



**ZAMFARA STATE GOVERNMENT
MINISTRY OF HEALTH & MINISTRY OF
EDUCATION**

**HUMAN RESOURCES FOR
HEALTH (HRH) RECRUITMENT
REPORT (Health and Education
Sectors – 2025)**

1. INTRODUCTION

This report presents the status of Human Resources for Health (HRH) recruitment in Zamfara State across the Ministry of Health and Ministry of Education. The objective is to highlight progress made in strengthening the health workforce, improving service delivery, and building a sustainable pipeline of qualified personnel.

2. MINISTRY OF HEALTH – HRH RECRUITMENT

2.1 Overview

The Ministry of Health, through the State Primary Health Care Development Agency (SPHCDA) and Hospital Services Management Board (HSMB), implemented targeted recruitment to address workforce gaps across Primary and Secondary Health facilities.

2.2 HRH Recruitment Summary (2025)

Cadre	Number Recruited	Deployment Level
Medical Officers		General Hospitals
Nurses and Midwives		PHC & Secondary Facilities
CHEWs/ JCHEWs		PHC Facilities
Laboratory Technicians		PHC & Secondary
Pharmacy Technicians		PHC & Secondary
Environmental Health Officers		LGA/PHC
Total	(Current)	—

2.3 Planned HRH Recruitment (2026 Target)

Cadre	Planned Recruitment	Deployment Level
Medical Doctors	50	Secondary Facilities
Nurses and Midwives	631	PHC & Secondary Facilities
Community Health Workers (CHEWs/JCHEWs)	765	PHC Facilities
Total Planned	1,446	—

Figures are compiled from State Ministry records, SPHCDA and HSMB recruitment returns (2025).

2.4 Challenges

- Shortage of Medical Officers
- Uneven distribution of staff across LGAs

- Funding constraints
- Staff attrition and migration

2.5 Recommendations

- Increase recruitment of Medical Officers
- Strengthen rural retention incentives
- Improve HRH data systems (HRIS)
- Enhance workforce funding and welfare packages

3. MINISTRY OF EDUCATION – HRH PIPELINE RECRUITMENT

3.1 Overview

The Ministry of Education supports HRH development through recruitment of teachers and instructors in science and health-related disciplines.

3.2 Recruitment Summary (2025)

Cadre	Number Recruited	Institution Type
Science Teachers		Secondary Schools
Health Science Teachers		Secondary Schools
Lecturers/Instructors		Training Institutions
Clinical Tutors		Health Training Schools
General Teachers (New Recruitment)	500	Basic & Secondary Schools
Total	XX	—

3.3 Key Achievements

- Strengthened science education foundation
- Large-scale recruitment of 500 general teachers to improve access and quality of education across the State
- Increased capacity of health training institutions
- Improved quality of teaching and practical training

3.4 Challenges

- Shortage of specialized educators
- Limited infrastructure
- Brain drain of qualified staff

3.5 Recommendations

- Increase recruitment of qualified teachers and tutors

- Improve staff welfare and incentives
- Expand training infrastructure
- Strengthen partnerships with health institutions

4. CROSS-SECTORAL ANALYSIS

The combined efforts of the Ministries of Health and Education demonstrate a coordinated approach to strengthening the HRH pipeline in Zamfara State.

Key Highlights

- Total HRH recruited (Health Sector – Current): 670
- Planned additional recruitment (2026): 1,446
- Total Education Workforce (Pipeline): 859
- Strong emphasis on Primary Health Care strengthening
- Improved workforce availability across LGAs

5. CONCLUSION

Zamfara State has made significant progress in HRH recruitment across both the health and education sectors. These efforts have contributed to improved service delivery and workforce capacity. However, sustained investment, improved distribution, and enhanced retention strategies are required to consolidate gains.