



MULTIYEAR RECRUITMENT AND DEPLOYMENT PLAN

MARCH, 2025

KADUNA STATE PRIMARY HEALTH CARE BOARD RECRUITMENT AND DEPLOYMENT PLAN

1.0 Background

- 1.1 In consonance with the Nigerian Human Capital opportunities for prosperity and equity-Governance (HOPE-GOV) initiative. The Kaduna State Government decided to key in fully to consolidate the efforts made so far in the Primary Health Care sub-sector of the State. The Government of Kaduna State had upgraded and renovated Primary Health Care facilities and equipped a minimum of one Primary Health Care Centre across the 255 Wards in the State.
- 1.2 Despite the huge investment in terms of infrastructure and equipment, the Board is constrained to perform as expected owing to the acute shortage of manpower. The Board is currently operating below 40% of the required workforce.
- 1.3 Based on the foregoing, the HOPE-PHC initiative is coming to the State at the right time hence the need to come for a recruitment and deployment plan that will address staffing gaps discovered from the PHC staff mapping exercise.

2.0 Objectives and Goals

- 2.1 The State Primary Health Care Board is using existing National Guidelines, Policies and Laws to ensure that all Primary Health Care Facilities provide the minimum service package for Primary Health Care Facilities in the State. Currently the State has a service delivery plan to enable provision of the minimum service package.
- 2.2 Essentially, this plan is aimed at facilitating the attainment of HOPE-GOV DLI 5.1 which requires the State to conduct mapping to identify and fill in human resource gap in line with HOPE-GOV Program development objective.

3.0 Workforce Analysis

- 3.1 The Board has an existing workforce of 5,240 which is 37% of the required workforce in the State with a current gap of 9,000. Please find below the distribution of existing workforce:

S/N	CADRE	REQUIRED	AVAILABLE	GAP
1	MO	255	14	241
2	Nurse/Midwife	2,272	522	1,750
4	CHEWS	2,786	1,976	810
5	JCHEW	3,343	828	2,515
6	EHO	293	43	250
7	Pharm Tech	510	160	350
9	MRO	605	255	350
10	Nutrition	347	97	250
11	EHT Tech	1614	754	860
12	Health Educator	564	214	350
13	Health Attendant/Assistant	1,487	263	1,224
	SUB-TOTAL	14,076	5,126	8,950
1	Headquarters (Technical & Admin Staff)	113	77	36
2	Zonal Offices (Technical & Admin Staff)	51	37	14
	SUB-TOTAL	164	114	50
	GRAND TOTAL	14,240	5,240	9,000

3.2 Recruitment Plan for 5 Years (2025 – 2029)

S/N	Cadre	GAP	2025	2026	2027	2028	2029
1	MO	240	48	48	48	48	48
3	Nurse/Midwife	1,750	350	350	350	350	350
4	CHEWS	825	165	165	165	165	165
5	JCHEW	2,500	500	500	500	500	500
6	EHO	250	50	50	50	50	50
7	Pharm Tech	350	70	70	70	70	70
9	MRO	350	70	70	70	70	70
10	Nutrition	250	50	50	50	50	50
11	EHT Tech	860	172	172	172	172	172
12	Health Educator	350	70	70	70	70	70
13	Health Attendant/Assistant	1,275	255	255	255	255	255
	Sub-Total	9,000	1800	1800	1800	1800	1800

Cost Implication for Recruitment and Training per Annum

S/N	Cadre	No. of Staff	Cost Implication/ Head	Total Cost Implication/ Month	Total Cost Implication/ Annum
1	Mo	48	150,217.50	7,210,440.00	86,525,280.00
2	Nurse/Midwife	350	69,035.70	24,162,495.00	289,949,940.00
3	Chews	165	48,896.79	8,067,970.35	96,815,644.20
4	JCHEW	500	40,338.11	20,169,055.00	242,028,660.00
5	EHO	50	69,035.70	3,451,785.00	41,421,420.00
6	Pharm Tech	70	69,035.70	4,832,499.00	57,989,988.00
7	MRO	70	48,896.79	3,422,775.30	41,073,303.60
8	Nutrition	50	48,896.79	2,444,839.50	29,338,074.00
9	EHT Tech	172	48,896.79	8,410,247.88	100,922,974.56
10	Health Educator	70	48,896.79	3,422,775.30	41,073,303.60
11	Health Attendant/Assistant	255	40,338.11	10,286,218.05	123,434,616.60
	Sub-Total	1800	682,484.77	95,881,100.38	1,150,573,204.56

Cost Implication for Training of Newly Recruited Staff Annually

S/N	Item	No. of Staff	Total Cost Implication
1	Aptitude test	3,600	25,000,000.00
2	Interview	1,800	10,000,000.00
3	5 days Induction training (including workshop Materials)	1,800	76,000,000.00
	Sub-Total		111,000,000.00

Total cost Implication for Recruitment and training

S/N	Item	No. of Staff	Total Cost Implication
1	Recruitment	1,800	1,150,573,204.56
2	Training	1,800	111,000,000.00
	Grand – Total		1,261,573,204.56

4.0 Recruitment Strategy Development and Selection Process

4.1 The recruitment strategy to be adopted is in consonance with Recruitment policy and processes in the State for sourcing and filling vacancies such as;

- Vacancies
- Obtain the Governor's approval to recruit
- Defining job requirements from the Scheme of Service
- Advertise vacant positions through the State Government portal

- v) Sift applications and invite those who meet the requirements for an aptitude test
- vi) Invite candidates who pass the aptitude test for an interview
- vii) Final selection using various criteria such as scores, State Character/Geographic spread etc.
- viii) Placements by Office of the Head of Service
- ix) Issuance of letters of appointments

4.2 Internal and External Sources For Filling Vacancies

- i) Internal sources will be the volunteers, casual and ad-hoc staff serving at the Board
- ii) External Sources will be through advertisement to the general public, Health training Institutions, unsolicited applications etc

5.0 On-boarding and Integration

- 5.1 Comprehensive induction and Orientation training for newly recruited staff on their new roles and responsibilities.

6.0 Deployment Strategy

- 6.1 Deployment of newly recruited staff will be done scientifically to fill the vacancies uncovered during the Staff mapping exercise, facility by facility.

7.0 Monitoring and Evaluation

- 7.1 The monitoring and evaluation structure or Department of the Board would monitor progress based on the baseline staff mapping done to monitor progress after recruitment and deployment of staff to facilities to track progress. It will enable the Board measure the impact of the newly injected manpower from service data.
- 7.2 The quarterly feedback from the Monitoring and Evaluation Department would be sent to Management on quarterly basis for appropriate action. Collect feedback from new staff to identify areas for improvement and refine the process continuously.

8.0 Multi Year Retirement Forecasting (2025-2029)

Table 1: Multiyear Statutory Retirement Forecast by LGA (2025 – 2029)

Local Government Area Distribution	2025	2026	2027	2028	2029	Grand Total
Birnin Gwari	3	7	8	4	3	25
Chikun	22	14	9	19	7	71
Giwa	1	2	5	13	12	33
Igabi	8	8	11	11	17	55
Ikara	1	16	1	5	5	28
Jaba	10	5	12	9	9	45
Jema'a	5	4	4	3	6	22
Kachia	34	5	4	6	8	57
Kaduna North	9	10	10	7	16	52
Kaduna South	9	5	3	15	18	50
Kagarko	23	6	6	0	5	40
Kajuru	12	3	6	3	7	31
Kaura	4	6	5	6	4	25
Kauru	5	10	2	4	1	22
Headquarters (KSPHCB)	2	4	4	1	4	15

Kubau	1	12	6	1	8	28
Kudan	5	8	1	5	6	25
Lere	4	1	1	9	3	18
Makarfi	3	11	6	6	8	34
Sabon Gari	8	6	18	11	4	47
Sanga	6	6	3	5	3	23
Soba	6	5	13	3	15	42
Zangon Kataf	12	5	9	8	3	37
Zaria	9	9	11	12	29	70

Table 2: Multiyear Statutory Retirement Forecast for each Cadre (2025 – 2029)

Cadre Distribution	2025	2026	2027	2028	2029	Grand Total
Account Officer	0	1	0	0	1	2
Administrative Officer	0	0	0	0	0	0
Community Health Assistant	21	8	7	13	13	62
Community Health Officer	30	10	24	20	22	106
Community Health Technician	83	62	61	66	62	334
Confidential Secretary	1	0	0	0	1	2
Craftman-Artisan	0	0	0	0	0	0
Craftman-Carpenter	0	0	0	0	0	0
Data Processing	0	0	0	0	0	0
Dental	0	1	0	0	0	1
Dental Surgery Technician	1	1	2	0	1	5
Environmental Health Assistant	8	11	9	5	20	53
Environmental Health Officer	9	16	11	12	22	70
Environmental Health Technician	8	11	8	10	18	55
Executive Officer	0	1	2	0	0	3
Executive Officer (Account)	0	0	0	0	0	0
Executive Secretary	0	0	0	0	0	0
Health Assistant	7	2	8	3	7	27
Health Attendant	4	4	6	3	3	20
Health Educator	4	4	4	6	6	24
Health Information Management Technician	1	1	0	1	3	6
Hospital Secretary	0	0	0	0	0	0
Information	0	0	0	0	0	0
Medical Laboratory Assistant	1	2	2	1	3	9
Medical Laboratory Scientist	0	0	0	0	0	0
Medical Laboratory Superintendent(Maintenance)	0	0	0	0	0	0
Medical Laboratory Technician	7	4	0	6	6	23
Medical Officer	0	0	0	0	1	1
Nursing Officer	14	25	13	16	9	77
Nutrition Officer	0	1	0	0	0	1
Nutritionist	1	0	0	0	1	2
Pharmacist	0	0	0	0	0	0
Pharmacy Technician	1	2	0	2	0	5

Physiology	0	0	0	0	0	0
Planning Officer	0	0	0	0	0	0
Statistician	0	0	0	0	0	0
Store Officer	0	0	0	0	0	0
X-Ray Technician	0	0	0	1	0	1
No Assigned Cadre	1	1	1	1	2	6

Table 3: Summary of Multiyear Statutory Retirement Forecast by Gender (2025 – 2029)

REPORT SUMMARY	2025	2026	2027	2028	2029	Grand Total
Total Number of Staff	202	168	158	166	201	895
Total Male Staff	75	84	76	73	98	406
Total Female Staff	127	84	82	93	103	489
Total Number of Duty Stations	157	125	126	135	157	700

Table 4: Multiyear Estimated Cost Implication for Replacement

S/N	Year	GAP	COST IMPLICATION/ PERSON	TOTAL COST IMPLICATION/ MONTH	TOTAL COST IMPLICATION/ ANNUM
1	2025	202	69,035.70	13,945,211.40	167,342,536.80
2	2026	168	69,035.70	11,597,997.60	139,175,971.20
3	2027	158	69,035.70	10,907,640.60	130,891,687.20
4	2028	166	69,035.70	11,459,926.20	137,519,114.40
5	2029	201	69,035.70	13,876,175.70	166,514,108.40
6	2029	188	69,035.70	12,978,711.60	155,744,539.20
	TOTAL	1,083	414,214.20	74,765,663.10	897,187,957.20

9.0 Conclusion

- 9.1 If this plan is followed and implemented to the latter, it would go along way in improving service provision in Kaduna which will translate to an overall improvement of the health status of residents of Kaduna

ANNEX

- a) Governor's approval
- b) Composition of the recruitment committee.
- c) Costed workplan for recruitment of 1,800 PHC staff annually.
- d) Updated needs assessment