

**RECRUITMENT
PROGRESS REPORT:
KEBBI STATE
PRIMARY HEALTH
WORKERS**

**FINAL REPORT ON THE 2025 PRIMARY HEALTH
WORKERS RECRUITMENT**

PERIOD COVERAGE: APRIL 2025 – JANUARY 2026

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RECRUITMENT PROGRESS REPORT: KEBBI STATE PRIMARY HEALTH WORKERS

Executive Summary

This report provides an update on the actions taken by Kebbi State under the HOPE-PHC Programme to address critical staffing shortages in primary health care facilities. Between April 2025 and January 2026, a total of 1,582 health workers were recruited and deployed across the health system. Of this number, 520 nurses/midwifery were posted to the Primary Health Care Agency across the LGAs, which is the core focus area for the HOPE-GOV Project. In addition, 815 nurses/midwifery were deployed to secondary and tertiary facilities, alongside 165 pharmacists and laboratory technicians, and 82 medical doctors.

The recruitment process was widely advertised through state media, health boards, and community outreach channels to ensure inclusivity and transparency. In addition to new hires, volunteers serving in PHC facilities were converted into permanent staff, thereby stabilizing the workforce and reducing reliance on temporary arrangements. The newly recruited workers were strategically deployed across both urban and rural Local Government Areas, with particular emphasis on underserved and hard-to-reach communities. This equitable deployment ensures that the benefits of the recruitment drive are felt across the state, reducing disparities in access to essential health services.

While the recruitment of 1,582 workers represents only a modest percentage closure of the overall gap, it provides a strong foundation for further progress. The government has demonstrated its commitment to strengthening the PHC system, aligning recruitment efforts with national standards, and preparing for Independent Verification Agent (IVA) assessment.

Beyond this immediate achievement, Kebbi State has shown determination to sustain recruitment momentum. A major focus of the forward plan is to expand the pipeline of qualified nurses and midwives by graduating more students from the Kebbi State School of Nursing and Midwifery. This strategy directly responds to the baseline finding that nearly 3,000 midwifery positions remain unfilled, and it reflects a deliberate effort to strengthen maternal and child health services across the state. By combining external recruitment with local training and graduation, Kebbi State is laying the foundation for long-term workforce sustainability.

Staffing Gaps and Recruitment Impact

Against this backdrop, the recruitment of 520 nurses and midwives has begun to ease the pressure within the Primary Health Care Agency, which is the focus area of the HOPE-GOV Project. This intervention represents approximately 17.6 percent closure of the nursing and midwifery gap, providing a significant step toward strengthening maternal and child health services across the state. Although medical officer positions remain unfilled and other cadres such as CHEWs, junior CHEWs, and pharmacy technicians continue to face substantial deficits, the recruitment drive has nonetheless improved staffing levels in frontline facilities and enhanced service delivery in rural and underserved communities.

Importantly, the government’s plan to graduate more midwives from the Kebbi State School of Nursing and Midwifery directly addresses the most critical gap identified in the baseline report. By expanding the pipeline of locally trained professionals, Kebbi State is laying the foundation for long-term workforce sustainability and ensuring that maternal and child health services receive sustained attention.

BASELINE STAFFING GAPS (EXTRACT FROM BASELINE REPORT)

The baseline mapping exercise revealed severe shortages across cadres, with medical officers, nurses/midwives, and junior CHEWs constituting the largest gaps. For example, 752 medical officer positions were vacant, while nearly 3,000 nurses and midwives were required to meet minimum standards. Junior CHEWs also faced a deficit of over 4,000 positions.

Against this backdrop, the recruitment of 520 health workers who are Nurses/Midwives has begun to ease the pressure. Although medical officer positions remain unfilled, the recruitment drive has strengthened frontline service delivery and improved staffing levels in rural facilities. Importantly, the government’s plan to graduate more midwives from the state’s nursing and midwifery school will directly address the most critical gap identified in the baseline report, ensuring that maternal and child health services receive sustained attention.

Category	Baseline Gap	Recruited (2025-26)	Remaining Gap	% Gap Closed
Medical Officers	752	0	752	0%
Nurses/Midwives	2,956	520	2,456	17.6%
Community Health Extension Workers (CHEWs)	971		771	
Junior CHEWs	4,067		3,917	

Category	Baseline Gap	Recruited (2025-26)	Remaining Gap	% Gap Closed
Pharmacy Technicians	678		648	
Environmental Officers	-276 (surplus)	–	–	–
Other cadres (records, labs, support staff)	2,665		2,595	
Total	11,013	520	10,493	17.6%

ACTIONS TAKEN TO ADDRESS STAFFING GAPS

The recruitment exercise was conducted with strong policy backing and institutional support. Advertisements were placed across multiple channels to attract qualified candidates, and volunteers already serving in PHC facilities were transitioned into permanent roles. Redeployment measures were introduced to balance staffing between urban centers and rural LGAs, ensuring that underserved communities receive priority attention.

Capacity-building programmes were organized for newly recruited staff, preparing them for service delivery and aligning them with state health standards. These initiatives were complemented by rural posting incentives, designed to encourage retention in hard-to-reach areas. Alongside these measures, the government has begun strengthening training pipelines by supporting the Kebbi State School of Nursing and Midwifery to expand its intake and graduation rates. This institutional action ensures that future recruitment phases will not only rely on external hires but also benefit from a steady supply of locally trained midwives, directly addressing the 3,000-midwifery gap highlighted in the baseline report.

FORWARD PLAN

Building on the recruitment of 520 health workers, Kebbi State plans to recruit an additional 700 workers in 2026. The forward plan emphasizes strengthening recruitment systems through digital platforms, expanding training programmes to improve quality, and sustaining gains through continuous monitoring and equitable deployment. A central pillar of this plan is the deliberate expansion of midwifery training, with the Kebbi State School of Nursing and Midwifery expected to graduate increasing numbers of qualified midwives to fill the most pressing gaps. This approach not only addresses immediate shortages but also ensures long-term sustainability of the PHC workforce.

CONCLUSION

The recruitment of 520 nurses and midwives marks an important milestone in Kebbi State’s effort to close the staffing gaps identified in the baseline mapping report. By achieving a 17.6 percent closure of the nursing and midwifery gap within primary health care facilities, the state has demonstrated strong government commitment and institutional capacity under DLI 5.2. These workers were strategically deployed across urban and rural LGAs, reducing disparities in access to essential services and strengthening frontline delivery in underserved communities.

While this progress is commendable, substantial gaps remain, particularly in medical officer positions and the wider nursing cadre. The government’s proactive mitigation strategies, including rural posting incentives, budget reallocation, community engagement, and the expansion of midwifery training, are beginning to stabilize the workforce. Sustained investment will be required to reach the stretch target of 20 percent and ultimately achieve full staffing coverage.

Overall, Kebbi State has made notable progress in reducing health worker shortages and remains firmly committed to strengthening its primary health care system. By aligning recruitment with HOPE-GOV priorities and expanding the pipeline of locally trained midwives, the state is ensuring readiness for IVA verification and laying a strong foundation for continued improvement in health worker recruitment and deployment.



19/2/2026

**Approved by:
Hon. Commissioner,
Kebbi State Ministry of Health.**

ANNEXES

- List of recruited/redeployed staff