

Local Content Plans

Targets

Workforce

- 100% of Unskilled and Semi-skilled labour utilised by Operators and their Contractors/Sub-Contractors are Sierra Leonean citizens
- min 50% of Senior Management positions are Sierra Leonean citizens in first five years of establishment (meaning incorporation, operating license or equivalent), 60% thereafter
- min 50% of Intermediate positions (Professional, Supervisory and Skilled) are Sierra Leonean citizens in first five years of establishment, 80% thereafter

Job Positions	1 st 5 years of establishment	6yrs +	Article in 2016 Act
Management – Senior	50% +	60% +	56(1)
Intermediate – Professional	50% +	80% +	56(2)
Intermediate - Supervisory/	50% +	80% +	56(2)
Intermediate – Skilled	50% +	80% +	56(2)
Intermediate – Semi-skilled	100%	100%	55(2) / 56(6) junior
Unskilled	100%	100%	55(2)

Local Content Plans

Targets

Local Procurement

- On average 50% of all active vendors in each quarter are Sierra Leone Companies across the full reporting period
- 10% total invoiced \$ expenditure with Sierra Leone Companies
- 60% of total \$ invoiced expenditure with of and nationally-registered across the full reporting period
- 70% total \$ invoiced expenditure on services rendered in Sierra Leone by Sierra Leoneans
- 20% total % invoiced on goods manufactured in Sierra Leone

Capacity Development

- 4% training person-hours received by Sierra Leonean nationals as % of total national hours
- 1% total invoiced expenditure on initiatives to support development of Sierra Leone companies
- 1% total invoiced expenditure on investments to support tertiary, vocational, technical and commercial educational institutions
- 1% total invoiced expenditure on initiatives support research and development initiatives to be undertaken in Sierra Leone.

Workforce – Job Positions and Targets

Job Positions	1 st 5 years of establishment	6yrs +	Article in 2016 Act
Management – Senior	50% +	60% +	56(1)
Intermediate – Professional	50% +	80% +	56(2)
Intermediate - Supervisory/	50% +	80% +	56(2)
Intermediate – Skilled	50% +	80% +	56(2)
Intermediate – Semi-skilled	100%	100%	55(2) / 56(6) junior
Unskilled	100%	100%	55(2)

(5) All projects or contracts whose total budget exceeds fifty million United States Dollars (\$50,000,000.00) equivalent in Leones shall contain a "Labour Clause" mandating the use of a minimum percentage of Sierra Leonean labour in specific cadres as may be stipulated by the Agency.

Local Content Plans

Targets

The 2016 Act contains a number of mandatory numerical targets for specific industries. The Operator's Local Content Plan document should confirm its commitment to these targets and describe the initiatives and activities that it intends to put in place to assure delivery.

- manufacturing industries – min 10% of domestically produced inputs
- bakery and confectionery industries – min 10% of cassava flour produced from locally grown cassava
- beer industry – min 20% sorghum produced locally
- sugar use industries – min 15% sugar produced locally in first five years, and 30% thereafter
- soap industries – min 50% palm oil produced locally in first five years, 70% thereafter
- flour use industries – min 10% wheat flour produced locally in first five years, 30% thereafter
- hotel, hospitality and tourism industry – min 25% dye fabric and produced locally, carvings and furniture from local wood and produced locally, and paintings produced locally to be utilised at all facilities in the first five years, 50% thereafter