



**REPUBLIC OF SIERRA LEONE
NATIONAL YOUTH SERVICE**



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**THIRD QUARTER MONITORING
AND EVALUATION REPORT ON
PRIMARY ASSIGNMENT,
COMMUNITY DEVELOPMENT
SERVICE AND CONFIDENTIAL
REPORT ON SERVICE MEMBERS
SEPTEMBER *2020***

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Monitoring Team

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5. Abdulrahman Kaikai- Director of Communications
6. El-Hajj K B Bangura – Programmes Officer
7. Patrick Hotagua – HR Officer
8. Ibrahim Deen-Turay – M&E Officer Designate
9. Ramatu Josephine Koroma – Secretary
10. Bai Sama Kamara - Volunteer
11. Abu Bakarr Kabia – Driver
12. John D Kargbo – Driver
13. Sahr Kellie – Volunteer Driver

Executive Summary

Data collection on Primary Assignment and Community Development Service activity is a process that helps improve performance and achieve results. Data is a set of values of qualitative or quantitative variables. In general, data is any set of characters that have been gathered and translated for some purpose. It can be any character, including text and numbers, pictures, sound, or video. If data is not put into context, it doesn't do anything to a human or computer.

Background

M&E is a process that helps improve performance and achieve results. Its goal is to improve current and future management of outputs, outcomes and impact. It is mainly used to assess the performance of projects, institutions and programmes set up by governments, international organizations and NGOs. It establishes links between past, present and future actions. The credibility of any findings and assessment depends largely on the manner in which M&E is conducted. To assess performance, it is necessary to select, before the implementation of the project, the *indicators* which will permit the organization to rate the targeted outputs and outcomes.

Significance of the Data Collected

- I. Data collection on Primary Assignment and Community Development Service will help improve performance and achieve results.
- II. The data will be a set of values of qualitative or quantitative variables that the authorities at the NYS will use to take critical decisions on the implementation of the Scheme.
- III. In general, the data collected will be a set of characters that have been gathered and translated for some purpose. This will include text and numbers, pictures, and sound.

Methodology

The quarterly monitoring and evaluation exercise was led by the Director of Research, Monitoring and Evaluation with the overall responsibility for the coordination and reporting of the exercise.

- I. One-on-one discussions with Corps Members
- II. Met with Employers and/or Supervisors
- III. Visited Service Members' community development service project

Scope

This study covers third quarter (July, August and September) monitoring and evaluation on primary assignment, community development service and confidential report on service members September 2020.

Data Analysis Technique

Data were analyzed and presented using Microsoft office Excel and PowerPoint

Indicators Used

- I. Primary Assignment
- II. Community Development
- III. Confidential Report on Corps
- IV. Verification of community development service site

Primary Assignment

Since you were deployed in this institution was there any induction training done where they gave you a schedule of duties before commencing work? Yes(1) No (2)

Was the Service Member given assignment/task by his/her supervisor? Yes(1)No(2)

Specify.....

Is the Service Member being given other tasks aside office duties, like running a very personal errand for his/her supervisor? YES (1) NO (2) If YES,

PLEASE EXPLAIN.....

How receptive is your supervisor? GOOD (1) NOT GOOD (2)

If **not good**, kindly intervene and try to make it receptive.

Was there any welfare package given to the service member by his/her employer? YES(1) NO(2)

PLEASE EXPLAIN.....

Was the service member ever sick during the period of the primary assignment? YES (1) NO (2)

If yes to the above question, where did the service member go for medical attention/care?

Please Explain.....

Was the service member given proper medical attention/care? YES(1) NO(2)

Who paid the medical bill? Corp member (1) Employer (2) Others:

Explain.....

Community Development Service

Has the service member undertaken community development service in his/her community? YES(1) NO(2)

Which day has the service member been taken for community Development service?

PLEASE EXPLAIN.....

What is the assessment of the service member by the local chief?

PLEASE EXPLAIN.....

Was the service member interacting properly with the community? YES(1) NO(2)

PLEASE EXPLAIN.....

What has been the level of communication of the service member with the community after three months of his/her posting? GOOD (1) NOT GOOD (2)

Is there any community service for the service member in his/her community? YES(1) NO(2)

What is the level of participation of the community in the execution of the project? GOOD (1) NOT GOOD (2)

Were there any needs assessments before the commencement of the project? YES(1) NO(2)

Verification of community development service site

Name of respondent:.....

Position:.....

Name of Community/Institution:.....

Do you have a Corps Member in this community? Probe, explain who a Corps member is and tell them about the uniform they normally wear.

YES (1) NO (2)

What is the relationship between the Service Member and the community
PLEASE EXPLAIN.....

Is this Service Member undertaking a community service in this locality? YES
(1) NO (2)

PLEASE EXPLAIN.....

Type of Community Service:.....

What impact has the community service created in this locality?

PLEASE
EXPLAIN.....

Do you need more Service Members in your community? YES (1) NO (2)

General Observations:

1. On the 30th March 2020, the first quarter supervision got started; only 41 Corps Members were administered questionnaires to. Less than 24hrs, i.e., on the 31st March 2020, His Excellency the President, Rtd Brig. Dr. Julius Maada Bio officially declared the first case of COVID-19.
2. President Bio, having regarded the threat that the corona virus disease posed to the lives of the people and the economy of Sierra Leone, and the need to take effective measures to prevent, protect, and curtail the spread of the disease throughout Sierra Leone, declared a State of Public Health Emergency. The whole country was shut down; this automatically put the exercise to an end.
3. 2nd Quarter Supervision, in this quarter, with the range of measures still in place to curtailing the COVID-19, supervision was impossible.

4. In this 3rd quarter supervision exercise, only 305 Corps Members were physically met and questionnaires administered to them.
5. When the 3rd quarter supervision got started, out of the 41 Corps Members that were administered questionnaires to in the 1st quarter, the team was able to redo 19 of those. The team had initially thought it was a continuation of the 1st quarter supervision not until when the Executive Director made it categorically clear that, it was a new exercise. The team had to redo 19 out of the 41 and went to the countryside to continue the rest of the exercise.
6. That notwithstanding, it is our hope that, the analysis obtained from the 305 Corps Members **(i.e. 82.65% of all Corps Members of the 2nd Batch)** will be able to give a holistic view on all the activities of Corps Members across the country.
7. Corps Members were not with ID cards, and this posed a serious challenge especially ONS and SLENA where Corps not fully utilized on outreach. They indicated that, corps need ID card to be easily identified by the community and not just putting on NYS uniforms.

8. Summary of Corps Members Interviewed:

NO	CORPS MEMBERS STATUS	NUMBER
1	Sierra Leone Commercial Bank Corps (yet to work)	10
2	Ecobank Corps (asked to stay at home due to COVID-19)	9
3	Corps Members that abandoned their deployment	10
4	Hellen Keller Corps still at home due to COVID-19	4
5	Corps Members that were absent from work at the time of conducting the interview for which reason(s) were advanced	10
6	Corps Members that the team was unable to 'redo'.	21
7	Corps Members actually interviewed	305
Total Corps Members		369

Highlight of Our Findings

1. At the time of conducting this research, all 10 Corps Members deployed at the Sierra Leone Commercial Bank have still not made their maiden appearance to work. Efforts to resolve the situation have been made by the Directorate of Programmes Recruitment and Training, and proved futile.
2. At the time of conducting this exercise, since their service was temporarily put on hold by their employer due to COVID-19, all Corps Members at ECOBANK have still not returned to work and could not be supervised.
3. Also during this exercise, 4 Corps Members of Hellen Keller have not resumed service since they were sent home due to COVID-19.

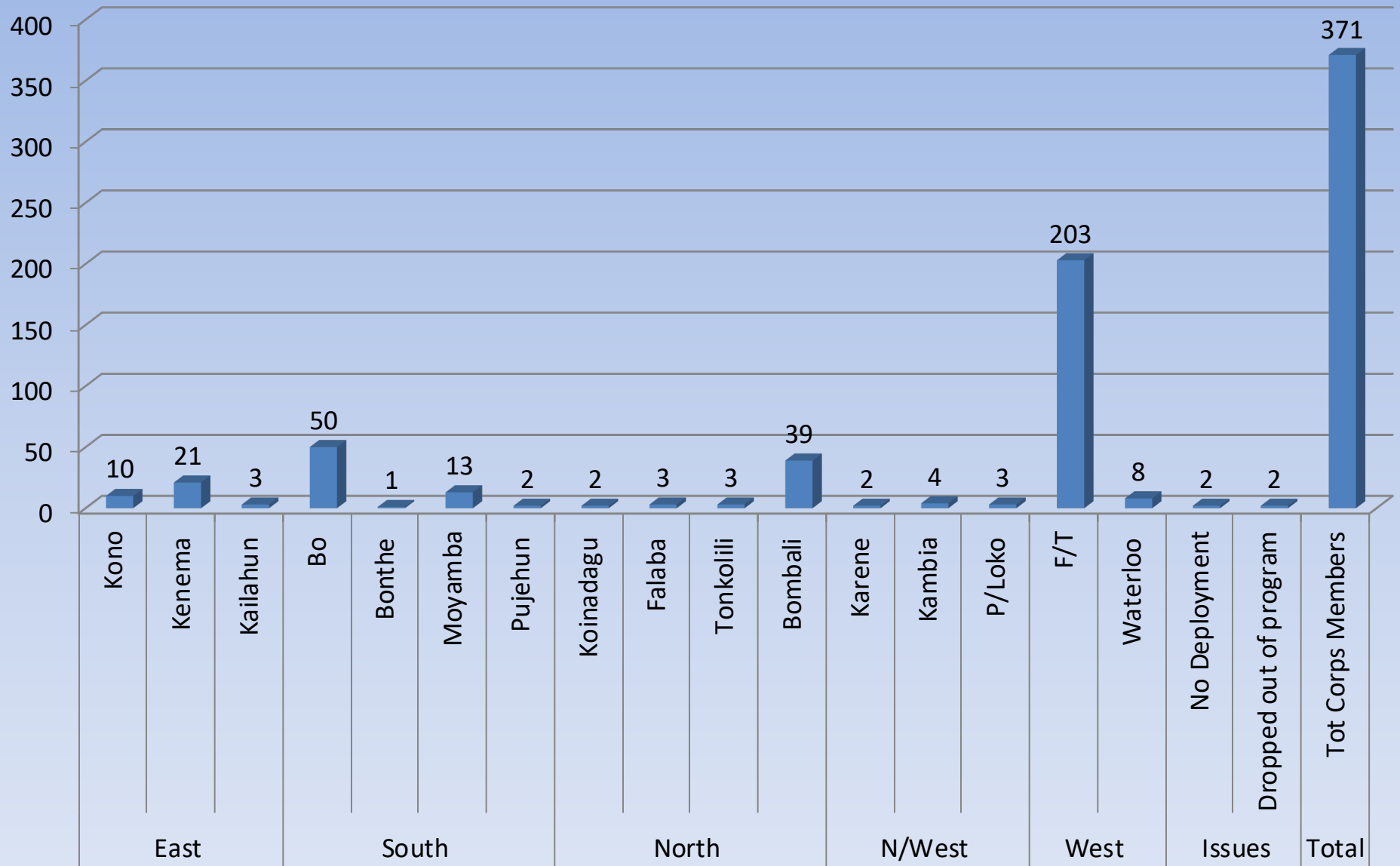
4. The following Corps Members were never in their deployments and supervisors could not account for them:

- | | | | |
|-------|------------------------|-------------------------|----------|
| I. | Amadu Kargbo | Human Right Commission | Waterloo |
| II. | Ibrahim Kamara | FCC | Freetown |
| III. | Francis Harding | ONS | Kabala |
| IV. | Sahid Koroma | Falaba District Council | Mongo |
| V. | Mariama Medratu Koroma | Falaba District Council | Mongo |
| VI. | Mohamed Mansaray | SLENA | Kenema |
| VII. | Brima B. Kanyako | SEDA | Bo |
| VIII. | Ahmed T.J Gassama | SEDA | Bo |
| IX. | Alhassan Jalloh | Njala Radio | Njala |
| X. | Abdul Jeremiah Kamara | Catholic Education | Freetown |

Data Analysis

1. Our analysis is purely on the 305 Corps Members physically met during this study. Hence, our denominator is 305. Some questions included in the set of questionnaires required qualitative analysis. So, we focus our analysis mainly on the quantitative ones which we have the conviction that, they will give us a realistic picture.
2. The question if Corps Member dress in NYS regalia was not captured in the set of questions, by coming into contact with the 305 Corps Members, less than 20% wore their regalia.

Graph Showing Geographical Locations of Corps Members



PRIMARY ASSIGNMENT, COMMUNITY DEVELOPMENT SERVICE AND CONFIDENTIAL REPORT ON SERVICE MEMBERS

Section 1

Part 1

Primary Assignment:

1. Induction Training given to Corps Members

Yes	305	100%
No	0	0%

All 305 i.e. 100% Corps Members indicated that they got Induction Training.

2. Corps Members given assignment

Yes	305	100%
No	0	0%

305 i.e. 100% Corps Members said they have been given assignment (tasks to work).

3. Corps Members given other task aside office duties

Yes	0	0%
No	305	100%

To prevent any kind of exploitation from our Corps Members, the question, **Corps Members given other task aside office duties** was included in the set of questions. 305 i.e. 100% of Corps Members told us, no other task aside office duties was given to them.

4. How receptive is the supervisor to the Corp Member

Good	305	100%
Not good	0	0%

305 Corps Members i.e. 100%, said, they had a good working relationship with their supervisors.

5. Was there any other welfare package given to Corps Members, like stipend being given to them aside the one from NYS

Yes	107	35.08%
No	198	64.91%

107 Corps Members which constitutes 35.08% indicated that, welfare package is being given to them and 198 i.e. 64.91% said no welfare package given to them.

6. Was the Corps Member ever sick in the last quarter?

Yes	75	24.59%
No	230	75.40%

75 Corps Members i.e. 24.59 said they got sick and had to foot their medical bills and thankfully, 230 i.e. 75.40% were in good health.

Part 2

Community Development Service

1. Has the Corps Member undertaken CDS?

Yes	305	100%
No	0	0%

305 Corps Members, i.e. 100% said they had undertaken their CDS

2. What is the assessment of the Corps Members by the local chief

Good	305	100%
Not good	0	0%

305 Corps Members i.e. 100% notify the team that, their local chiefs/authorities assessment was good.

3. Was the Corps Member interacting with the community?

Yes	305	100%
No	0	0%

305 Corps Member i.e.100% stated that they have been interacting with their community.

4. What has been the level of communication with the community by the Corps Member?

Good	305	100%
Not good	0	0%

305 Corps Members i.e. 100% said, they had good level of communication with the community.

5. Level of Community participation in the execution of the CDS

Good	305	100%
Not good	0	0%

305 Corps Members i.e. 100% said there is high level of community participation in their execution of their CDS.

6. Was there any need assessment before the commencement of CDS

Yes	305	100%
No	0	0%

305 Corps Members 100% said they did need assessment before the commencement of their CDS

Part 3

Verification of Community Development Service Site

1. Amongst the many objectives of establishing the NYS Scheme, two geared towards: to promote the spirit of voluntarism among the youth and help to provide essential services and amenities, particularly in the rural communities.
2. From the data analysis, we will all agree that, CDS sites of Corps Members not visited, they never gave members of the monitoring team the opportunity to go verify the sites. They presented all kinds of challenges that inhibited staff to go see. We will like to suggest to the authorities of NYS for the creation of a CDS Department that will be charged with: to render useful and rewarding services in the host communities through corps members, if we want to actualize the outlined objectives.
3. Finally, Community Development Service should be seen as a cardinal programme of the Scheme and the face of the NYS in rural communities. It is worthy to notify State Actors that, through Corps CDS activities, the NYS will be recognized by Development partners as a principal organization and a major player on the issue of development within communities and across the nation.

Section 2

Indicators: Confidential Report on Members

1. Punctuality
2. Regularity
3. Determination
4. Devotion on duty
5. Loyalty
6. Effectiveness
7. Initiative and Resourcefulness
8. Discipline
9. Team Work
10. Reliability
11. Command and Leadership
12. Appearance and bearing
13. Emotional poise and self-control
14. Special contribution by the service member

On-average: from all the available (items) in the Confidential Report, Corps Members' superiors rated them above 80%.

Challenges:

1. Some Corps Members never went to their deployment location and some are difficult to locate.
2. Activities of Corps Members in the countryside are difficult to monitor and this has posed a burden on both the Programmes and RM&E departments.
3. There is inadequate publicity of the activities of the NYS and the roles assigned to local governments and others in the NYS Act.
4. A good number of the local authorities/governments are not playing their expected roles as enshrined in the NYS Act 2016.
5. The road network especially Falaba District is a real challenge
6. No top up card for NYS staff and plenty phone calls made to locate Corps Members
7. Queuing monitoring data posed a serious challenge to the RM&E department

Recommendations:

1. According to the Roadmap to Proper Implementation, it was suggested that, “immediately after deployment of Corps Members, the NYS Directorate should dispatch officials from HQ to ascertain if Corps Members have gone to their different locations, especially in the countryside”. This will ease the burden on the Programmes Department and 100% data of Corps Members’ location will be ascertained rather than relying on making telephone calls to Corps to show their locations.
2. There is high need for the recruitment of Regional Coordinators and possibly District Officers to ease the burden on monitoring the activities of NYS Corps.
3. **Section 40** (1) of the NYS Act states “Ministries, Departments and Agencies shall factor into their annual budgets, allocations to support the service scheme” ,the Ministry of Youth and the NYS should engage the Government on this. This will help ease the pressure on funding.
4. Constant engagement with stakeholders
5. Robust partnerships and linkages, to assist in executing NYS programmes.
6. There should be effective communication with members of the public on what the NYS is doing
7. There is a need for the recruitment of a Data Entry Clerk to help with data entry for subsequent studies.

Photographs During Monitoring















**Thank You For Your
Attention!!!**