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**CONCORD TIMES**  
NEWSPAPER

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# 'Death sentence for Sierra Leoneans'

- Killer fuel pump price
- Killer electricity tariff
- Killer airport tax
- Telecom sector to onboard the train

Sierra Leoneans are caught in the web of extreme suffering to the point of death due to an accelerated inflation of basic food commodities precipitated primarily by fuel pump price hike, sharp increase in electricity tariff, and above all a predictable increase in telecom tariff by mobile companies to be soon announced.

"Due to the recent hike in the prices of petroleum products, electricity tariffs, and the foreign exchange rate in the country, the telecommunication sector is expected to normalize its tariff soon," a credible source within the telecom industry states.

Just a month after the increase in the prices of petroleum products from Nle 25 to Nle30, the Electricity Distribution and Supply Authority (EDSA) on October 1st issued a statement announcing a new tariff with nearly hundred percent increment.

"On September 21 I credited my EDSA meter with Le500,000 and I got 178 units, and in just over a week today, I credited the same amount and I got 115 units. What EDSA is not just criminal, it is wicked and evil.EDSA has chosen to somehow transfer the technical and commercial losses to the consumer instead fixing the perennial transmission, network and theft problems with determination," lamented Ade Macauley, a senior citizen.



Dr. Samura M.W Kamara addressing his supporters

**Samura tells supporters: I will never ever betray my people**

Cont. Page 4

## Best teachers to receive presidential award tomorrow



## Health Network-SL calls for ban on Kush



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## LOCAL NEWS

# Health Network-SL calls for ban on Kush

**H**ealth Network Sierra Leone (HN-SL), in collaboration with the Ministry of Health and Sanitation, on Monday 2nd October 2023 observed the 10th World No Alcohol Day at the Bank of Sierra Leone Complex, Kingtom in Freetown on the theme, 'Reduce Alcohol and Reject Harmful Drug and Substance for Better Society- Place a Ban on Kush Trafficking/Consumption and the Misuse of Alcohol.'

The chairman of the program, Mr. Ibrahim Kamara, founder and Executive Director of Direct Respond, recalled 2008 when the Government of India proposed to the United Nations World Health Organization (WHO) for the world to desist from drinking alcohol for a day and that 193 countries in the world signed the declaration.

He went on to inform that the day was chosen in honor of the former Prime Minister of India, Mahata Gandhi who was born in October 1869, lamented that according to the WHO, 3 million people die yearly of alcohol-related illnesses, that most accidents in Sierra Leone (80%) are related to alcohol and other drugs, that over 200 illnesses are caused by alcohol and affirmed that HN-SL is a household name in the country.

In his keynote address, the Permanent Secretary in the Ministry of Internal Affairs, Mr. David Banya asserted that the use of drugs has become problematic in the country due to poverty, unemployment and other socio-economic factors, that the menace affects all sectors in society, that most of those who visit the Mental Home at Kissy for alcohol abuse are between the ages of 15-65 and underscored that the Ministry has made tremendous efforts to reduce drug abuse in the country. According to Mr. David Banya, government needs revenue to develop the country for which they have registered 29 companies some of which locally manufacture alcohol and observed that alcohol is now available in schools and institutions of higher learning.

In his speech, the Executive Director of HN-SL, Mr. Robert Kondima Kargbo revealed that this year's commemoration is witnessed by an upsurge in the consumption of the narcotic Kush



by the country's youthful population that has posed a lot of social and health challenges in the country.

He continued that the theme for this year's commemoration is therefore based on the reduction of alcohol consumption and the eradication of harmful drugs like Kush in the country and furthered that they are using this year as a platform to unequivocally call for the ban on the synthetic drug Kush (K2) Tracking Consumption and the Misuse of Alcohol.

According to Mr. Robert Kondima Kargbo, these synthetic drugs have different side effects than the ones they imitate quoting some few studies conducted by the National Institute on Drug Abuse which state that K2 has proven that it bonds very fast and powerful to the brain but that nevertheless each batch of spice can have different ingredients, making the effects dangerous, unpredictable and different every time.

He went on to disclose that in the long term, young people using mind-altering drugs is especially concerning because brains are still developing in humans until 25, that habitual use of K2/Kush could serve long-term health

effects that exacerbate users' mental illnesses and that long term effects of synthetic drugs include agitation and irritability, confusion, trouble concentrating, hallucinations and violent psychosis.

"Health Network Sierra Leone has been the leading campaigner for the reduction of alcohol contents and its sales since 2013 which resulted to the reduction of percentage in alcohol contents and its sale to persons under 18 years. This activity is therefore an integral part of our mission in the fight against drug abuse in the country. We are therefore using this platform to urge government to place a ban on the menace and put structures in place for the short and long term effects for those that are already affected," the Executive Director of HN-SL underscored.

Representatives of other organizations like the Sierra Leone Standards Bureau, Pharmacy Board of Sierra Leone, WHO, the Freetown City Council and Civil Society Organizations made similar statements underscoring that most of the producers of alcohol products were absent at the meeting and that there is need for incessant public awareness on the dangers of drug

and alcohol abuse.

Others suggested that government must increase taxes on alcohol, enforce laws on drugs and alcohol, call the police on 034204204 for the arrest of Kush dealers, impose Le100 million fine plus two year jail term for dealers, revealed that they have presented a report on how to end the consumption of Kush to the Chief Minister concluding that it is the responsibility of all to help end the menace and assured that government is working assiduously to reduce the importation of drugs into the country.

Participants also highlighted that the National Drug Law Enforcement Agency has developed a five-year strategic plan in addition to the Ministry of Health and Sanitation and partners that have also developed a National Alcohol Policy to end the menace reminding all that it is an offence to deal in drugs.

Highlights of the well-attended event were musical performance by the National Disability Artists Union on the dangers of Kush and interactive discussions by participants.

The Executive Director of HN-SL, Mr. Robert Kondima Kargbo pledged to sponsor the production of the video of the song.



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## LOCAL NEWS

By Yusufu S. Bangura

The June 24th Presidential candidate of the main opposition All People's Congress (APC), Dr. Samura Matthew Wilson Kamara, has told his supporters and party stakeholders that he will never ever betray their trust because they are his strength. "Let me, on the eve of the forthcoming inter-party dialogue, essentially between the APC and the illegitimate Paopa regime, humbly assure you all that I have not and will never betray your trust and confidence. You are always on my mind, in my prayers, and in my plans to build back a stable, peaceful, united and prosperous nation. The party leadership has been and remains very coherent and is firmly determined to advance the interests of the people. Our regular interaction with the international community in our quiet moments has further strengthened the Party's resolve to build a sustainable peaceful, united, democratic and resourceful nation," he ended.

While addressing his supporters at the party's head office in Freetown, Kamara said the deliberate actions of the Chief Electoral Commissioner, Mohamed Konneh and his cohorts of the Commission, in the June 2023 elections, stands as an unforgivable sin against the people of Sierra Leone.

# Samura tells supporters: I will never ever betray my people

He added that Konneh is arrogantly unaware of the fundamental and disastrous implications of his carefully and consciously designed electoral fraud and he has shown no regret or remorse regarding what he has brought upon the people, the loyal voters and the country.

"The people voted for me because they strongly believe that I will credibly work with them to address our abject poverty, a polarized nation and an unbearable rise in the cost of living with the Leone on a free fall, and the cost of basic necessities including fuel, food, transportation, healthcare, education, housing and household electricity rising exponentially since 2018, but Konneh went ahead and announced unverified results, thereby claiming victory and re-election of President Julius Maada Bio," he said.

He said the reason why they should encourage and participate in the political dialogue is that it's the key product of his short meeting with President Bio considered by both of them as the most peaceful recourse to resolve the existing political impasse. Kamara further said the dialogue is



Dr. Samura M.W Kamara addressing his supporters

meant to give peace and diplomacy a chance in solving an impasse that puts the integrity and dishonesty of Konneh and the ECSL at the center, adding that the two are one and they must realise that their action has put the country at the highest risk of development vulnerability and political instability, which has resulted in a funding squeeze and a tarnishing of the country's image.

Dr. Samura went on to say that, the dialogue will also help the country to unravel the truth before Sierra Leoneans and the rest of the world.

"Most importantly, the dialogue offers a unique opportunity for Sierra Leoneans to right the wrongs of the just concluded June 24 elections and restore our democracy which has been ruined because of the quest for power and control by the Bio regime.

## 'Death sentence for Sierra Leoneans'

- Killer fuel pump price
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From Cover

EDSA had submitted that the tariff increase was precipitated by rampant theft of electricity and that the institution was running at a loss.

Airlines in Sierra Leone have also informed the public about the new tax that should be paid by outbound passengers.

"As directed by government of Sierra Leone, there will be an increase in taxes of about one hundred and sixty-five dollars (USD 165.00) for all travel out of Sierra Leone. This new tax takes effect from 1st of December, 2023, hence all ticket issued now for travel from the 1st December, 2023, will attract the new tax."

For the mobile companies, which

are private and profit making entities, there argument is that all other sectors have adjusted their charges as a result of the factors listed above, but it is only the telecommunication sector that has been left unattended.

"We are of the view that if nothing is done to protect the sector from facing economic insolvent it will be counterproductive to the state in terms of revenue generation, youth employment, and providing financial and moral support to national activities. This sector which has been ostensibly neglected is currently one of the highest taxpayers in the country that has the highest rates of youth employment. With no iota of doubt, if the tariff normalization

does not take effect soon, there is a tendency for over 50% of staff within the sector to lose their jobs and there is also a proclivity for the sector to scale down or short down some sites in remote areas where they are spending millions of Leones to provide connectivity. This it will be a burden on the people and government of Sierra Leone which is more the reason that the tariff adjustment is needed now to prevent such shortfall in the sector," Kandeh Sesay, a journalist and newspaper owner.

Kandeh believes that other sectors like the media, sport, entertainment, tourism, education, child welfare, civil society that are currently benefitting hugely from the magnanimity provided by the telecommunication sector will be left to suffer.

A seasoned economist, Mr. Dennis Sankoh has argued that when the cost of producing goods or services is higher than the profit margin, it

will lead to a shutdown of operation. Therefore, he has urged the government of Sierra Leone to intervene by factoring a new tariff adjustment to protect the telecommunication industry from falling or find a win-win situation that will lead to economic equilibrium in the sector.

"If the telecommunications sector continues to face serious economic challenges or crisis it will hurt the economy in terms of services, trade, Corporate Social Responsibility, and employment," he warned, adding by applauding the telecom sector for still being committed to driving investment in the sector.

However, the economic expert is of the view that the constant rise in input costs whilst the tariffs are stagnated at a rate that had been fixed since January 2023, it difficult for the sector to make more gains in terms of investment and creation of jobs in the country. He added that the situation will be further exacerbated by the devaluation of the Leone as against the dollar.

## LOCAL NEWS Best teachers to receive presidential award tomorrow

By Alhaji Haruna Sani



The Sierra Leone Teaching Service Commission (TSC) has informed newsmen through a press briefing that President Bio will be at the Presidential National Best Teachers' Award (PNBTA) to announce the grand prize winners.

The event, which is organised by TSC in collaboration with the Ministry of Basic and Senior Secondary Education (MBSSE), will be held at the Bintumani International Conference Hall tomorrow, October 5, World Teachers Day.

Updating the press about the third edition of the event, Conrad Sackey, Minister of Basic and Senior Secondary Education, said since the launch of the first award ceremony, they made commitment to be improving on the event in each year, stating that there is going to be much improvement in the star prize for this year.

He said the importance of the award among several others is to recognise the work some teachers have been doing that no one has recognised them for. He added that the event will also serve as a motivation to people who may want to come into the profession. Director of Teachers' Management, Marian Abu, explained that there has been a huge turn-out in the number of teachers being nominated for the award since the first edition. "In the first edition, we have

about 200 teachers nominated and the second about 500, while 1037 were nominated for this third edition," she said.

She said out of the 1037 teachers nominated, 320 were shortlisted, 10 from primary and 10 from secondary schools per district. She said there are going to be two final winners from two categories (primary and secondary).

The Teachers Management Director added that there would be five special awards to other set of teachers including disables and poor teachers who are giving their best.

Lans Keifala, designate Chair of TSC, noted that the initiative was conceived against the backdrop of a decade of apathy in the teaching profession.

He said the recommended procedures for the selection of the Best Teacher were based on the principles of inclusiveness and integration within an existing governmental system, entrenched mechanisms, and structures.

He said the eligibility criteria for teachers to be selected are; full-time trained and qualified primary and secondary school teachers in government and government-assisted schools in Sierra Leone, consistent demonstration of high performance and dedication as teachers over at least uninterrupted 10 years of service, demonstration of a

personal philosophy and belief that all students are capable of learning and achieving to their full potential, and evidence of meeting professional standards to be defined in the knowledge, practice and engagement domains.

He concluded that the objectives of the National Best Teacher

Award initiative are: to recognise the value of teachers in the overall human and economic development of Sierra Leone and to promote excellence among teachers by rewarding the most innovative, creative and dedicated teachers, at district and national levels.

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# MINISTRY OF SOCIAL WELFARE

## EXPRESSION OF INTEREST (EOI)

**Procurement Number:** MoSW/EOI/SP/001/2023

**Date of First Issue:** 20<sup>th</sup> September, 2023.

The Government of Sierra Leone has allocated funds to the Ministry of Social Welfare for the Hiring of Qualified Consultant for the Development of the Ministry of Social Welfare's Five-Year Strategic Plan, 2024-2028 and now invites sealed bids from eligible bidders.

Expression of Interests is open to all Constancy Firms that can demonstrate the ability to Develop the Ministry of Social Welfare's Five-Year Strategic Plan, 2024-2028

### TERMS OF REFERENCE FOR THE CONSULTANCY FOR THE DEVELOPMENT OF THE MINISTRY OF SOCIAL WELFARE'S FIVE YEAR STRATEGIC PLAN, 2024-2028

#### Background/Context

The Ministry of Social Welfare is the main organ of government charged with supporting and empowering poor, vulnerable and underprivileged persons and families. The Government has made great strides in the last five years including budget allocation for supporting persons with disabilities, developing and rolling out livelihood support to vulnerable population. Over the next five years, the Government intends to consolidate the gains made while accelerating the delivery of a transformative social welfare system aimed at reducing multidimensional poverty and distress; i.e insufficient access to services: food security, education, affordable social and health care, adequate housing, employment and access to clean water.

#### Purpose of the Consultancy

The purpose of this consultancy is to lead in the conduct of a two-day National Consultative Conference that will have the Development of a five-year Strategic Plan as its overarching outcome. The consultant will undertake a desk review of the Ministry's interventions across various sectors rolling out social welfare services. This includes assessing the various interventions undertaken by the Ministry and examining how they serve to deliver the Ministry's mission and vision. The consultant will provide support in defining a detailed outcomes measurement methodology for the Ministry. The consultant is also expected to work with the Ministry's staff, partners and beneficiaries in a participatory planning process with all key stakeholders thereby ensuring a sense of ownership of the plan.

#### Scope of Work

The Strategic Plan must address, amongst other things, development of strong partnerships among relevant stakeholders (Development Partners, Donor Partners, Local and International Organizations, MDAs, CSOs, beneficiaries) and resource mobilization initiatives and how to more effectively engage government agencies and communities more meaningfully in the realization of the Ministry's mission and vision. The consultant will draw from best practices within similar strategic plans for other government ministries with similar mode of operations.

#### Elements of the plan will include but not limited to:

1. Develop a sound methodology that grounds the strategic plan and facilitates a directional analysis for the Ministry's current operations and the integration of emerging social welfare related issues.
2. Guide stakeholder mapping and consultations and understand, obtain, and analyze qualitative and quantitative data relevant to stakeholders and partners.
3. Develop plans and strategies with clear deliverables, indicators and tools that address the constraints and create the needed support systems and incentives.

4. Develop, validate, finalize and cost the strategic plan 2024-2028, including outcome mapping for monitoring and evaluation
5. Develop a costed annual work plan for FY 2024-2025
6. Recommend methodology and tools for evaluating outcomes and develop monitoring strategy.

#### Specific Tasks

The Consultant will undertake the following tasks:

1. Carry out a desk review of documents relevant to an understanding of the mandate, legal framework and context of the Ministry.
2. Review existing national strategies/actions, laws and policies on social welfare related issues and include them in developing strategic actions.
3. Assess existing interventions undertaken by the Ministry and support the staff in developing risk mitigation strategy for 2024-2028.
4. In consultation with Ministry staff, organize a two-day national consultative conference whose report will form the basis for the development of the draft strategic plan
5. Lead a team in developing the draft Strategic Plan
6. Undertake five (5) regional validation workshops on the draft Strategic Plan
7. Lead a team to finalize the Strategic Plan
8. Develop a costed annual plan from the Five-Year plan

#### Deliverable Outputs

Based on the above, the Consultant shall prepare and complete the five-year strategic plan. This shall entail, among other things the following:

1. A Five-year Strategy with clear deliverables, key milestones, and direct guidance on implementation to strengthen the general operations of the Ministry
2. Establish specific objectives for the monitoring strategy and implement tools for evaluation of the strategy.
3. Present the draft strategic plan for regional validation by key stakeholders.
4. Submit a finalized Strategic Plan

**Expression of Interest must be delivered to the Permanent Secretary's Office, Ministry of Social Welfare, New England on or before FRIDAY 6<sup>TH</sup> OCTOBER, 2023 at 12 NOON.**

#### ALL BIDS MUST BE ACCOMPLISHED BY:

**A valid Business Registration Certificate**

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**Bids will be publicly opened on FRIDAY 6<sup>TH</sup> OCTOBER, 2023 at 12 NOON, in the presence of the bidders and anyone who chooses to attend, at the address below. Late bids will be rejected and returned unopened to bidders.**

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## Job Title: Deputy District Director Reports to: The Secretary

### Job Purpose:

The Deputy Director will be in charge of the operations and general administration, including management of human resource, legal affairs, and coordination of technical inputs from other experts of the Ministry of health and coordination with all the stakeholders in the health sector of those districts.

### Terms of Reference:

1. The office of the Deputy District Director will be responsible for leading the operations of the commission at the district level.
2. Supervise and coordinate the recruitment of all health workers at the district level and submit a report to the Secretary on such activities.
3. Assist in the development of policies and procedures and to ensure compliance with health protocols within the district.
4. Ensure health procedures and guidelines as it's related to health practice are strictly adhered to effective service delivery.
5. Revise policies and procedures to align with best practice and other governing bodies at the district level.
6. Provide consultation regarding district management plans that involve the health and safety of health workers and the entire public at the regional level.
7. To serve as lead focal person in the implementation of the SLHSC activities and programs at the district level.
8. Provide the required information and advice to the commission on its activities and ways of improving health service at the district level.
9. Perform other duties as assigned or requested including attending professional development meetings, in-services and workshop.

### Qualification:

Bachelor's Degree from an accredited University.

### Experience:

- At least 5 years of experience in Social Sciences.

### Working Environment

- The job is an office –based role station in the districts with minor exposure to hazards.

### Job Title: Senior Internal Auditor

#### Reports to: Secretary

### Job Purpose:

Is responsible to implement the internal audit policies and procedures in the commission.

### Terms of Reference:

1. Identify and report weaknesses in internal controls and procedures for corrective measures
2. Participate in the preparation of quarterly and annual internal audit activity report
3. Participate in special audit investigations and make necessary recommendations
4. Prepare audit working paper files in consistent with the audit manual
5. Perform background checks to determine the level of compliance to policies and procedures by the Commission
6. Attend meetings, workshops, conference/ seminal, etc
7. Makes recommendation on routine operational matters
8. Perform any other official duties assigned

### Qualification:

Minimum of a Bachelor Degree in Accounting, Economics or any other related field from an accredited institution.

### Experience:

A minimum of five (5) years relevant experience

### Competencies/ skills

- Oral and Written Communication skills
- Interpersonal skills
- Computer skills
- Planning and organizing skills

### Working Environment

The job is an office –based role station in Freetown with minor exposure to hazards.

### Job Title: Auditor

#### Reports to: Senior Internal Auditor

### Job Purpose:

Responsible for the implementation of the internal audit policies and procedures.

### Terms of Reference:

1. Audit variety of accounting, financial and operating records and procedures to ensure effective compliance
2. Verify financial/transaction report against source records to determine reliability
3. Verify detail of recorded transaction to ensure document are properly recorded
4. Perform background check to determine the level of compliance to policies and procedures.
5. Draft questionnaires, summaries result, draw conclusions and draft report concerning the economy and efficiency of programmers and operations reviewed
6. Prepare audit working paper file in consistent with the audit manual
7. Attend meetings, workshops, conference/seminars etc
8. Make recommendation on routine operational matters.
9. Perform any other official duties assigned

### Qualification:

Bachelor's Degree in Accounting, Economics or related discipline from an accredited University.

### Experience:

A minimum of two (2) years relevant experience

### Competencies/ skills

- Oral and Written Communication skills
- Interpersonal skills
- Computer skills
- Planning and organizing skills

### Working Environment

The job is an office –based role, station in Freetown with minor exposure to hazards. Office station in Freetown

### Job Title: Records Officer

#### Reports to: Senior Records Officer

### Job Purpose:

To assist in the management of health worker records in the SLHSC, ensuring a high level of accuracy, efficiency, and confidentiality. The Job holder will work closely with internal and external stakeholders, including Records managers of Primary and Secondary Health, the payroll unit, and the district's Deputy Directors to assist with the verification of health records.

### Terms of Reference:

1. Assist in creating new health personnel records and updating current records as and when necessary.
2. Assist in the digitization of health personnel records.
3. Manage filing, classification, and storage of records.
4. Manage proper archiving, retrieval, and safe disposal of records.
5. Assist in the processing of health personnel records i.e. recruitment, promotion etc.
6. Assist in the verification of health personnel nationwide.

### Qualification:

Bachelor's Degree in the related discipline from an accredited University.

### Experience:

- At least 1-3 years of experience in a similar role.
- Must have basic knowledge of keeping health personnel records.
- Experience in handling large amounts of data.

### Working Environment

- The job is an office –based role, station in the districts with minor exposure to hazards.

### Job Title: Head of Finance

#### Reports to: Secretary

### Job Purpose:

for goods and services for payments on a daily basis at the Commission Responsible for the implementation of policies and supervise the day-to-day financial operations of the Commission

### Terms of Reference:

1. Supervise staff of the account unit to ensure daily financial activities are efficiently carried out.
2. Co-sign cheque for goods and services for payments on a daily basis at the Commission.
3. Prepare monthly financial statement and review monthly bank reconciliation reports to ensure internal control and cash books submitted are in agreement with bank statement
4. Prepare payment vouchers to facilitate payment for goods and services for the Commission

## From Page 6

5. Prepare and submit annual budget for the Commission
6. Implement fiscal and operational policies at the Commission for effective compliance
7. Makes recommendation and advise the Secretary and Chairman on financial matters
8. Attend workshops, seminars, meeting, conferences etc.

**Qualification:**

A minimum of a Master's Degree in Accounting, Financial Accounting, Economics or other related discipline **plus** a full professional accounting qualification from an accredited institution.

**Experience:**

Minimum of six (6) years of related experience, with at least three (3) years in a supervisory role.

**Competencies/ skills**

- Computer skills
- Oral and Written Communication skills
- Interpersonal skills
- Presentation skills
- People management skills
- Analytical skills
- Planning and organizing skills

**Working Environment**

- The job is an office –based role, station in Freetown with minor exposure to hazards.

**Job Title: Finance Officer****Reports to: Head of Finance****Job Purpose:**

Preparing and verifying financial documents as well as assist in planning budget for the Commission

**Terms of Reference:**

1. Perform daily financial activities at the Health Service Commission to ensure efficient service delivery
2. Assist in preparing monthly financial statement and review of monthly bank reconciliation reports. Ensure that books submitted are in agreement with bank statement
3. Assist in the preparation of annual budget for the Commission assigned
4. Assist in preparing payment vouchers and verify supporting documents for disbursement of funds
5. Implement fiscal and operational policies at the Commission for effective compliance
6. Make recommendations on routine financial matters
7. Attend workshop, seminars, meeting, conferences, etc.
8. Perform any other official duties assigned

**Qualification:**

A minimum of a Bachelor's Degree in Accounting or any other related discipline from an accredited University

**Experience:**

Minimum of three (3) years of relevant experience,

**Competencies/ skills**

- Computer skills
- Oral and Written Communication skills
- Analytical skills
- Planning and organizing skills

**Working Environment**

- The job is an office –based role, stationed in Freetown with minor exposure to hazards.

**Job Title: Monitoring and Evaluation Officer****Reports to: Director, Cooperate Services and Administration****Job Purpose:**

The monitoring Evaluation (M&E) Officer manages the M&E functions of the commission to ensure professional, high-quality communication about the commission's programmatic activities and results. The M&E officer will also play an important role in improving data and information quality management and in strengthening knowledge sharing and learning across the commission's directorate, departments and partners. The M&E Officer will assume responsibility for full cycle monitoring and evaluation of the commission's projects/programs developing appropriate methodology and tools.

**Terms of Reference:**

1. Lead the development of a comprehensive M&E plan and system for the commission's strategic plans.

2. Ensure that all programs and projects adhere to the M&E framework and project management standards of the commission.
3. Develops, implement and assess monitoring frameworks for all the commission's projects/programs for different purposes including funding proposals, National budget allocations etc.
4. Take charge of collating and synthesizing information, updating the monitoring matrix and other monitoring tools in place for both operational and strategic development.
5. Working closely with departmental Heads, provide backstopping and guidance in the performance of the organizational strategic plan.
6. Facilitates the development of framework for project M&E Systems in collaboration with project/program staff, donor, officials of Government's Ministries Department and Agency.
7. Ensure the alignment of M&E activities with program goals
8. Contribute to the development of annual work plans to identify projects /programs targets and ensure inclusion of M&E activities
9. Develop indicator tracking table and other tracking tools as needed to demonstrate the effectiveness, efficiency sustainability, relevance and impact of project's interventions.
10. Aggregate and Analyze data from the various directorates and department of the commission to support management decision making and reporting.
11. Generate monthly or regular indicator reports for tracking progress against key indicators as needed.
12. Perform other relevant duties as requested by the commission.

**Qualification:**

Bachelor's Degree from an accredited University.

**Experience:**

- 3 years working experience in the field.

**Working Environment**

The job is an office –based role, station in the districts with minor exposure to hazards.

**Job Title: Head of Procurement****Reports to: Secretary****Job Purpose:**

Develop procurement strategies that are inventive and cost-effective. Sourcing and engaging reliable suppliers and vendors. Negotiating with suppliers and vendors to secure advantageous terms. Reviewing existing contracts with suppliers and vendors to ensure ongoing feasibility.

**Terms of Reference:**

1. Develop and communicate a procurement business plan; establish, communicate, and implement long-term goals for the department in order to promote effectiveness and efficiency.
2. Request detailed information from heads of department, projects, and programs for the development of an annual procurement plan.
3. Develop and cost-detailed annual procurement plans by vote code for approval of the procurement committee.
4. Manage current procurement policies, procedures, and programs with a focus on their ability to enhance organization value and efficiency.
5. Prepare all bidding documentation for approval of the procurement committee, and undertake further procurement processing action as approved or directed by the committee.
6. Confirming the availability of sufficient budgeted funds.
7. Select the appropriate procurement method.
8. Prepare precise detail specifications and their classification into lots.
9. Define packaging, marking, and delivery instructions.
10. Prepare and issue contract document or Local Purchase Order and Notification of unsuccessful bidders.
11. Contract management including the initiation of advance payments, the processing of invoice for payment, and file closure on completion of all obligations of each party to the contract.
12. Develop and maintain an asset register for the commission.

**Qualification:**

Master's Degree in Procurement, Accounting, Management, Logistics or any related discipline.

**Experience:**

- 5-7 years of related experience, with at least 2-3 years a supervisory role.

**Working Environment**

The job is an office –based role with minor exposure to hazards. Office station in Freetown

From Page 7

**Job Title: Information and Communication Technology (ICT) Officer**  
**Reports to: Director, Corporate Services and Administration**

**Job Purpose:**

The ICT Officer will be responsible for ensuring that ICT systems, equipment and other peripherals are in good working condition and that ICT user department get the necessary support they need to execute their duties.

**Terms of Reference:**

1. Assist in the implementation and maintenance of database design for the commission.
2. Assist ICT management with the procurement and maintenance of all ICT equipment.
3. Assist in the coordination of computer training and support to the commission.
4. Collaborate with system users to develop, implement and modify existing applications where necessary.
5. Participate in the analysis and documentation of systems and formulation of solutions to systems problems and contribute to the development of systems and processes.
6. Operation and maintenance of the Local Area Network (LAN) and Wide Area Network (WAN) systems.
7. Routine tasks, such as backing up data, monitoring network and systems, servers, and peripherals, etc
8. Ensure end user system is running smoothly by proving system administration and maintenance, ensure data protection and provide end-user support.
9. Participate in meetings and budget preparation.
10. Updating the web portal and configuring email and other devices.
11. Perform other duties within the scope and intent of the job as may be assigned from time to time.

**Qualification:**

A Bachelor of Science in Information Technology from a recognized university.

**Knowledge and Experience:**

- Client and personal service.
- Computer and electronics.

**Working Environment**

The job is an office –based role, station in Freetown with minor exposure to hazards.

**Job Title: Confidential Secretary**

**Reports to: Secretary**

**Job Purpose:**

The Confidential secretary will coordinate schedule, provide administrative support and keep related administrative transactions and correspondence confidential.

**Terms of Reference:**

1. Receive, record and compiling correspondence, performing responsible confidential and secretariat work for the commission.
2. Maintain the commissions' calendar and scheduling accommodations for staff.
3. Assist in a variety of administrative details such as preparing the annual departmental budget and monitoring accounts expenditure.
4. Prepare documents pertaining to contractual and legal proceedings.
5. Assist in the supervision of clerical staff and performance evaluation reporting.
6. Maintaining contracts with other government officials, NGOs, and the general public.

**Qualification:**

Diploma in Secretarial Studies or any other related discipline.

**Experience and competence:**

- At least 2 years working experience
- Administration and management skills
- Clerical
- Computer skills
- Client and interpersonal skills

**Working Environment**

- The job is an office –based role, station in Freetown with minor exposure to hazards.

**Job Title: Office Assistant**

**Reports to: Human Resource Officer**

**Job Purpose:**

The Office Assistant will clean all areas of the commission's premises thoroughly with the key aim of enhancing the worker's and clients' experience by having excellent standards of cleanliness.

**Term of Reference:**

1. Clean all carpets and upholstery and remove all unwanted materials.
2. Dust and polish all chairs, tables, and drinking shelves.
3. Polish all brass including bar rails.
4. Dust picture frames and clean picture glasses.
5. Polish filing cabinets.
6. Sweep, wash, and mop floor tiles, marbles, or hearths.
7. Dust all other fixtures and fittings including fire extinguishers and any other surfaces within reach.

**Qualification:**

BECE Certificate

**Experience and competence:**

- At least 1 year working experience
- Should be able to communicate in English

**Working Environment**

The job is an in and out of office –based role, station in the districts with minor exposure to hazards.

**Job Title: Security**

**Reports to: Human Resource Officer**

**Job Purpose:**

Guard, patrol or monitor premises to prevent theft, violence of infractions of rules.

**Term of Reference:**

1. Patrol the premises of the commission to detect and prevent signs of intrusion and ensure the security of doors, windows, and gates.
2. React to alarms and investigate disturbances.
3. Monitor and authorize entrance and departure of employees, visitors, and other persons to guard against theft and maintain the security of premises.
4. Write reports of activities and irregularities such as equipment or property damage, theft or unusual occurrence.
5. Call police or fire department in case of emergency such as fire or the presence of unauthorized persons.

**Qualification:**

The person and read and write

**Experience and Skills:**

- Public safety and security
- Clerical
- Active listening

**Working Environment**

The job is an out of office - based role, station in the districts with minor exposure to hazards.

**Job Title: Driver**

**Reports to: Human Resource Officer**

**Job Purpose:**

To drive staff daily to their desired destination

**Terms of Reference:**

1. Maintaining the vehicle safe and clean
2. To keep vehicle logbook updated
3. Drive under pressure

**Qualification:**

A valid Driver's License and can and read and write

**Experience and Skills:**

- Public safety and security
- Clerical
- Active listening

**Working Environment**

The job is an in and out of office –based role, station in Freetown with exposure to hazards. Office station in Freetown

**Address to the****Ag Secretary**

**Sierra Leone Health Service Commission**

**29 Main Motor Road Brookfields**

**Freetown**

**Closing date is on the 24th October 2023 before the end working hours**



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**Population Services International- Sierra Leone**

**Job Description**

**Communication Intern (EpiC Sierra Leone)**

Job Type: Internship  
 Location: Freetown, Sierra Leone  
 Start Date: Immediately  
 End Date: December 31<sup>st</sup> 2023  
 Reports to: Country Project Manager- EpiC SL  
 Grade: TBD

**Background Introduction**

Population Services International (PSI) Sierra Leone, a network member of the world's leading non-profit social marketing organization. We work to make it easier for people in the developing world to lead healthier lives and plan the families they desire by marketing affordable health products and services. We commit ourselves to contributing to health systems transformation with the government partners and others. We believe in investing in Consumer-Powered Healthcare that keeps pace with the changing health needs of consumers, systematically addresses barriers to positive health behaviors and outcomes, and encourages the most efficient use of available resources.

There are over 9,000 "PSI'ers" around the world. It's a diverse group of entrepreneurs and professionals with an unusually wide range of backgrounds - from the medical industry to the music business - all with unique skills we bring to the job.

PSI seeks a Project Officer/Coordinator to assist with ongoing coordination and management of the EpiC Sierra Leone activities to help increase the coverage of COVID 19 Vaccination in Sierra Leone under the Meeting Targets and Maintaining Epidemic Control (EpiC) Project.

Meeting Targets and Maintaining Epidemic Control (EpiC) is a five-year global project funded by U.S. Agency for International Development (USAID). EpiC receives COVID-19 funding to bolster health systems necessary to address COVID-19 and reduce cases of reemergence.

Currently, EpiC and its consortium members implement COVID-19 activities in more than 45 countries worldwide. The project delivers high-quality technical assistance at the community, facility, district, regional and national levels and builds relationships with relevant partners working to address COVID-19.

EpiC worked hand in hand with Sierra Leone's Expanded Programme on Immunization (EPI) to identify and define gaps that are not currently covered by other partners throughout the country but more especially in the 7 districts that have the lowest COVID-19 vaccine uptake. Through Population Services International (PSI) - Sierra Leone, EpiC will support the Ministry of Health & Sanitation in Sierra Leone and other COVID-19 stakeholders in implementing specific activities aimed at increasing the uptake of COVID-19 Vaccines. This support will principally focus on cold chain systems support; data capturing timeliness, data quality improvement and data analysis enhancement; surge/mass campaign outreach support; community engagement and demand creation for COVID-19 vaccine. Although some of the activities will be implemented nationwide, principal emphasis will be placed in the 7 lowest performing districts identified according to their identified needs.

**General Objective of the Position**

The Communication Intern will support the production of stories, photos and other materials for PSI standards for effective donor and public engagement. He/she will contribute towards the process of researching information and writing and editing articles and other features for PSI social media platforms.

**Key Responsibilities**

- Support the production of stories, photos and other materials in line with PSI standards for effective donor and public engagement;
- Gather and produce resources (stories, photos and video) for effective donor and public engagement;
- Support Communications Coordinator as point person to write tweets, vlogging and blog postings for social media;
- Contribute towards the process of researching information and writing and editing articles and other features for the PSI Annual Report, Magazine and other publications to communicate effectively the PSI brand;
- Support the development of advocacy-oriented communication products in order to ensure that behavioral change is achieved.
- Provide support to other departments engaged in any form of Advocacy and demand generation campaign as assigned by the Communications Coordinator;
- Handle administrative issues (preparing internal requisition etc.) draft Monthly Management Reports (MMR) and weekly schedules;
- Support with creating and spreading communication media, such as presentation, posters, flyers, blog posts, or videos on EpiC Project funded social media platforms – WhatsApp, Twitter, Facebook and Instagram.
- Assist in facilitating all social media engagements.
- Assisting in preparing and maintaining digital communications reports, such as social media content calendars, analytics, media reports, and website updates.
- Contributing to the development of a strategy for digital marketing.
- Helping create an internal employee newsletter, factsheets and other one or two pager documents
- Perform other essential tasks assigned by the communications Coordinator.

**QUALIFICATIONS: EDUCATION/KNOWLEDGE/TECHNICAL SKILLS AND EXPERIENCE**

Qualification required: Bachelor's Degree or Diploma in Mass Communication, Journalism, Advertising or a related field is required.

Experience: Minimum of 1 year of demonstrated experience in producing resources (stories, photos and video), researching information, and writing and editing articles, magazines and other publications.

**Technical Skills & Abilities:**

- Must be able to represent PSI
- Competent in using MS Word, MS Excel and PowerPoint presentation
- Excellent command of English, both written and verbal
- Ability to work under stressful conditions and adapt to local culture and situations and;
- Experience in working in a cross-cultural environment;
- Must be willing and able to travel nationally.

**Interested candidates should submit CV, professional certificates and cover letters indicating the position they are applying for and submit online to the email [recruitment@psi-sl.org](mailto:recruitment@psi-sl.org) before the 6<sup>th</sup> October 2023.**

Population Services International is an Equal Opportunity Employer, promoting gender, equity and diversity. PSI is an Equal Opportunity Employer and encourages applications from qualified individuals regardless of actual or perceived race, religion, color, sex, age, national origin, disability, sexual orientation, marital status, personal appearance, matriculation, political affiliation, family status or responsibilities, gender identity or expression, pregnancy, childbirth, related medical conditions or breastfeeding, genetic information, amnesty, veteran, special disabled veteran or uniform service member status or employment status.



**Guild of Editors - Sierra Leone**

C/O MRCG 145 Circular Road, Freetown.

Email: [editorsguild94@gmail.com](mailto:editorsguild94@gmail.com) Mob:+23276653596

**Public Notice**

**Increase in Advert Pricing for Newspapers**

24<sup>th</sup> March, 2023.

The general public is hereby informed that the Guild of Newspaper Editors – Sierra Leone (GoNE-SL) has reviewed the advert pricing for newspapers as follows:

**Black & White**

No.	Description	Old Price (NLe)	New Price (NLe)
1	Quarter Page (¼)	700	800
2	Half (½)	800	1,200
3	Full Page	1,000	1,500
4	Centre Spread	2,000	3,000

**Coloured**

No.	Description	Old Price (NLe)	New Price (NLe)
1	Full Page	2,500	3,000
2	Centre Spread	5,000	6,000

The cover price remains the same.

Please note that the new pricing takes effect on Monday, 3<sup>rd</sup> April, 2023.

Your cooperation is highly solicited.

Signed:  
 Donald Theo-Harding  
 Chairman, GoNE-SL.

**Bankers: Union Trust Bank A/C No: 01-210-25968-01**

# TINA MEMORIAL JUNIOR SECONDARY SCHOOL

50 BAIIMA ROAD BO.



Date: 29<sup>th</sup> September 2023

## PUBLIC NOTICE

### VACANCY ANNOUNCEMENT FOR THE POSITIONS OF PRINCIPAL AND VICE PRINCIPAL

The Board of Governance of The Memorial Junior Secondary School is inviting applications from suitably qualified Sierra Leoneans for the positions of Principal and Vice Principal.

Applicants must be at least holders of Bachelor Degree of Education or Diploma in Education from a recognized university of tertiary institution with a minimum of eight years teaching experience four (4) of

which must have been spent either as a senior teacher or a head of department or both.

Holders of HTC secondary with ten (10) years teaching experience who is a senior teacher or head of department or both can also apply.

Applicants should submit photocopies of their certificates, curriculum vitae and names of three referees. Application must be in applicants own hand writing.

Salaries are in accordance with the newly reversed scale and grade for teachers in the Sierra Leone Teaching Service Commission.

All applications should be addressed to the Chairman Board of Governors Tina Memorial Junior Secondary School Bo, or delivered to Rev. Patrick S. Satie or call him on 076-655-995 not later than the closing date of 30<sup>th</sup> October, 2023.

Sent in by the Board Chairman





DoFA's

# Miss Old is Gold Vol 3

Theme: Resilience of older persons in this changing world.



Mist  
Mountain Cot  
**Daphne Joya Pratt**



Mist  
Magazine Cot  
**Isatu Bangura**



Mist  
Congo Town  
**Salamatu Conteh**



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Peninsula  
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Aberdeen  
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SOS CHILDREN VILLAGE **ACC** MINISTRY OF DEFENCE  
**TRANSFAPAY** **STAR TIMES**  
**CRS** ACTION AGAINST HUNGER **WORLD VISION** **UBA**  
MINISTRY OF FINANCE **ADB** **DSTV** AUDIT SERVICES  
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