by the Hon. Speaker to deepen collaboration between Parliament's leadership and its administrative service.

In a further show of high level commitment, the Acting Clerk, Mr. Gilbert Bosco Nhabay, and Director General, Mrs. Finda Findosia Fraser attended the retreat, providing critical administrative leadership and support throughout the four days retreat.

The retreat was generously supported by International IDEA, reaffirming their commitment to democratic strengthening and institutional development in Sierra Leone.

As Parliament navigates the challenges and opportunities ahead, this retreat represents a pivotal moment of clarity, courage, and collaboration. With enhanced planning, operational structures, and a renewed sense of purpose, the Sierra Leone Parliament is setting itself on a path that is not only forward-looking but truly future-proof.

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