

Memorandum of Understanding
between
The Ministry of Public Administration & Political Affairs,
Government of Republic of Sierra Leone
and
EdCIL (India) Limited,
a Government of India Enterprise
of the Ministry of Education

MEMORANDUM OF UNDERSTANDING

BETWEEN

**The Ministry of Public Administration & Political Affairs,
Government of Republic of Sierra Leone**

and

EdCIL (INDIA) LIMITED

This Agreement shall be deemed to be entered on 28th June 2025, between EdCIL (India) Limited, a Government of India Enterprise of the Ministry of Education, a registered Mini Ratna Category-1, Central Public Sector Enterprise, having its Registered office at Amba Deep Building, 6th Floor, KG Marg, New Delhi-110001 and Corporate office at EdCIL (India) Limited House No. 18-A, Sector 16- A , NOIDA-201301 (UP), which expression shall unless repugnant to the Memorandum of Understanding, shall be deemed to include its successors/ subsidiary/ ventures and assigns, hereinafter referred to as “EdCIL (India) Limited” on the other part.

and

The Ministry of Public Administration and Political Affairs, Government of Republic of Sierra Leone, the policy and political body responsible for public service administration, public reforms, and sectoral workforce development for the entire Government services, with its headquarters in Freetown, Sierra Leone, hereinafter referred to as “the Ministry”.

Whereas

The Ministry of Public Administration and Political Affairs has identified the urgent need to strengthen institutional mechanisms for capacity building, upskilling, and structured training of public servants across various levels of government. The Ministry envisions the establishment of a National Public Services Academy (PSA) as a dedicated national institution to deliver high-quality training programs, foster professional development, and implement performance-linked learning pathways aligned with national governance goals.

The Ministry aims to adopt international best practices, particularly those followed by renowned Indian Civil Services Academies, to ensure the PSA as a benchmark institution for the country. The PSA will contribute towards improving public service delivery, policy implementation, and ethical leadership within the public services framework of Sierra Leone.

The Ministry acknowledges the importance of creating a robust curriculum, integrated with point-based appraisal systems, offering hybrid learning formats to support mid-career training and self-paced learning. This strategic intervention is expected to play a transformative role in building a responsive, efficient, and future-ready public administration system.

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And whereas

EdCIL (India) Limited is a Government of India Enterprise of the Ministry of Education, Government of India, established in 1981 with the objective of providing services in the education domain within India and developing countries including technical assistance services, capacity building, digital education-technology enabled learning solutions at all levels of education and overall project planning and management services covering the entire spectrum of services.

1. INTRODUCTION & OBJECTIVES

1.1 EdCIL will extend suitable technical assistance services in the education and related areas covering schooling, technical and higher education, capacity building initiatives advisory and consultancy, support and assistance in digital learning solutions (from its range of products and services covering digital classroom, smart classrooms, connected classrooms, modular solutions such as digital learning content pre-loaded onto Tabs, Desktops and smart devices, Mobile App based solutions, Comprehensive learning Management Systems, and such technology enabled learning solutions to be developed upon mapping the country's needs, demands and requirements.

1.2 The MoU outlines a strategic collaboration to establish the Public Services Academy (PSA) in Sierra Leone, drawing inspiration from the best practices of Indian Civil Services Academies such as the Lal Bahadur Shastri National Academy of Administration (LBSNAA), IIPA, IAMR, NIFM, National Police Academy, Defence Institute and the like.

The collaboration seeks to:

- Design and implement a Public Services Academy that supports public service reforms and capacity building;
- Develop an employment-oriented and performance-linked curriculum;
- Promote continuous learning through hybrid course delivery for flexibility and accessibility;
- Introduce a point-based appraisal framework for monitoring training, upskilling, and career progression of civil servants;
- Strengthen institutional excellence in public administration aligned with international standards.

All interactions, technical discussions, and formulation of the PSA concept note, roadmap, and implementation plans shall be undertaken with the aim to ensure strategic alignment with India's development cooperation priorities.

2. SCOPE OF COOPERATION

The collaboration shall include but not be limited to:

(a) Technical Assistance:

- Designing the complete roadmap for the Public Services Academy (PSA), including infrastructure, governance, course structure, evaluation mechanisms, and institutional planning.

(b) Curriculum Design & Training Delivery:

- Incorporating **best practices of Indian Civil Services Academies**, adapted to Sierra Leone's context;
- Developing modular, blended-learning courses in areas such as:
 - Public administration and governance
 - Ethics and leadership
 - e-Governance and digital delivery
 - Project implementation, HR management, and policy innovation

(c) Appraisal System:

- Creating a **point-based appraisal and certification system** to incentivize professional development, career progression, and skill-building within civil services.

(d) Capacity Building:

- Facilitating **mid-career training of Sierra Leonean civil servants** through Indian HEIs and public training institutions;
- **The High Commission of India in Freetown**, under the ITEC (Indian Technical and Economic Cooperation) program, shall extend support by allocating some of its **86 annual ITEC training slots** to PSA personnel for mid-career training in India.

(e) Technology Integration:

- Establishing a digital training ecosystem with Learning Management Systems (LMS) and mobile-enabled platforms for scalable, hybrid-mode delivery.

3. DEFINITIONS

- “EdCIL” means the implementing agency, for the “Study in India” programme of the Ministry of Education.
- “HEIs” means Higher Education Institutions.
- “SII” means the Study in India Programme of the MoE, Government of India.
- “SL” means Sierra Leone.
- “PSA” means Public Services Academy

4. THE HIGH COMMISSION OF INDIA (HCI), FREETOWN

- The **High Commission of India (HCI), Freetown**, shall facilitate discussions, dialogues and interactions in achieving the overall objectives.
- HCI will facilitate linkages with Government of Sierra Leone.

5. VALIDITY OF THIS AGREEMENT

This Agreement shall deem to be effective from the date of signing and shall be valid up to 31st March, 2031 and may be extended for a further period of 5 Academic Years by

sending the consent through an official email upon review by both the parties. Upon completion of validity of this MoU, each Party agrees to return all intellectual properties including Confidential Information shared with it by the other Party under the terms of this Agreement.

6. ARBITRATION

All disputes arising between the parties to the contract as to the interpretation, operation, or effect of any clause in this deed or any other difference arising between the parties, shall be resolved mutually

7. NON-EXCLUSIVITY

The relationship of the parties under this MOU shall be nonexclusive and both parties, including their affiliates, subsidiaries and divisions, if any are free to pursue other agreements or collaborations of any kind.

8. RELATIONSHIP

Nothing in this MOU shall be construed to make either party a partner, an agent or legal representative of the other for any purpose.

9. COSTS OF THE MOU

Each Party shall bear the respective costs of carrying out the obligations under this MOU. For the costs of the projects, services shall be agreed by both the parties as per the scope and funding opportunity in the sector.

10. CONFIDENTIAL INFORMATION

The Parties acknowledge that, in the course of their negotiations under this MOU, it may be necessary for one Party to provide documentation, technical and business information and/or intellectual property, in whatever form recorded (collectively, "Confidential Information"), to the other Party. All Confidential Information provided or disclosed by either Party hereunder shall remain the property of the furnishing party, and shall be held in strict confidence by the receiving Party, unless the furnishing Party otherwise consents in writing or unless disclosure of such Confidential Information is required by the applicable laws.

Confidential Information furnished by any Party hereunder

- i. shall not be reproduced or copied, in whole or in part, by the receiving Party except for use as specifically authorized by this MOU;
- ii. shall, together with any copies thereof, be returned to the disclosing Party, or at the request of the disclosing Party, destroyed, when no longer needed for purposes of this MOU; and

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iii. shall only be disclosed by the receiving Party to its employees who have a need to know such Confidential Information in connection with the performance of this MOU; and who have agreed to comply with the confidentiality obligations set forth herein.

For and on behalf of the Ministry of
Public Administration and Political
Affairs

Signature: 
Name: Anura Kalla
Designation: Principal
Date: _____

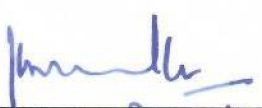
For and on behalf of EdCIL (India)
Limited:

Signature: 
Name: B. Chandra Sekhar
Designation: Executive Director
Date: _____

Witnessed by

Signature: 
Name: Anurag Prasad
Designation: Deputy Minister
Date: 29-6-23

Witnessed by

Signature: 
Name: B. C. Pradhan
Designation: High Commissioner of India
Date: _____

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