



YOBE STATE GOVERNMENT

YOBE STATE PRIMARY HEALTHCARE (PHC)

STAFFING GAPS ACTION REPORT

PREPARED BY:

YOBE STATE MINISTRY OF HEALTH AND HUMAN SERVICES

AND

STATE PRIMARY HEALTHCARE BOARD

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1.0 Introduction

Following the 2025 Baseline Mapping Exercise for Primary Healthcare Workers in Yobe State, which identified critical human resource gaps across PHC facilities, the State Government implemented targeted recruitment and deployment interventions in 2025 to address these shortages.

The baseline report revealed significant deficits across key cadres such as Medical Officers, Nurses/Midwives, CHEWs, JCHEWs, Laboratory Technicians, and Pharmacy Technicians, with many facilities operating below minimum standards.

This report presents the actions taken in 2025 to bridge these gaps and improve equitable distribution of health workers across the 17 LGAs.

2.0 Summary of Baseline Gaps

The baseline assessment highlighted severe shortages of JCHEWs, CHEWs, Nurses/Midwives, and Laboratory staff, a 100% gap in Medical Officers, maldistribution of staff, and reliance on support staff.

3.0 Action Taken – Recruitment and Deployment (2025)

A total of 165 Permanent and Pensionable Health Workers were employed, enrolled into payroll, and deployed across the 17 LGAs of the state.

122 were recruited by 17 local government Councils, while 43 Community Nurses were recruited by State government.

4.0 Cadre Distribution

S/N	Cadre	Number Recruited
1	Community Nurses	43
2	Senior CHEW (SCHEW)	23
3	Junior CHEW (JCHEW)	94
4	Medical Lab Technician	4

5	Pharmacy Technician	2
6	Other Cadres	8
Total		165

5.0 Deployment Strategy


Deployment prioritized rural and underserved facilities and followed equity-based distribution principles under the PHC Under One Roof policy.

6.0 Impact

Improved workforce availability, enhanced service delivery, and progress toward minimum staffing standards.

7.0 Conclusion

The 2025 recruitment represents a critical step in addressing PHC staffing gaps, but sustained recruitment and retention strategies are required.



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