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STATUS UPDATE REPORT ON BASELINE MAPPING OF PRIMARY HEALTH CARE WORKFORCE AND DEVELOPMENT OF MULTI-YEAR COSTED RECRUITMENT PLAN IN AKWA IBOM STATE

1. INTRODUCTION

The strengthening of the Primary Health Care (PHC) system in Akwa Ibom State remains a critical priority for improving health outcomes and achieving universal health coverage. A key component of this effort is ensuring the availability of an adequate, well-distributed, and skilled health workforce. In 2025, the State conducted a PHC workforce baseline mapping exercise and a comprehensive Human Resources for Health (HRH) assessment, which identified critical staffing gaps across primary healthcare facilities. The findings from these exercises informed the development of a comprehensive, multi-year, costed recruitment plan designed to address the identified gaps in a phased and sustainable manner between 2026 to 2028. This report outlines the actions taken to address the identified gaps, highlighting key achievements in 2025, progress made on the recruitment plan, and the strategic roadmap for sustaining an adequate and skilled health workforce in the State.

2. OBJECTIVES

- ❖ Address identified gaps of healthcare workers across primary facilities.
- ❖ Recruit qualified health workers to address identified gaps.

- ❖ Ensure equitable distribution of health personnel, especially in rural and underserved areas.
- ❖ Strengthen the capacity of the health system through continuous training and development.
- ❖ Improve access to quality healthcare services across all the 31 Local Government Areas.

3. KEY ACTIVITIES/ACHIEVEMENTS IN 2025/2026

- Statewide baseline mapping exercise conducted in 482 PHC facilities, which provided baseline health personnel data of 1,737.
- Staffing gap of health workers across PHC facilities identified, especially in Be MoNC facilities
- Recruitment committee was established to oversee the recruitment of 3,000 health workers across the state and additional 200 number of junior health workers conducted by the State Ministry of Health
- Structured and data-driven deployment strategy was subsequently implemented to ensure equitable distribution of health personnel.
- Plans for budgetary provision made for recruitment of additional 1,512 health workers in 2026.

4. UPDATED MULTI-YEAR RECRUITMENT PLAN WITH STATUS

| Year | Recruitment Plan | Training Plan | Budget for capacity building and Annual Salary | Status |
|-------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|------------------------------------------------|-------------------------|
| 2026 | Recruitment of 1,512 additional health workers focusing on frontline cadres | In-service training, clinical updates, and rural deployment orientation. | N7,695,583,067.00 | On-going |
| 2027 | Recruitment of 843 health workers targeting | Continuous professional development (CPD) | N5,473,661,513.00 | Planned/Yet to commence |

| | | | | |
|-------------|---------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------|-------------------------|
| | underserved and specialized areas (Evaluate recruitment impact and address emerging needs) | and specialized training | | |
| 2028 | Recruitment of 843 health workers to achieved full health workers sufficiency in Akwa Ibom State | Refresher training and advanced clinical and retention-focused programs | N5,473661,513.00 | Planned/Yet to commence |

5. CHALLENGES

- ❖ Migration of skilled healthcare workers (brain drain).
- ❖ Uneven distribution of staff due to reluctance to serve in rural areas.
- ❖ Shortage of specialized healthcare professionals such as Doctors, Nurses/Midwives, pharmacists, and consultants.
- ❖ Delays in recruitment processes due to administrative bottlenecks.
- ❖ Limited funding to fully address PHC gaps within the planned timeline.

6. NEXT STEPS

Building on the achievements of 2025, the State has outlined clear next steps to further strengthen the health workforce and to achieve the Human Capital Development Programmes (HOPE-GOV Programme as contained in DLI 5.2)

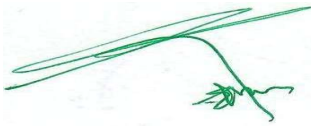
These include:

- ❖ Sustained phased recruitment to close remaining gaps.
- ❖ Strengthen retention strategies including incentives for rural postings.
- ❖ Continuous monitoring and evaluation of workforce distribution and performance.

- ❖ Increased investment in training and capacity building of health personnel.
- ❖ Streamline recruitment processes to reduce delays.

7. CONCLUSION

Akwa Ibom State has made significant progress in addressing healthcare workforce challenges through a well-coordinated recruitment and deployment strategy in 2026. Though, the recruitment process is on-going and at advanced level, staffing gaps and improving access to healthcare services across the State will ultimately be addressed. Although challenges persist, the achievements recorded provide a strong foundation for continued progress toward bridging the gaps and ensuring a resilient and responsive health system in the State.



Sign:.....

Date: 28 FEBRUARY 2025

PUBLICATION OF PRIMARY HEALTH CARE (PHCs) STAFFING GAPS/RECRUITMENT ACTION PLAN

| S/N | Facility Type | Cadre | Standard Requirement per facility /unit | Facility coverage criteria | Unit | Number of Facilities | Number of Staff required | Number of staff as at 31st Dec. 2025/Baseline | Gap/Minimum no. of staff required | Recruitment Target 2026 (Indicate % greater than 20% for CHEW, but greater than 15% for others) | Recruitment Target 2027 (Indicate % greater than 15%) | Recruitment Target 2028 (Indicate % greater than 15%) | Outstanding Gap |
|-----|---------------|--------------------------------------------------|-----------------------------------------|----------------------------|----------|----------------------|--------------------------|-----------------------------------------------|-----------------------------------|----------------------------------------------------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------|-----------------|
| 1 | BeMoNC (PHC) | Nurse/Widwife | 4 | 2 Per shift recommended | Per ward | 329 | 1316 | 305 | 1011 | 60% | 20% | 20% | |
| 2 | BeMoNC (PHC) | Community Health Officer | 2 | Head of facility support | Per ward | 329 | 658 | 54 | 604 | 40% | 30% | 30% | |
| 3 | BeMoNC (PHC) | Community Health Extension Worker (CHEW) | 2 | Shift coverage | Per ward | 329 | 658 | 525 | 133 | 40% | 30% | 30% | |
| 4 | BeMoNC (PHC) | Junior Community Health Extension Worker (JCHEW) | 4 | Support staff | Per ward | 329 | 1316 | 176 | 1140 | 40% | 30% | 30% | |
| 5 | BeMoNC (PHC) | Health Attendant | 2 | Support staff | Per ward | 329 | 658 | 509 | 149 | 50% | 25% | 25% | |
| 6 | BeMoNC (PHC) | Security Guide | 1 | Support staff | Per ward | 329 | 329 | 168 | 161 | 50% | 25% | 25% | |
| | TOTAL | | | | | | 4935 | 1737 | 3198 | | | | |

DEVELOPMENT OF THE COSTED RECRUITMENT AND DEPLOYMENT PLAN FOR THE PERIOD 2026 - 2028

2026 RECRUITMENT PROJECTION COST/DEPLOYMENT PLAN

| S/N | Gap/Minimum no. of staff required as per baseline | Recruitment Target 2026 (Indicate % greater than 20% for CHEW, but greater than 15% for others) | Cadre | DESIGNATION/ SALARY GRADE LEVEL | ESTIMATED BASIC SALARY 2026 | CONSOLIDATED ALLOW | LEAVE GRANT | OVERTIME ALLOWANCE | HAZARD | NON-ACCIDENT BONUS | RESPONSIBILITY ALLOWANCE | SHIFT ALLOW | JOURNAL | CALL DUTY | INDUCEMENT | UNIFORM ALLOW | HEALTH SECTOR PECULIAR | ACCOUTREMENT | RETENTION | TOTAL | TOTAL ESTIMATE FOR 2026 TARGET |
|-----|---------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------------------|----------------------------------------|--------------------------------------|-----------------------|----------------|-----------------------|------------------|-----------------------|-----------------------------|------------------|---------------|------------------|---------------|------------------|------------------------------|----------------|------------------|-------------------|--------------------------------------|
| 1 | 1011 | 607 | Nurse/Midwife | Nursing Officer II (GL. 08/2) | 920,740 | 564,400 | 92,080 | | 336,000 | | | 331,466 | 10,800 | 760,163 | 6,000 | 20,000 | 138,111 | 193,355 | 322,259 | 3,695,375 | 2,243,092,494 |
| 2 | 604 | 242 | Community Health Officer | Comm. Health Officer (CHO) GL. 08/2 | 920,740 | 564,400 | 92,080 | | 336,000 | | | 331,466 | 10,800 | 760,163 | 6,000 | 20,000 | 138,111 | 193,355 | 322,259 | 3,695,375 | 894,280,698 |
| 3 | 133 | 53 | Community Health Extension Worker (CHEW) | CHEW GL. 07/1 | 759,460 | 552,826 | 75,946 | | 336,000 | | | 273,406 | 10,800 | 627,010 | | 20,000 | 113,919 | 159,487 | 265,811 | 3,194,664 | 169,317,203 |
| 4 | 1140 | 456 | Junior Community Health Extension Worker (JCHEW) | JCHEW GL. 04/1 | 648,670 | 391,442 | 64,867 | | 144,000 | | | 233,521 | 10,800 | 535,542 | | 20,000 | 97,301 | 136,221 | 194,601 | 2,476,964 | 1,129,495,745 |
| 5 | 149 | 75 | Health Attendant | Health Attendant GL. 02/1 | 628,560 | 385,200 | 62,856 | | 144,000 | | | 188,568 | 10,800 | 518,939 | | | 94,284 | 131,998 | 188,568 | 2,353,773 | 176,532,955 |
| 6 | 161 | 81 | Security Guide | Watchman GL. 02/1 | 560,820 | 406,110 | 56,082 | | | | | | | | | | | | | 1,023,012 | 82,863,972.00 |
| | 3198 | 1512 | | | 4,438,990 | 2,864,378 | 443,911 | | 1,296,000 | | | 1,358,428 | 54,000 | 3,201,817 | 12,000 | 80,000 | 581,726 | 814,416 | 1,293,498 | 16,439,163 | 4,695,583,067 |

2027 RECRUITMENT PROJECTION COST /DEPLOYMENT PLAN

| S/N | Gap/Minimum no. of staff required as per baseline | Recruitment Target 2027 (Indicate % greater than 15%) | Cadre | DESIGNATION/ SALARY GRADE LEVEL | ESTIMATED BASIC SALARY 2026 | CONSOLIDATED ALLOW | LEAVE GRANT | OVERTIME ALLOWANCE | HAZARD | NON-ACCIDENT BONUS | RESPONSIBILITY ALLOWANCE | SHIFT ALLOW | JOURNAL | CALL DUTY | INDUCEMENT | UNIFORM ALLOW | HEALTH SECTOR PECULIAR | ACCOUTREMENT | RETENTION | TOTAL | TOTAL ESTIMATE FOR 2027 TARGET |
|-----|---------------------------------------------------|-------------------------------------------------------|--------------------------------------------------|---------------------------------------|--------------------------------------|-----------------------|-------------|-----------------------|-----------|-----------------------|-----------------------------|----------------|---------|-----------|------------|------------------|------------------------------|--------------|-----------|-----------|--------------------------------------|
| 1 | 1011 | 202 | Nurse/Midwife | Nursing Officer II (GL. 08/2) | 920,740 | 564,400 | 92,080 | | 336,000 | | | 331,466 | 10,800 | 760,163 | 6,000 | 20,000 | 138,111 | 193,355 | 322,259 | 3,695,374 | 746,465,548 |
| 2 | 604 | 181 | Community Health Officer | Comm. Health Officer (CHO) GL. 08/2 | 920,741 | 564,400 | 92,080 | | 336,000 | | | 331,466 | 10,800 | 760,163 | 6,000 | 20,000 | 138,111 | 193,355 | 322,259 | 3,695,375 | 668,862,875 |
| 3 | 133 | 40 | Community Health Extension Worker (CHEW) | CHEW GL. 07/1 | 759,460 | 552,826 | 75,946 | | 336,000 | | | 273,406 | 10,800 | 627,010 | | 20,000 | 113,919 | 159,487 | 265,811 | 3,194,664 | 127,786,569 |
| 4 | 1140 | 342 | Junior Community Health Extension Worker (JCHEW) | JCHEW GL. 04/1 | 648,670 | 391,442 | 64,867 | | 144,000 | | | 233,521 | 10,800 | 535,542 | | 20,000 | 97,301 | 136,221 | 194,601 | 2,476,964 | 802,536,450 |
| 5 | 149 | 37 | Health Attendant | Health Attendant GL. 02/1 | 628,560 | 385,200 | 62,856 | | 144,000 | | | 188,568 | 10,800 | 518,939 | | | 94,284 | 131,998 | 188,568 | 2,353,773 | 87,089,591 |
| 6 | 161 | 40 | Security Guide | Watchman GL. 02 | 560,820 | 406,110 | 56,082 | | | | | | | | | | | | | 1,023,012 | 40,920,480 |
| | | 843 | | | 4,438,991 | 2,864,378 | 443,911 | | 1,296,000 | | | 1,358,427 | 54,000 | 3,201,817 | 12,000 | 80,000 | 581,726 | 814,415 | 1,293,498 | | 2,473,661,513 |