



**Jigawa State Government Primary Health care Development Agency**

**Human Resource for Health Plan**

**Year: 2026**

**Period Covered: 2025-2028**

**Published:  
February 2026**

## 1. Introduction & Context

- The plan aims to strengthen Primary and secondary health care through improved manpower planning, addressing gaps in Health workers recruitment, deployment, and retention.
- It aligns with state and national Health reforms, emphasizing equity, quality, and inclusivity.
- The plan is part of ongoing reforms in Jigawa State's Health sector, focusing on **equity, quality, and inclusiveness**.
- Jigawa State is implementing so many health programs to enhance adequate human resources for health, infrastructure, and many more.

## 2. Current Staffing Levels & Gaps (2026)

### Primary and Secondary Health facilities:

- Outpatient attendance: **6,437,630**
- Critical Health workers: **5,639**
- Current Health worker rate (CHR): **79:1**
- **Critical Health worker gaps: 15,097 HCWs**

## 3. Forecasting & Future Needs (2026–2028)

- This is based on baseline assessment of 2025 Health workforce of the agency.
- Universal Health coverage across most communities.
- Health workers' attrition rate is estimated at **less than % per year**.
- Redeployment of surplus health workers within LGAs will be prioritized before new hiring.

#### 4. HRH Baseline gap analysis of 2025 BY LGAs

### 2025 GAP ANALYSIS

s/no	LGA	Total No of HF	CHEWS/JCHEWS			MIDWIVES/NURSES			LAB TECH			OTHER TECH			SUPPORT STFF			Total Skilled staff gap	Total support staff gap
			No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap		
1	Auyo	24	55	63	8	10	18	8	2	18	16	7	27	20	10	41	31	52	31
2	Babara	32	86	69	-17	20	24	4	9	18	9	43	48	5	13	43	30	18	30
3	Birnin-Kudu	38	78	87	10	37	22	-15	3	22	19	5	60	55	13	60	47	84	47
4	Birniwa	28	49	67	18	13	22	9	8	22	14	14	50	36	9	50	41	77	41
5	Buji	28	53	65	12	13	22	9	8	20	12	13	49	36	35	49	14	69	14
6	Dutse	45	100	101	1	24	24	0	5	22	17	7	67	60	17	67	50	78	50
7	Gagarawa	20	31	47	16	17	22	5	6	20	14	3	37	34	2	37	35	69	35
8	Garki	28	38	64	26	15	20	5	7	20	13	4	47	43	24	47	23	87	23
9	Gumel	19	64	51	-13	15	22	7	4	22	18	0	41	41	2	41	39	66	39
10	Guri	21	36	47	11	14	22	8	9	20	11	3	38	35	0	41	41	65	41
11	Gwaram	66	126	137	11	24	26	2	8	22	14	26	82	56	66	82	16	83	16
12	Gwiwa	27	40	62	22	12	20	8	7	20	13	11	46	35	16	46	30	78	30
13	Hadejia	11	155	33	-117	9	14	6	14	14	0	35	33	-2	7	25	18	6	18
14	Jahun	44	102	93	-9	15	18	3	8	18	10	23	60	37	8	60	52	50	52
15	Kafin-Hausa	44	56	99	43	20	22	2	6	22	16	14	66	52	4	66	62	113	62
16	Kaugama	22	36	49	13	19	26	7	0	18	18	9	38	29	5	39	34	67	34
17	Kazaure	19	69	49	-20	15	24	9	15	22	7	29	41	12	25	41	16	28	16
18	Kiri-Kassama	28	66	66	0	15	23	8	6	18	12	11	66	55	15	48	33	75	33
19	Kiyawa	38	50	81	31	19	28	9	6	20	14	6	84	78	9	57	48	132	48
20	Malam-Madori	31	59	72	13	14	24	10	4	20	16	9	51	42	25	51	26	57	26
21	Maigatari	20	41	45	4	15	24	9	6	20	14	25	36	11	10	36	26	38	26
22	Miga	24	50	55	5	14	22	8	8	18	10	10	41	31	10	44	34	54	34
23	Ringim	33	69	76	7	20	22	2	11	20	9	30	53	23	17	53	36	41	36
24	Roni	24	40	63	23	24	26	2	5	22	17	11	46	35	34	46	12	77	12
25	Sule-Tankarkar	28	46	63	17	13	22	9	7	18	11	20	45	25	28	45	17	62	17
26	Taura	21	72	47	-25	15	18	3	3	18	15	22	38	16	30	41	11		11
27	Yankwashi	21	27	46	19	6	28	0	9	20	11	8	39	31	18	41	23	61	23
	<b>Total</b>	<b>784</b>	<b>1694</b>	<b>1797</b>	<b>103</b>	<b>447</b>	<b>605</b>	<b>137</b>	<b>184</b>	<b>534</b>	<b>350</b>	<b>398</b>	<b>1329</b>	<b>931</b>	<b>452</b>	<b>1297</b>	<b>845</b>	<b>1687</b>	<b>845</b>

## 5. HRH 2026 Projection and recruitment plan

### 2026 Projection

s/no	LGA	Total No of HF	CHEWS/JCHEWS			MIDWIVES/NURSES			LAB TECH			OTHER TECH			SUPPORT STFF			Total Skilled staff gap	Total support staff gap
			No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap		
1	Auyo	24	58	63	5	14	18	4	7	18	11	17	27	10	25	41	16	30	16
2	Babara	32	86	69	-17	22	24	2	12	18	6	48	48	0	23	43	20	-9	20
3	Birnin-Kudu	38	81	87	6	37	22	-15	13	22	9	25	60	35	40	60	20	35	20
4	Birniwa	28	56	67	11	16	22	6	15	22	7	29	50	21	30	50	20	45	20
5	Buji	28	57	65	8	16	22	6	14	20	6	28	49	21	42	49	7	41	7
6	Dutse	45	101	101	0	24	24	0	13	22	9	32	67	35	47	67	20	44	20
7	Gagarawa	20	36	47	11	19	22	3	13	20	7	18	37	19	22	37	15	40	15
8	Garki	28	45	64	19	17	20	3	12	20	8	27	47	20	37	47	10	50	10
9	Gumel	19	64	51	-13	18	22	4	14	22	8	21	41	20	22	41	19	19	19
10	Guri	21	39	47	8	18	22	4	14	20	6	18	38	20	21	41	20	38	20
11	Gwaram	66	129	137	8	25	26	1	15	22	7	56	82	26	72	82	10	42	10
12	Gwiwa	27	48	62	14	16	20	4	12	20	8	26	46	20	36	46	10	46	10
13	Hadejia	11	155	33	-122	11	14	3	14	14	0	35	33	-2	17	25	8	-121	8
14	Jahun	44	102	93	-9	16	18	2	13	18	5	40	60	20	38	60	22	18	22
15	Kafin-Hausa	44	66	99	33	22	22	0	12	22	10	34	66	32	34	66	32	75	32
16	Kaugama	22	41	49	8	21	26	5	10	18	8	28	38	10	25	39	14	31	14
17	Kazaure	19	69	49	-20	18	24	6	18	22	4	35	41	6	33	41	8	-4	8
18	Kiri-Kassama	28	66	66	0	17	23	6	12	18	6	31	66	35	35	48	13	47	13
19	Kiyawa	38	60	81	21	22	28	6	13	20	7	36	84	48	37	57	20	82	20
20	Malam-Madori	31	64	72	8	17	24	7	10	20	10	31	51	20	38	51	13	45	13
21	Maigatari	20	42	45	3	18	24	6	13	20	7	31	36	5	23	36	13	21	13
22	Miga	24	52	55	3	18	22	4	13	18	5	25	41	16	30	44	14	28	14
23	Ringim	33	71	76	5	22	22	0	14	20	6	43	53	10	37	53	16	21	16
24	Roni	24	50	63	13	26	26	0	12	22	10	31	46	15	40	46	6	38	6
25	Sule-Tankarkar	28	51	63	12	16	22	6	12	18	6	35	45	10	38	45	7	34	7
26	Taura	21	72	47	-25	17	18	1	8	18	10	32	38	6	36	41	5	-8	5
27	Yankwashi	21	37	46	9	6	28	22	15	20	5	23	39	16	33	41	8	52	8
	<b>Total</b>	<b>784</b>	<b>1798</b>	<b>1797</b>	<b>103</b>	<b>509</b>	<b>605</b>	<b>96</b>	<b>343</b>	<b>534</b>	<b>191</b>	<b>835</b>	<b>1329</b>	<b>494</b>	<b>911</b>	<b>1297</b>	<b>386</b>	<b>780</b>	<b>386</b>

## 6. HRH 2027 Projection and recruitment plan

### 2027 Projection

s/no	LGA	Total No of HF	CHEWS/JCHEWS			MIDWIVES/NURSES			LAB TECH			OTHER TECH			SUPPORT STFF			Total Skilled staff gap	Total support staff gap
			No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap		
1	Auyo	24	61	63	2	16	18	2	13	18	5	22	27	5	35	41	6	14	6
2	Babara	32	86	69	-17	23	24	1	15	18	3	48	48	0	33	43	10	-13	10
3	Birnin-Kudu	38	84	87	3	37	22	-15	18	22	4	45	60	15	50	60	10	7	10
4	Birniwa	28	61	67	6	19	22	3	19	22	3	39	50	11	40	50	10	23	10
5	Buji	28	61	65	4	19	22	3	17	20	3	38	49	11	46	49	3	21	3
6	Dutse	45	101	101	0	24	24	0	19	22	3	52	67	15	57	67	10	18	10
7	Gagarawa	20	42	47	5	21	22	1	16	20	4	28	37	9	32	37	5	19	5
8	Garki	28	55	64	9	19	20	1	16	20	4	37	47	10	42	47	5	24	5
9	Gumel	19	64	51	-13	20	22	2	18	22	4	31	41	10	32	41	9	3	9
10	Guri	21	43	47	4	20	22	2	17	20	3	28	38	10	31	41	10	19	10
11	Gwaram	66	133	137	4	26	26	0	19	22	3	72	82	10	77	82	5	17	5
12	Gwiwa	27	55	62	7	18	20	2	16	20	4	36	46	10	41	46	5	23	5
13	Hadejia	11	155	33	-122	13	14	1	14	14	0	35	33	-2	21	25	4	-123	4
14	Jahun	44	102	93	-9	17	18	1	16	18	2	50	60	10	48	60	12	4	12
15	Kafin-Hausa	44	81	99	18	22	22	0	17	22	5	49	66	17	49	66	17	40	17
16	Kaugama	22	45	49	4	24	26	2	14	18	4	33	38	5	33	39	6	15	6
17	Kazaure	19	69	49	-20	21	24	3	20	22	2	38	41	3	37	41	4	-12	4
18	Kiri-Kassama	28	66	66	0	20	23	3	15	18	3	41	66	25	44	48	4	31	4
19	Kiyawa	38	70	81	11	25	28	3	16	20	4	61	84	23	46	57	11	41	11
20	Malam-Madori	31	68	72	4	21	24	3	15	20	5	41	51	10	45	51	6	22	6
21	Maigatari	20	44	45	1	21	24	3	16	20	4	34	36	2	30	36	6	10	6
22	Miga	24	54	55	1	20	22	2	16	18	2	35	41	6	37	44	7	11	7
23	Ringim	33	74	76	2	22	22	0	17	20	3	48	53	5	45	53	8	10	8
24	Roni	24	57	63	6	26	26	0	17	22	5	41	46	5	43	46	3	16	3
25	Sule-Tankarkar	28	57	63	6	19	22	3	15	18	3	40	45	5	42	45	3	17	3
26	Taura	21	72	47	-25	18	18	0	13	18	5	35	38	3	39	41	2	-17	2
27	Yankwashi	21	43	46	3	18	28	10	18	20	2	33	39	6	37	41	4	21	4
	<b>Total</b>	<b>784</b>	<b>1903</b>	<b>1797</b>	<b>103</b>	<b>569</b>	<b>605</b>	<b>36</b>	<b>442</b>	<b>534</b>	<b>92</b>	<b>1090</b>	<b>1329</b>	<b>239</b>	<b>1112</b>	<b>1297</b>	<b>185</b>	<b>261</b>	<b>185</b>

## 7. SPHCDA HRH 2028 Projection and recruitment plan

### 2028 Projection

s/no	LGA	Total No of HF	CHEWS/JCHEWS			MIDWIVES/NURSES			LAB TECH			OTHER TECH			SUPPORT STFF			Total Skilled staff gap	Total support staff gap
			No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap	No. of Staffs	No needed	Gap		
1	Auyo	24	63	63	0	18	18	0	16	18	2	24	27	3	38	41	3	5	3
2	Babara	32	86	69	-17	24	24	0	18	18	0	48	48	0	38	43	5	-17	5
3	Birnin-Kudu	38	86	87	1	37	22	-15	20	22	2	50	60	10	55	60	5	-2	5
4	Birniwa	28	63	67	4	21	22	1	21	22	1	44	50	6	45	50	5	12	5
5	Buji	28	63	65	2	21	22	1	19	20	1	43	49	6	48	49	1	10	1
6	Dutse	45	101	101	0	24	24	0	21	22	1	57	67	10	62	67	5	11	5
7	Gagarawa	20	45	47	2	22	22	0	18	20	2	33	37	4	37	37	0	8	0
8	Garki	28	61	64	3	20	20	0	18	20	2	42	47	5	47	47	0	10	0
9	Gumel	19	64	51	-13	22	22	0	20	22	2	36	41	5	37	41	4	-6	4
10	Guri	21	45	47	2	22	22	0	19	20	1	33	38	5	36	41	5	8	5
11	Gwaram	66	135	137	2	26	26	0	21	22	1	77	82	5	79	82	3	8	3
12	Gwiwa	27	57	62	5	20	20	0	18	20	2	41	46	5	43	46	3	12	3
13	Hadejia	11	155	33	-122	14	14	0	14	14	0	35	33	-2	23	25	2	-124	2
14	Jahun	44	102	93	-9	18	18	0	17	18	1	55	60	5	50	60	10	-3	10
15	Kafin-Hausa	44	85	99	14	22	22	0	19	22	3	54	66	12	51	66	15	29	15
16	Kaugama	22	49	49	0	26	26	0	16	18	2	38	38	0	35	39	4	2	4
17	Kazaure	19	69	49	-20	22	24	2	22	22	0	41	41	0	39	41	2	-18	2
18	Kiri-Kassama	28	66	66	0	21	23	2	17	18	1	50	66	16	46	48	2	19	2
19	Kiyawa	38	75	81	6	26	28	2	18	20	2	70	84	14	48	57	9	24	9
20	Malam-Madori	31	70	72	2	22	24	2	17	20	3	46	51	5	47	51	4	12	4
21	Maigatari	20	45	45	0	22	24	2	18	20	2	35	36	1	32	36	4	5	4
22	Miga	24	55	55	0	21	22	1	18	18	0	37	41	4	39	44	5	5	5
23	Ringim	33	75	76	1	22	22	0	19	20	1	50	53	3	49	53	4	5	4
24	Roni	24	60	63	3	26	26	0	19	22	3	43	46	3	45	46	1	9	1
25	Sule-Tankarkar	28	60	63	3	20	22	2	17	18	1	42	45	3	44	45	1	9	1
26	Taura	21	72	47	-25	18	18	0	15	18	3	37	38	1	40	41	1	-21	1
27	Yankwashi	21	45	46	1	23	28	5	20	20	0	35	39	4	39	41	2	10	2
	<b>Total</b>	<b>784</b>	<b>1952</b>	<b>1797</b>	<b>103</b>	<b>600</b>	<b>605</b>	<b>5</b>	<b>495</b>	<b>534</b>	<b>39</b>	<b>1196</b>	<b>1329</b>	<b>133</b>	<b>1192</b>	<b>1297</b>	<b>105</b>	<b>22</b>	<b>105</b>

## HOPE Project BeMONC and CeMONC Recruitment Plan for 3 years 2026-2028

Facility Type	Cadre	Number of Staff required	Number of Staff Available	Gap - Minimum number of staff required	Recruitment Target 2026	Recruitment Target 2027	Recruitment Target 2028	Remaining Gap
BeMONC (PHC)	Nurse/Midwife	1,152	513	- 639	213	213	213	-
BeMONC (PHC)	Community Health Officers (CHO)	576	52	- 524	175	174	175	-
BeMONC (PHC)	Community Health Extension Workers (CHEW)	576	881	305	-	-	-	305
BeMONC (PHC)	Junior Community Health Extension Workers (JCHEW)	1,152	601	- 551	183	183	185	-
BeMONC (PHC)	Health Attendant/Assistant	576	271	- 305	102	102	101	-
BeMONC (PHC)	Security Personnel	288	148	- 140	50	50	40	-
CeMONC (General Hospital)	Obstetrician/Gynecologist or Obstetric Surgery Skilled Medical Officer	288	1	- 287	2	2	2	- 281
CeMONC (General Hospital)	Anesthesiologist or Anaesthetic Nurse	288	32	- 256	10	10	10	- 226
CeMONC (General Hospital)	Medical Officers	864	58	- 806	15	15	15	- 761
CeMONC (General Hospital)	Midwives	1,728	267	- 1,461	50	90	50	- 1,271
CeMONC (General Hospital)	Staff Nurses	2,304	1,186	- 1,118	105	105	100	- 808
CeMONC (General Hospital)	Laboratory Scientist/Technician	576	231	- 345	10	10	10	- 315
CeMONC (General Hospital)	Pharmacist/Technician	576	123	- 453	15	15	15	- 408
CeMONC (General Hospital)	Hospital Assistants	1,152	85	- 1,067	10	10	10	- 1,037
CeMONC (General Hospital)	Administrative/Secretarial Staff	576	40	- 536	20	20	20	- 476
CeMONC (General Hospital)	Medical Records Staff	576	106	- 470	50	50	50	- 320
CeMONC (General Hospital)	Laundry Staff	576	38	- 538	60	60	60	- 358
CeMONC (General Hospital)	Medical Janitorial/Cleaning Staff	576	142	- 434	60	60	60	- 254
CeMONC (General Hospital)	Catering Staff	576	86	- 490	10	10	10	- 460
CeMONC (General Hospital)	Biomedical Technicians	576	15	- 561	100	100	100	- 261
CeMONC (General Hospital)	X-ray Technicians	576	40	- 536	100	100	100	- 236
Community Health	CHEW (Community)	1,440	658	- 782	262	260	260	-
Community Health	JCHEW (Community)	1,440	65	- 1,375	200	200	200	- 775
SEMAS	Paramedic	576	-	- 576	-	-	-	- 576
SEMAS	Emergency Medical Technician (EMT)	576	-	- 576	-	-	-	- 576
SEMAS	Ambulance Driver	576	-	- 576	-	-	-	- 576
<b>TOTAL</b>		<b>20,736</b>	<b>5,639</b>	<b>- 15,097</b>	<b>1,802</b>	<b>1,839</b>	<b>1,786</b>	<b>- 9,670</b>

## HOPE PHC HRH Staff Gaps Analysis and plan for 3 years

Cadre	Standard Requirement (Per Facility/Unit)	Facility Coverage Criteria	Number of facilities	Number of Staff required	Number of Staff Available	Gap - Minimum number of staff required	Recruitment Target 2026	Recruitment Target 2027	Recruitment Target 2028	Remaining Gap
Nurse/Midwife	4	2 per shift recommended	288	1,152	513	- 639	213	213	213	-
Community Health Officers (CHO)	2	Head of facility support	288	576	52	- 524	175	174	175	-
Community Health Extension Workers (CHEW)	2	Shift coverage	288	576	881	- 305	-	-	-	305
Junior Community Health Extension Workers (JCHEW)	4	Support staff	288	1,152	601	- 551	183	183	185	-
Health Attendant/Assistant	2	Support staff	288	576	271	- 305	102	102	101	-
Security Personnel	1	Support staff	288	288	148	- 140	50	50	40	-
Obstetrician/Gynecologist or Obstetric Surgery Skilled Medical Officer	1	1 available 24/7	288	288	1	- 287	2	2	2	- 281
Anesthesiologist or Anaesthetic Nurse	1	1 available 24/7	288	288	32	- 256	10	10	10	- 226
Medical Officers	3	Based on >300 deliveries/year	288	864	58	- 806	15	15	15	- 761
Midwives	6	Based on >300 deliveries/year	288	1,728	267	- 1,461	50	90	50	- 1,271
Staff Nurses	8	Based on 200 - 500 deliveries/year	288	2,304	1,186	- 1,118	105	105	100	- 808
Laboratory Scientist/Technician	2	Lab support	288	576	231	- 345	10	10	10	- 315
Pharmacist/Technician	2	Pharmacy support	288	576	123	- 453	15	15	15	- 408
Hospital Assistants	4	Nursing & Midwifery Support	288	1,152	85	- 1,067	10	10	10	- 1,037
Administrative/Secretarial Staff	2	Administrative Support	288	576	40	- 536	20	20	20	- 476
Medical Records Staff	2	Administrative Support	288	576	106	- 470	50	50	50	- 320
Laundry Staff	2	General Support Services	288	576	38	- 538	60	60	60	- 358
Medical Janitorial/Cleaning Staff	2	General Support Services	288	576	142	- 434	60	60	60	- 254
Catering Staff	2	General Support Services	288	576	86	- 490	10	10	10	- 460
Biomedical Technicians	2	General Support Services	288	576	15	- 561	100	100	100	- 261
X-ray Technicians	2	General Support Services	288	576	40	- 536	100	100	100	- 236
CHEW (Community)	5	Deployed to ward but linked to PHC	288	1,440	658	- 782	262	260	260	-
JCHEW (Community)	5	Deployed to ward but linked to PHC	288	1,440	65	- 1,375	200	200	200	- 775
Paramedic	2	Per ambulance unit	288	576	-	- 576				- 576
Emergency Medical Technician (EMT)	2	Per ambulance unit	288	576	-	- 576				- 576
Ambulance Driver	2	Per ambulance unit	288	576	-	- 576				- 576
				20,736	5,639	- 15,097	1,802	1,839	1,786	- 9,670

### HOPE Project Strategic Budget for 3 years 2026-2028 on Critical Cadres in the state

Facility Type	Cadre	Average Annual Salary (Naira)	2026 Incremental Cost	2027 Incremental Cost	2028 Incremental Cost	Total Recruitment Cost 2026 - 2028
BeMONC (PHC)	Nurse/Midwife	929,081,988.00	197,894,463,444	197,894,463,444	197,894,463,444	1,187,366,780,664
BeMONC (PHC)	Community Health Officers (CHO)	106,485,600.00	18,634,980,000	18,528,494,400	18,634,980,000	111,596,908,800
BeMONC (PHC)	Community Health Extension Workers (CHEW)	1,595,557,956.00	-	-	-	-
BeMONC (PHC)	Junior Community Health Extension Workers (JCHEW)	870,189,678.96	159,244,711,250	159,244,711,250	160,985,090,608	957,208,646,856
BeMONC (PHC)	Health Attendant/Assistant	290,484,900.00	29,629,459,800	29,629,459,800	29,338,974,900	177,486,273,900
BeMONC (PHC)	Security Personnel	158,641,200.00	7,932,060,000	7,932,060,000	6,345,648,000	46,005,948,000
CeMONC (General Hospital)	Obstetrician/Gynecologist or Obstetric Surgery Skilled Medical Officer	15,234,420.00	30,468,840	30,468,840	30,468,840	182,813,040
CeMONC (General Hospital)	Anesthesiologist or Anaesthetic Nurse	86,996,320.00	869,963,200	869,963,200	869,963,200	5,219,779,200
CeMONC (General Hospital)	Medical Officers	241,141,322.00	3,617,119,830	3,617,119,830	3,617,119,830	21,702,718,980
CeMONC (General Hospital)	Midwives	594,654,924.00	29,732,746,200	53,518,943,160	29,732,746,200	225,968,871,120
CeMONC (General Hospital)	Staff Nurses	3,224,301,110.00	338,551,616,550	338,551,616,550	322,430,111,000	2,015,188,193,750
CeMONC (General Hospital)	Laboratory Scientist/Technician	847,375,676.07	8,473,756,761	8,473,756,761	8,473,756,761	50,842,540,564
CeMONC (General Hospital)	Pharmacist/Technician	451,199,916.00	6,767,998,740	6,767,998,740	6,767,998,740	40,607,992,440
CeMONC (General Hospital)	Hospital Assistants	126,480,000.00	1,264,800,000	1,264,800,000	1,264,800,000	7,588,800,000
CeMONC (General Hospital)	Administrative/Secretarial Staff	67,826,182.40	1,356,523,648	1,356,523,648	1,356,523,648	8,139,141,888
CeMONC (General Hospital)	Medical Records Staff	257,899,603.78	12,894,980,189	12,894,980,189	12,894,980,189	77,369,881,134
CeMONC (General Hospital)	Laundry Staff	56,544,000.00	3,392,640,000	3,392,640,000	3,392,640,000	20,355,840,000
CeMONC (General Hospital)	Medical Janitorial/Cleaning Staff	211,296,000.00	12,677,760,000	12,677,760,000	12,677,760,000	76,066,560,000
CeMONC (General Hospital)	Catering Staff	127,968,000.00	1,279,680,000	1,279,680,000	1,279,680,000	7,678,080,000
CeMONC (General Hospital)	Biomedical Technicians	30,407,580.00	3,040,758,000	3,040,758,000	3,040,758,000	18,244,548,000
CeMONC (General Hospital)	X-ray Technicians	97,320,605.20	9,732,060,520	9,732,060,520	9,732,060,520	58,392,363,120
Community Health	CHEW (Community)	784,130,709,264.00	205,442,245,827,168	203,873,984,408,640	203,873,984,408,640	1,227,948,690,707,420
Community Health	JCHEW (Community)	131,766,180.00	26,353,236,000	26,353,236,000	26,353,236,000	158,119,416,000
SEMAS	Paramedic		-	-	-	-
SEMAS	Emergency Medical Technician (EMT)		-	-	-	-
SEMAS	Ambulance Driver		-	-	-	-
	<b>TOTAL</b>		<b>206,315,617,610,139</b>	<b>204,771,035,902,971</b>	<b>204,731,098,168,519</b>	<b>1,233,220,022,804,880</b>

### **Recruitment Costing (2026–2028)**

- Average annual Health worker cost (2026): **₦2,467.78** (increasing 1% yearly).
- **Total estimated of Salary for recruited Health workers cost (2026–2028):**
  - **2026:** ₦206.315 billion
  - **2027:** ₦204.771 billion
  - **2028:** ₦204.731 billion

## Recruitment & Redeployment Strategy

### 1. **Needs-Based Workforce Planning and Recruitment Strategy (2026–2028)**

The sector will implement a needs-based planning and recruitment approach informed by the established 2025 workforce gap analysis. To address identified human resource shortages:

- In **2026**, a total of **1,366 personnel** will be recruited, comprising **907 skilled staff** and **459 support (non-skilled) staff**.
- In **2027**, recruitment will include **519 skilled staff** and **201 support staff**.
- In **2028**, an additional **299 personnel** will be engaged, consisting of **219 skilled staff** and **80 support staff**.

This phased recruitment strategy aims to progressively close workforce gaps, strengthen service delivery, and enhance overall health system performance

2. The sector will implement targeted recruitment campaigns aimed at attracting and retaining qualified health workers in underserved and hard-to-reach rural areas. These campaigns will prioritize candidates with a willingness to serve in rural communities and may include collaboration with training institutions, professional associations, and local governments. To enhance uptake and retention, a structured incentive package will be introduced for personnel deployed to rural postings, including:

- **Housing support:** Provision of staff accommodation or housing allowances to ensure safe and decent living conditions.
- **Transport allowances:** Financial support or transport services to facilitate mobility to and within rural locations.
- **Rural hardship allowances:** Additional financial incentives to compensate for difficult working and living conditions.
- **Career advancement opportunities:** Priority access to in-service training, scholarships, and accelerated promotion pathways.
- **Improved working conditions:** Provision of essential equipment, adequate staffing levels, and supportive supervision.
- **Social support measures:** Access to healthcare, schooling options for dependents, and security arrangements where necessary.

These measures are intended to reduce workforce maldistribution, improve staff motivation and retention, and ensure equitable access to quality health services across all geographic areas.

3. **Redeployment** of surplus Health workers to underserved health facilities.

### 4. **Stakeholder Engagement with Communities, Traditional Leaders, and NGOs for Health Workforce Retention**

The sector will strengthen structured engagement with key stakeholders—including host communities, traditional and religious leaders, civil society organizations, and non-governmental organizations (NGOs)—to create an enabling environment that supports the attraction and long-term retention of health workers, particularly in rural and underserved areas.

This approach will involve:

- **Community ownership and support:** Engaging community members and

leaders in welcoming and supporting deployed health workers, including facilitating social integration, local accommodation arrangements, and community-level protection.

- Advocacy by traditional and religious leaders: Leveraging the influence of traditional rulers and faith leaders to promote respect for health workers, encourage utilization of services, and address socio-cultural barriers that may affect staff morale and retention.
- Public–private and NGO collaboration: Partnering with NGOs and development partners to co-finance incentives, provide staff accommodation, support continuing professional development, and improve working conditions in hard-to-reach areas.
- Feedback and accountability mechanisms: Establishing platforms for regular dialogue between health workers, community representatives, and local authorities to address concerns, resolve conflicts, and improve workplace satisfaction.
- Security and welfare support: Working with community structures and local security networks to ensure the safety of health personnel, especially in fragile or conflict-affected settings.
- Recognition and motivation initiatives: Encouraging community-led recognition programs and awards for dedicated health workers to boost morale and foster a sense of belonging.

Through inclusive stakeholder engagement, the sector aims to build trust, improve working and living conditions, and create a supportive ecosystem that enhances health worker satisfaction, reduces attrition, and ensures sustained service delivery.

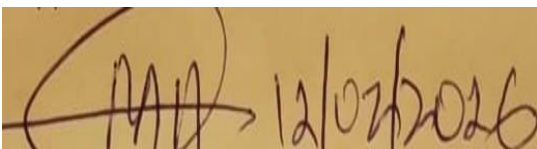
5. **Monitoring & evaluation** to track health workers' performance and enhance productivity.

#### **Key Focus Areas:**

- Reduce Human resources for health shortage
- Ensure equitable health workers distribution
- Strengthen health workers capacity through training
- Use data-driven recruitment and deployment
- Secure sustainable funding for recruitment
- Enhance stakeholders' engagement to create the enabling environment for retention and improve productivity.

This updated plan (2026–2028) provides the state's commitment to providing **qualified Health workers** and improving Health outcomes across Jigawa State.

Approved by:



**Dr. Abdullahi Muhammad Kainuwa**  
**The Honourable Commissioner**  
**Ministry of Health**