

IGR SCORECARD 2026

PUBLIC SERVICE REFORM – TREND ANALYSIS (2017–2025)

Strategic Objective: Create an efficient, professional and result-oriented public service that attracts and retains talent while supporting national development.

Year	Status	Score	Assessment
2017	Fragmented Pay Structure	0	No unified compensation framework
2023	Reform Discussions Expanded	0	Need for harmonisation recognised
2025	Wages & Compensation Commission Established	0	Strong institutional progress

Progress Timeline

2017 → Public sector pay structure remained fragmented.

2023 → Reform agenda gained momentum with increasing focus on harmonisation.

2025 → Wages and Compensation Commission established and national pay harmonisation announced.

2026–2027 Outlook → Implementation phase expected, creating conditions for a unified pay and compensation system.

Indicator	Trend
Unified Pay & Compensation System	▲ Positive Upward Trend

IGR Assessment: Although the target had not been achieved by 2025, the establishment of the Wages and Compensation Commission represents a major reform milestone. Sierra Leone has moved from policy discussions to institutional implementation, placing the country on a positive trajectory toward achieving a unified pay and compensation framework.

Sources: MTNDP 2024–2030 (Page 131); Authors Verification; Statement by the Chairman of the Wages and Compensation Commission at the MoICE Weekly Press Conference (10 February 2026).