**Briefing Notes on Meeting with ICPNC - Friday August 4, 2023**

**In Attendance**

1. Chief Minister
2. Executive Secretary ICPNC
3. Board Chairman – ICPNC
4. John Magbity – Director Governance and Security OCM

**Purpose – Discussions around the resolution of conflict at the ICPNC**

**Executive Secretary (ES) update**

* Office located at No 9, Lamina Sankoh Street
* Limited office space at Lamina Sankoh Street – Challenges with renovation
* 9 board members, 8 Directors appointed by the President, 34 other staff recruited by ES
* Regional Offices set up
* ICPNC two-year anniversary was on August 1, 2023
* Former Board Chairman resigned in February, 2023 and Rev Shudankay Johnson subsequently appointed to replace him
* Sierra Leone rated 43 as one of the most peaceful countries globally
* Sierra Leone rated 3 as one of the most peaceful countries in Africa
* Approved budget 2023 – 1billion leones
* 500 million budget released for election preparedness
* Two-year annual report prepared and in draft phase
* Report on election situation room in the final stage

**Action Point – ES**

1. Submit draft ICPNC reports below, to CM Office with CC to Director Governance and Security in week commencing August 28, 2023
   1. ICPNC two-year report
   2. ICPNC Election Situation Room report
2. Audit of IPCNC to be carried out ASAP and report progress to CM
3. MFR of ICPNC to be carried out ASAP and report progress to CM

**CM Request**

How do we resolve conflict at the ICPNC?

**Response ICPNC Board Chairman;**

* ICPNC has challenges with the appointment of Directors by President before the Board came into being. The board according to Chairman was to have recruited the Directors
* Directors have loyalty to State House and not ES
* Chairman engaged Directors of ICPNC, Directors expressed interest moving forward after a staff retreat to delibtae on why the conflict and agree resolutions to the conflict
* Chairman suggests a staff retreat as a way to discuss and resolve the conflict within the ICPNC.
* ICPNC HR appointed by President and terminated by ES but HR continue being paid and at the office

**Director of Governance and Security Expert Opinion**

* According to Chapter 10, Section 152 (1)(1) of the 1991 constitution (Act No6) - The president has the power to appoint public servants.
  + It is therefore evident to note, that to terminate appointees of the President, proper Procedures and processes have to be followed.
  + The ES of ICPNC therefore does not have the authority to terminate the services of presidential appointees without consultation/ approval from the Secretary to President.
* I advise CM, to consult with Secretary to President on how these processes and procedures are conducted.
* I am with the strongest conviction that the reports and recommendation of the audit and MFR of the ICPNC will inform a very good and productive staff retreat to address the issues identified in totality.
* I’ll advise that the ICPNC Staff retreat proposed by Board chairman be put on hold until the audit exercise and MFR reports are completed.
* (34) ‘other staff’ recruited by the ES. What was the method of recruitment, was there a standard practice followed, was there any role for the Admin/HR Director? (ICPNC Act- Section 16(2) (3) was not followed in the recruitment of additional 34 staff)
* The Board Chairman’s reference to Directors loyalty to State House may have had some underlying connotation. The ES is on record of reporting the Directors to State House and they were summoned by State House. They were encouraged to make known concerns to the ES and Copy State House since the challenges in the ICPNC were still persisting. This is the background to Directors writing and extending Copies to State House even though it is only the ES and Board Chairman that attend meetings in State House.
* There are reports from Directors of not being engaged by the ES and the Board Chairman taking over their roles. It will important to know who is/ are working on the Annual Report that are pending.
* The Headquarters office has not been quite functional two years into the operations of the ICPNC as stated by ES in her submission during the meeting. I would like to advise that caution must be exercised regarding the establishment of Regional Offices. The opening of such offices should await the proposed Management and Functional Review (MFR) which the ICPNC urgently requires to assess staff competencies, ToRs /job descriptions as well as look at any existing organogram and structure

**Proposed Next Steps for the Attention of CM**

1. Consider directing PSRU for MFR of ICPNC with time lines
2. Consider engaging Audit Service Sierra Leone for an immediate audit of ICPNC with time lines
3. Communicate with ICPNC on the need for a joint staff and Board retreat, potentially post MFR