



Civil Service Agency Monthly

NEWSLETTER

"Ensuring Merit and Efficiency in the Public Service"



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At the Civil Service Agency (CSA), and for the current management team, decentralization of the country's human resource management is an essential legacy that seeks to help government deliver strongly on Program 29 of the AAID.

True to this vision, Monday, August 17, 2026, the CSA broke ground for the construction of its regional headquarters in Zwedru, Grand Gedeh County. The facility is being constructed on two lots of land in the compound of the Grand Gedeh County Administration Building. The land for the project was donated by authorities of Grand Gedeh in May 2026.

The new CSA regional headquarters, when completed, will service the five south-eastern counties of Grand Gedeh, Sinoe, River Gee, Maryland, and Grand Kru. Providing an overview of the project, Civil Service Agency Director-General, Dr. Josiah F. Joekai, Jr., said Monday's groundbreaking marked a historic moment for the Agency's robust decentralization agenda, which is geared towards taking services closer to the people.

Dr. Joekai said the regional headquarters is being constructed by Xcellence Group of Companies Incorporated, a 100 percent Liberian-owned Company which has agreed to complete the project within 150 days.

"In June, we dedicated the renovated regional headquarters of the CSA in Tubmanburg, which serves the western region counties of Bomi, Gbarpolu, and Grand Cape Mount. After Bomi, we broke ground for the Gbarnga headquarters. I'm pleased to announce that construction is ongoing. That regional headquarters will serve Bong, Nimba, and Lofa counties," Dr. Joekai stated.

The CSA Director-General said the decentralization drive of the Agency is intended to reduce the constraints faced by civil servants in addressing Human Resource Management issues, including payroll, personnel, and credential verifications.

The CSA boss heaped praises on the Ministry of Finance and Development Planning (MFDP) for providing funds needed to drive the decentralization efforts of the Agency; particularly highlighting projects in Gbarnga and Zwedru. DG Joekai added that resources are being sourced to start the construction of the third regional headquarters in Buchanan, Grand Bassa County.

The groundbreaking was led by Representative Jeremiah G. Soka, Chairman of the Grand Gedeh County Legislative Caucus who thanked the management of the Civil Service Agency for instituting reforms in the public service and, at the same time, transforming the infrastructural outlook of the Agency.

Such statement by the Grand Gedeh County lawmaker was buttressed by Superintendent Alex Chersia Grant who pledged the county's leadership to the project. Superintendent Grant said the enabling environment will be created for the contractor to complete the project within the stipulated timeframe.

The program was graced by the leadership of the Chief and Elder Council of Liberia, the south-eastern branch, women and youth groups, and citizens of the County.

CSA Director-General, Dr. Josiah F. Joekai, Jr., was led to the groundbreaking program by his two deputies, Hon. Edwin K. Jallah, Deputy Director-General for Human Resource Management and Policy, and Atty. Dahnu Mianyen, Deputy Director-General for Administration and Finance.

CSA Commences FY 2027 Annual Manpower Hearings



As part of assessing manpower needs across the public sector, and ensuring that proposed staffing requirements are aligned with institutional mandates, workforce needs, and available national resources, the Civil Service Agency, as the Human Resource arm of the Government of Liberia, on August 18, 2026, commenced the Annual Manpower Planning and Budget Hearings for Fiscal Year 2027.

The hearings began with the Civil Service Agency, Ministry of Finance and Development Planning, Office of the Vice President, Ministry of Information, Ministry of Foreign Affairs, Liberia Institute of Public Administration, Liberia Institute of Statistics and Geo-Information Services, General Services Agency, and Bureau of State Enterprises all appearing.

During the hearings, representatives of the respective institutions presented their manpower requirements for Fiscal Year 2027 and provided justification for proposed positions and staffing needs based on institutional mandates and operational priorities.

The CSA Manpower Hearing team is, on the other hand, examining proposed personnel structures, assessing existing staffing levels, identifying critical manpower gaps, and will determine whether requested positions are adequately justified and consistent with the needs of each institution.

The hearings also provide an important platform for strengthening coordination between the CSA and the 109 Government Spending Entities as part of ensuring that manpower decisions are informed by institutional priorities while remaining responsive to the Government's broader fiscal and development objectives.

The commencement of the annual manpower hearings marks a significant step in the Government's efforts to strengthen strategic manpower planning, promote prudent management of public resources, and ensure that the Civil Service is appropriately structured and staffed to effectively serve the people of Liberia.



CSA Takes Payroll Action Against Dismissed and Suspended Public Officials and GoL Employees Hooked in Drug Trafficking Investigation

The fight against an aged old societal menace, DRUG, and efforts to dismantle of the drug cartel by the government of President Joseph Nyuma Boakai, Sr. was boosted by the prompt payroll action of the Civil Service Agency (CSA).

It followed the Executive Mansion's official announcement of President Joseph Nyuma Boakai, Sr.'s directive ordering the dismissal, suspension, and investigation of several public officials and government employees in connection with ongoing narcotics investigations.

Not only does the Civil Service Agency fully support the President's decisive actions, it acknowledges the Government's unwavering commitment to accountability, integrity, the rule of law, and the fight against drug trafficking and other forms of criminal conduct within the public service.

In furtherance of the President's directive and in keeping with the Civil Service Standing Orders and applicable Human Resource Management policies governing the public service, the CSA mandated all Ministries, Agencies, Commissions (MACs), and other public institutions employing civil servants named in the Executive Mansion's release to immediately process the appropriate administrative dismissal instruments in accordance with established procedures.

Upon completion of the dismissal process, the respective institutions are requested to promptly transmit copies of the executed dismissal letters and supporting personnel actions to the Civil Service Agency to facilitate the immediate updating of official personnel records and the implementation of the necessary payroll actions to remove the affected employees from the Government payroll.

The Civil Service Agency remains committed to working closely with all Government institutions to ensure the timely and smooth implementation of presidential directives while safeguarding the integrity, credibility, and accountability of Liberia's public service.

The Agency further reaffirms that there is no place in the public service for individuals whose conduct undermines public trust, national security, or the rule of law. The Government's personnel and payroll systems must continue to reflect the highest standards of professionalism, transparency, and accountability in service to the Liberian people.

“Comply with Performance Management System” CSA Boss Mandates All Government Spending Entities



On October 30, 2024, President Joseph Nyuma Boakai Sr. officially launched the national Performance Management and Compliance System at the Ellen Johnson Sirleaf Ministerial Complex in Congo Town, Monrovia.

The system requires Ministries, Agencies and Commissions (MACs) to establish clear objectives, targets and

deliverables, and then assess whether those targets are being achieved. At that time, President Boakai described the initiative as a way of creating a result-driven public sector.

To ensure mandatory enforcement of the instrument, the Civil Service Agency on August 4, 2026 issued a directive mandating all Government Spending Entities to fully comply with the Performance Management System (PMS), pursuant to its statutory mandate to regulate and manage human resource practices across the Civil Service of Liberia.

The CSA's directive was grounded in Chapter 8, Section 8.1.1 of the Standing Orders for the Civil Service, which states that “all classified Civil Servants shall have their work performance appraised at the end of the calendar year.”

The CSA reminded Government Spending Entities that performance appraisal is a mandatory requirement and serves as an essential basis for measuring employee performance, strengthening accountability, supporting career progression, and informing personnel decisions across government.

“Effective immediately, the Civil Service Agency will not process or approve any request for promotion, salary adjustment, top-up, reclassification, or any other applicable performance-related personnel action unless the submission is

accompanied by valid evidence demonstrating that the employee has completed the required Performance Management Policy requirements”, the CSA was quoted as saying in the directive.

Government Spending Entities are required to ensure that performance appraisals are properly conducted in accordance with established procedures and timelines, and that valid documentation of completed evaluations accompanies all applicable personnel requests submitted to the CSA.

All Spending Entities must also work closely with the Management Services Division of the CSA to ensure effective implementation, documentation, and reporting under the Performance Management System.

The CSA further emphasizes that any submission that fails to meet these requirements shall be returned without action. Additionally, the Agency will verify all performance appraisal records submitted in support of personnel actions. Any falsified, fabricated, improperly completed, or otherwise invalid appraisal will be rejected as noncompliant and may warrant appropriate administrative action.

Compliance with the directive is mandatory, and had since taken effect. It says all Government Spending Entities are required to ensure full institutional compliance with the Performance Management Policy, the Standing Orders for the Civil Service, and all other applicable regulations.

Meanwhile, the Civil Service Agency encouraged institutions needing technical assistance to contact its Management Services Division for guidance and support to properly complete and implement the required performance management instruments.

CSA Presents Personnel and Credential Verification Reports to Four Government Institutions



The Civil Service Agency (CSA) on August 6, 2026, presented personnel and credential verification reports to the Ministry of Public Works, Liberia Land Authority, National Housing Authority, and the Liberia Refugee Repatriation and Resettlement Commission (LRRRC).

The reports provide detailed human resource data across the four institutions, including employment status, personnel file updates, credential validation, reclassification, redeployment, and key Human Resource indicators such as age demographics, staff on study or sick leave, retirement status, and the distinction between verified and unverified personnel.

These data, according to the reports, are critical to strengthening institutional workforce planning, ensuring merit-based employment, and aligning staff qualifications with the delivery of quality services at the four government institutions.

Presenting the reports to the four government institutions, the Director-General of the Civil Service Agency, Dr. Josiah F. Joekai, Jr., said that while the functions of the four institutions are different, they share similarities in human resource management challenges that need to be addressed.

Dr. Joekai urged authorities across the four institutions to implement the recommendations contained in their respective reports to increase productivity on the job.

“It is anticipated that these four institutions will work closely with the Civil Service Agency to implement the recommendations and take corrective action where necessary,” Dr. Joekai stated.

The CSA Boss stressed that partnerships among government spending entities are pivotal to promoting workforce regularization, improving service delivery, and reinforcing the Government of Liberia’s commitment to reforming the governance sector for long-term sustainability and national development.

The reports were warmly received by authorities of the four institutions, who committed to working closely with the CSA to implement the recommendations. The personnel and credential verification exercises across the four institutions were conducted by the Compliance and Integrity Management Division (CIMD) of the Civil Service Agency.



Blending Public Service and Law: Celebrating CSA Deputy Director General of Administration and Finance on Passing Bar Test and Admission into Nimba Bar

There are moments in one’s professional journey that deserve more than a congratulatory note but a celebration of discipline, perseverance, and service.

For Atty. Dahnu Mianyen, Deputy Director-General of Administration and Finance of the Civil Service Agency (CSA), one such moment arrived in the month of August 2026.

After years of demanding academic preparation, countless hours of reading, legal research, case analysis, writing, and the intellectual rigor that comes with the study of law, Atty. Mianyen has earned the distinction of becoming an Attorney-at-Law and has been admitted into the Nimba County Bar Association.

This achievement is much more than the addition of the title “Atty.” to his name. It represents the culmination of a journey that requires extraordinary commitment. Law, they say, is not a discipline mastered overnight. It demands patience, critical thinking, precision, discipline, and the ability to examine complex issues from multiple perspectives. Behind every successful law graduate and every newly admitted attorney are long hours of study, difficult examinations, challenging cases, and moments when perseverance must speak louder than fatigue.

Atty. Mianyen's accomplishment is therefore a testament to his determination to continuously grow while remaining committed to public service.

Management sees his new qualification as added advantage to his work at the Civil Service Agency. As the institution continues to advance Liberia's public-sector reform agenda, strengthen accountability, improve human resource management, and build a more professional and effective civil service, having senior leadership with additional expertise in law, governance, administration, and public finance is a valuable institutional asset.

Congratulations, Atty. Dahnu Mianyen!

May this achievement open new doors of service, deepen your contribution to Liberia's public sector, and inspire others within the Civil Service to pursue excellence, lifelong learning, and professional growth.

CSA Director General and Chairman of PYPP Administers Civil Service Pledge To Class XII President's Young Professionals Graduates



The Director-General of the Civil Service Agency, Dr. Josiah F. Joekai, Jr., in his official capacity as Chairman of the Board of Directors of the President's Young Professionals Program (PYPP), on August 20, 2026, administered the Civil Service Pledge for graduates of Class XII at a graduation ceremony held at the EJS Ministerial Complex in Congo Town.

Dr. Joekai, before administering the Pledge, reminded the graduates about the essence of the Program which, according to him, was established to identify, prepare, and provide young Liberians with opportunities to contribute meaningfully to the work of government.

He said over the years, the PYPP has evolved into an important platform for developing young professionals who are expected not only to possess academic qualifications, but also to demonstrate leadership, professionalism, analytical ability, adaptability, and a commitment to public service.

The graduates, Dr. Joekai said, have reached the end of one chapter, but more importantly, they are beginning another.

“You have learned. You have contributed. And you have grown. For that, I congratulate every member of Class XII. You are moving from being participants in a program to becoming ambassadors of what the program represents. Wherever your professional journey takes you, the values cultivated through PYPP should remain with you.

The PYPP Board Chairman named competence, integrity, professionalism, accountability, innovation and service as values they must define them in the future.

Meanwhile, PYPP Executive Director Madam Ciata Stevens d’Almeida said Class XII fellows completed a two-year fellowship across 22 government ministries and agencies.

She said PYPP has also expanded its activities outside Monrovia, with 18 young professionals recruited from Bong and Grand Bassa counties serving in local government institutions since 2024.

Mrs. d’Almeida said PYPP alumni are serving in strategic positions in Liberia and abroad, while the program’s model has been replicated in Ghana, Kenya, Malawi and Sierra Leone.

She thanked President Joseph Nyuma Boakai, the Government of Liberia and development partners for supporting the program.

The urgent need for the Legislature to pass the Civil Service Commission Bill

By: Montgomery Saah, Sr.

Administrative, Transformative Leader, Inspirational Advisor and Realist



For 179 years, Liberia has struggled with the same problem: every time the government changes, the entire government changes. Ministries are emptied, experienced technicians are replaced with partisans, and public service becomes a reward for campaign loyalty rather than competence. Liberia currently operates with a Civil Service Agency (CSA) - a body that manages personnel but lacks constitutional independence, security of tenure, and the power to truly protect civil servants from political interference.

What Liberia needs, and what over 90% of stable democracies have, is a Civil Service Commission (CSC) - an independent, autonomous, constitutionally-protected body that serves as the guardian of merit, neutrality, and professionalism in the public service. Passing this Bill is not a favor to any government. It is a gift to the Liberian state itself.

Under the current arrangement, the civil service is highly politicized. After elections in 2005, 2011 and 2017, thousands of civil servants were dismissed or replaced, not for poor performance, but for perceived political affiliation. This violates Article 18 of the Liberian Constitution which guarantees job security and equal opportunity. When a director who has managed the National Budget for 10 years is removed because he is "from the other party," Liberia loses 10 years of experience. The new appointee spends 2 years learning, and then is also removed. This is why projects stall and service delivery collapses.

The CSA is an Agency under the Executive. Its Director-General is appointed and dismissed at the will and pleasure of the President. How can an institution that itself lacks job security guarantee the job security of others? It cannot credibly say NO to a Minister or a President who wants to illegally fire or hire. When a young graduate knows his job depends not on his qualification but on his party card, he has no incentive to be excellent. He has incentive to be loyal. This breeds sycophancy, moonlighting, and petty corruption to survive. This is why a Commission is fundamentally different from an Agency.

As a commission, it would operate under an Act of the Legislature with Commissioners confirmed by the Senate, with fixed tenure, and removable only for cause through due process. It can hear appeals of wrongful dismissal, investigate illegal hiring, and sanction Ministries that violate civil service rules. It controls recruitment, promotion, discipline, and retirement based on published, objective standards. This Bill domesticates Liberia's international commitments under the African Charter on Public Service and ECOWAS Protocol on Good Governance. It gives life to Article 5(c) of the Liberian Constitution which mandates the state to take steps to eliminate patronage.

Investors do not trust a government where the tax collector, the customs officer, and the mining compliance officer change after every election. A professional, permanent civil service guarantees policy continuity. It is the foundation for domestic revenue growth and implementation of the ARREST Agenda or any development agenda. The spoils system fuels tribal and party division. When government jobs are seen as belonging only to "our people," other counties and tribes feel excluded from the state.

A merit-based Commission that hires from Grand Gedeh to Grand Cape Mount, from Muslim to Christian, based on competence is a powerful tool for reconciliation. The state begins to look like Liberia.

I therefore, humbly call upon the Senate and the House of Representatives, the Executive, civil society, the Press Union, and all well-meaning Liberians to support the immediate passage of the Civil Service Commission Bill.

Let us give Liberia a civil service that serves Liberia, not politicians.



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