



KATSINA STATE PRIMARY HEALTH CARE AGENCY

COMPREHENSIVE REPORT AND ACTION PLAN

ON PHC WORKERS RECRUITMENT

(HOPE GOVERNANCE PROJECT)

MARCH, 2026

Executive Summary

In its bid to achieve Universal Health Coverage (UHC) and contribute to the speedy attainment of third Sustainable Development Goal (SDG-3), the Katsina State Government recruited 1020 Primary Health Care Workers to address the critical shortage of Human Resource for Health in the state. The process began with the establishment of a committee by His Excellency, mandating the State Primary Health Care Agency leadership to work closely with the committee to recruit 1020 PHC staff by prioritizing candidates who served the state in ad hoc capacity for many years. Following advertisement for the recruitment, we received 9045 applications involving four primary cadres of health care workers: CHEW, JCHEW, Community Midwives, and Midwives. The total applicant pool was significantly narrowed down due to significant number of duplicate entries observed. Candidates were passed through a merit-based, rigorous selection process involving screening examination and physical interviews. To ensure fairness in the selection process there was no external interference in the exercise. The entire process was computerized to eliminate errors. Record of the processes are available in a secure repository for reference purpose.

1.0 INTRODUCTION

Nigeria, like other Low- and Middle-Income Countries still grapples with critical shortage of Human Resource for Health. Worse still, this shortage is more experienced and disproportionately felt in the Northern part of the country especially in the rural areas. Most worrisome is the fact that the Primary Health Care is most affected when compared with other levels of health care in the country. In a bold step by the State Government to address this problem, Katsina State Government planned to recruit Community Based Health Workers and Skilled Birth Attendants to increase the number of health workforce in line with the Federal Governments Health Sector Renewal Investment Plan as encapsulated within Sector-Wide Approach priorities. This came at a time when the State Government has already revitalized 268 Primary Health Care facilities as of February 2026, as part of its resolve to revitalize 361 PHC facilities before the end of 2026 to meet the status of having one fully functional PHC per political ward as contained in the “Building Your Future” agenda of Governor Radda-led administration.

A committee was established by His Excellency, the Governor to recruit suitably qualified candidates to fill in the gaps by prioritizing candidates who have served as casual workers for several years.

2.0 HRH WORKFORCE AND GAP ANALYSIS

PERMANENT TECHNICAL STAFF DISAGGREGATED BY CADRE	AVAILABLE	GAP	REQUIRED	REMARK
Number of Doctors	15	37	22	
Number of Midwives/Nurses	324	1,752	1,428	
Number of CHEWs	2161	3,504	1,343	
Number of JCHEWs	575	2,520	1,945	
Number of Environmental Health Technicians	563	1,260	697	
Number of Medical Record Officers	71	744	673	
Number of Nutritionists/Dieticians	26	68	42	
Number of Dental Technicians	170	364	194	
Number of Laboratory Technicians	213	364	151	
Number of Pharmacists	9	37	28	
Number of Pharmacy Technicians	78	364	286	
Number of Non-Technical Staff (Security, Cleaners, Attendant)	928	3,780	2852	
TOTAL	5,133	14,794	9,661	

KATSINA STATE HRH GAP DATA ANALYSIS

Katsina		HOPE-GOV HRH Gap Analysis											
Completion Date		10-Mar-26											
S.No	Facility Type	Cadre	Standard Requirement (Per Facility/Unit)	Facility Coverage Criteria	Unit	Number of facilities	Number of Staff required	Number of Staff Available (as at 2025)	Gap - Minimum number of staff required	Recruitment Target 2026 (indicate % greater than 20% for CHWs but greater than 15% for others)	Recruitment Target 2027 (indicate % greater than 15%)	Recruitment Target 2028 (indicate % greater than 15%)	Remaining Gap
1	BeMONC (PHC)	Nurse/Midwife	4	2 per shift recommen	Per ward	360	1,440	324	- 1,116	20%	20%	20%	- 446
2	BeMONC (PHC)	Community Health Officers (CHO)	2	Head of facility supp	Per ward	360	720	62	- 658	25%	30%	35%	- 66
3	BeMONC (PHC)	Community Health Extension Workers (CHEW)	2	Shift coverage	Per ward	360	720	2,161	1,441	35%	35%	30%	-
4	BeMONC (PHC)	Junior Community Health Extension Workers (JC	4	Support staff	Per ward	360	1,440	575	- 865	40%	35%	25%	-
5	BeMONC (PHC)	Health Attendant/Assistant	2	Support staff	Per ward	360	720	129	- 591	20%	20%	20%	- 236
6	BeMONC (PHC)	Security Personnel	1	Support staff	Per ward	360	360	120	- 240	20%	20%	20%	- 96
7	CeMONC (General Hospital)	Obstetrician/Gynecologist or Obstetric Surgery S	1	1 per 800–1,000 deliv	Per LGA	34	34	17	- 17	16%	28%	35%	- 4
8	CeMONC (General Hospital)	Anaesthesiologist / Nurse Anaesthetist	1	1 per 1,000 deliveries	Per LGA	34	34	11	- 23	20%	30%	40%	- 2
9	CeMONC (General Hospital)	Theatre nurses	4	2 per shift recommen	Per LGA	34	136	15	- 121	18%	30%	40%	- 15
10	CeMONC (General Hospital)	Theatre assistants	2	1 per shift recommen	Per LGA	34	68	4	- 64	20%	30%	40%	- 6
11	CeMONC (General Hospital)	Medical Officers	6	Based on 1,000 deliv	Per LGA	34	204	14	- 190	20%	40%	35%	- 10
12	CeMONC (General Hospital)	Midwives	10	1 per 175–200 deliv	Per LGA	34	340	87	- 253	30%	40%	30%	-
13	CeMONC (General Hospital)	Staff Nurses	10	1 per 6 in-patients (d	Per LGA	34	340	119	- 221	15%	40%	30%	- 33
14	CeMONC (General Hospital)	Neonatal nurse	2	1 nurse per 4 sick nev	Per LGA	34	68	-	- 68	30%	35%	30%	- 3
15	CeMONC (General Hospital)	Laboratory Scientist/Technician	2	1 per 25 in-patients/d	Per LGA	34	68	57	- 11	20%	25%	20%	- 4
16	CeMONC (General Hospital)	Blood bank staff	2	1 per shift recommen	Per LGA	34	68	11	- 57	18%	25%	30%	- 15
17	CeMONC (General Hospital)	Pharmacist	2	1 per 30 in-patients/d	Per LGA	34	68	11	- 57	18%	25%	25%	- 18
18	CeMONC (General Hospital)	Pharmacy Technician	2	1 per 30 in-patients/d	Per LGA	34	68	23	- 45	18%	25%	25%	- 14
19	CeMONC (General Hospital)	Hospital Assistants	4	1 per 10 in-patients	Per LGA	34	136	20	- 116	18%	30%	26%	- 30
20	CeMONC (General Hospital)	Administrative/Secretarial Staff	2	Administrative Suppo	Per LGA	34	68	24	- 44	18%	25%	28%	- 13
21	CeMONC (General Hospital)	Medical Records Staff	2	1 per 30 outpatient v	Per LGA	34	68	35	- 33	18%	27%	30%	- 8
22	CeMONC (General Hospital)	Laundry Staff	2	1 per 20 beds	Per LGA	34	68	10	- 58	18%	27%	20%	- 20
23	CeMONC (General Hospital)	Medical Janitorial/Cleaning Staff	6	1 per 15 beds (24-ho	Per LGA	34	204	43	- 161	18%	30%	30%	- 35
24	CeMONC (General Hospital)	Catering Staff	2	1 per 25 in-patients/d	Per LGA	34	68	4	- 64	18%	30%	20%	- 20
25	CeMONC (General Hospital)	Biomedical Technicians	2	1 per 50 functional e	Per LGA	34	68	11	- 57	18%	28%	35%	- 11
26	CeMONC (General Hospital)	X-ray Technicians	2	1 per 40 imaging prod	Per LGA	34	68	17	- 51	18%	31%	35%	- 8
27	CeMONC (General Hospital)	Ambulance Driver	2	To cover 24/7	Per LGA	34	68	14	- 54	18%	31%	35%	- 9
28	Community Health	CHEW (Community)	5	Deployed to ward bu	Per ward	360	1,800	-	- 1,800				- 1,800
29	Community Health	JCHEW (Community)	5	Deployed to ward bu	Per ward	360	1,800	-	- 1,800				- 1,800
30	SEMAS	Paramedic	1	Per ambulance unit	Per ward	360	360	-	- 360				- 360
31	SEMAS	Emergency Medical Technician (EMT)	1	Per ambulance unit	Per ward	360	360	-	- 360				- 360
32	SEMAS	Ambulance Driver	1	Per ambulance unit	Per ward	360	360	-	- 360				- 360
	TOTAL						12,392	3,918	- 8,474				- 5,804

MULTI YEAR COSTED RECRUITMENT PLAN

S.No	Facility Type	Cadre	Average Annual Salary (Naira)	2026 Incremental Cost	2027 Incremental Cost	2028 Incremental Cost	Incremental Staff Cost 2026 - 2028
1	BeMONC (PHC)	Nurse/Midwife	150,000	33,480,000	33,480,000	33,480,000	200,880,000
2	BeMONC (PHC)	Community Health Officers (CHO)	150,000	37,500	45,000	52,500	255,000
3	BeMONC (PHC)	Community Health Extension Workers (CHEW)	120,000	42,000	42,000	36,000	246,000
4	BeMONC (PHC)	Junior Community Health Extension Workers (JCHEW)	105,000	42,000	36,750	26,250	225,750
5	BeMONC (PHC)	Health Attendant/Assistant	70,000	14,000	14,000	14,000	84,000
6	BeMONC (PHC)	Security Personnel	70,000	14,000	14,000	14,000	84,000
7	CeMONC (General Hospital)	Obstetrician/Gynecologist or Obstetric Surgery Skilled Medical Officer	680,000	108,800	190,400	238,000	945,200
8	CeMONC (General Hospital)	Anaesthesiologist / Nurse Anaesthetist	200,000	40,000	60,000	80,000	320,000
9	CeMONC (General Hospital)	Theatre nurses	200,000	36,000	60,000	80,000	308,000
10	CeMONC (General Hospital)	Theatre assistants	105,000	21,000	31,500	42,000	168,000
11	CeMONC (General Hospital)	Medical Officers	340,000	68,000	136,000	119,000	595,000
12	CeMONC (General Hospital)	Midwives	150,000	45,000	60,000	45,000	300,000
13	CeMONC (General Hospital)	Staff Nurses	150,000	22,500	60,000	45,000	232,500
14	CeMONC (General Hospital)	Neonatal nurse	150,000	45,000	52,500	45,000	285,000
15	CeMONC (General Hospital)	Laboratory Scientist/Technician	120,000	24,000	30,000	24,000	156,000
16	CeMONC (General Hospital)	Blood bank staff	105,000	18,900	26,250	31,500	140,700
17	CeMONC (General Hospital)	Pharmacist	245,000	44,100	61,250	61,250	316,050
18	CeMONC (General Hospital)	Pharmacy Technician	150,000	27,000	37,500	37,500	193,500
19	CeMONC (General Hospital)	Hospital Assistants	100,000	18,000	30,000	26,000	140,000
20	CeMONC (General Hospital)	Administrative/Secretarial Staff	70,000	12,600	17,500	19,600	92,400
21	CeMONC (General Hospital)	Medical Records Staff	100,000	18,000	27,000	30,000	138,000
22	CeMONC (General Hospital)	Laundry Staff	70,000	12,600	18,900	14,000	89,600
23	CeMONC (General Hospital)	Medical Janitorial/Cleaning Staff	70,000	12,600	21,000	21,000	100,800
24	CeMONC (General Hospital)	Catering Staff	70,000	12,600	21,000	14,000	93,800
25	CeMONC (General Hospital)	Biomedical Technicians	200,000	36,000	56,000	70,000	290,000
26	CeMONC (General Hospital)	X-ray Technicians	150,000	27,000	46,500	52,500	226,500
27	CeMONC (General Hospital)	Ambulance Driver	100,000	18,000	31,000	35,000	151,000
28	Community Health	CHEW (Community)	120,000	-	-	-	-
29	Community Health	JCHEW (Community)	105,000	-	-	-	-
30	SEMAS	Paramedic	120,000	-	-	-	-
31	SEMAS	Emergency Medical Technician (EMT)	120,000	-	-	-	-
32	SEMAS	Ambulance Driver	100,000	-	-	-	-
	TOTAL			32,662,800	32,253,950	32,206,900	194,703,200

RECRUITMENT TARGET (2025-2028)

S.No	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
1	BeMONC (PHC)	Nurse/Midwife	1,440	324	- 1,116	- 223	- 223	- 223	- 446
2	BeMONC (PHC)	Community Health Officers (CHO)	720	62	- 658	- 165	- 197	- 230	- 66
3	BeMONC (PHC)	Community Health Extension Workers (CHEW)	720	2,161	1,441	504	504	432	-
4	BeMONC (PHC)	Junior Community Health Extension Workers (JCHEW)	1,440	575	- 865	- 346	- 303	- 216	-
5	BeMONC (PHC)	Health Attendant/Assistant	720	129	- 591	- 118	- 118	- 118	- 236
6	BeMONC (PHC)	Security Personnel	360	120	- 240	- 48	- 48	- 48	- 96
7	CeMONC (General Hospital)	Obstetrician/Gynecologist or Obstetric Surgery Skilled Medical Officer	34	17	- 17	- 3	- 5	- 6	- 4
8	CeMONC (General Hospital)	Anaesthesiologist / Nurse Anaesthetist	34	11	- 23	- 5	- 7	- 9	- 2
9	CeMONC (General Hospital)	Theatre nurses	136	15	- 121	- 22	- 36	- 48	- 15
10	CeMONC (General Hospital)	Theatre assistants	68	4	- 64	- 13	- 19	- 26	- 6
11	CeMONC (General Hospital)	Medical Officers	204	14	- 190	- 38	- 76	- 67	- 10
12	CeMONC (General Hospital)	Midwives	340	87	- 253	- 76	- 101	- 76	-
13	CeMONC (General Hospital)	Staff Nurses	340	119	- 221	- 33	- 88	- 66	- 33
14	CeMONC (General Hospital)	Neonatal nurse	68	-	- 68	- 20	- 24	- 20	- 3
15	CeMONC (General Hospital)	Laboratory Scientist/Technician	68	57	- 11	- 2	- 3	- 2	- 4
16	CeMONC (General Hospital)	Blood bank staff	68	11	- 57	- 10	- 14	- 17	- 15
17	CeMONC (General Hospital)	Pharmacist	68	11	- 57	- 10	- 14	- 14	- 18
18	CeMONC (General Hospital)	Pharmacy Technician	68	23	- 45	- 8	- 11	- 11	- 14
19	CeMONC (General Hospital)	Hospital Assistants	136	20	- 116	- 21	- 35	- 30	- 30
20	CeMONC (General Hospital)	Administrative/Secretarial Staff	68	24	- 44	- 8	- 11	- 12	- 13
21	CeMONC (General Hospital)	Medical Records Staff	68	35	- 33	- 6	- 9	- 10	- 8
22	CeMONC (General Hospital)	Laundry Staff	68	10	- 58	- 10	- 16	- 12	- 20
23	CeMONC (General Hospital)	Medical Janitorial/Cleaning Staff	204	43	- 161	- 29	- 48	- 48	- 35
24	CeMONC (General Hospital)	Catering Staff	68	4	- 64	- 12	- 19	- 13	- 20
25	CeMONC (General Hospital)	Biomedical Technicians	68	11	- 57	- 10	- 16	- 20	- 11
26	CeMONC (General Hospital)	X-ray Technicians	68	17	- 51	- 9	- 16	- 18	- 8
27	CeMONC (General Hospital)	Ambulance Driver	68	14	- 54	- 10	- 17	- 19	- 9
28	Community Health	CHEW (Community)	1,800	-	- 1,800	-	-	-	- 1,800
29	Community Health	JCHEW (Community)	1,800	-	- 1,800	-	-	-	- 1,800
30	SEMAS	Paramedic	360	-	- 360	-	-	-	- 360
31	SEMAS	Emergency Medical Technician (EMT)	360	-	- 360	-	-	-	- 360
32	SEMAS	Ambulance Driver	360	-	- 360	-	-	-	- 360
	TOTAL		12,392	3,918	- 8,474	- 751	- 971	- 948	- 5,804

3.0 HRH RECRUITMENT PLAN 2025 TO 2028

Cadre	Initial Gap	2025 (15%)	2026 (20%)	2027 (25%)	2028 (40%)	Females (30% each year)	Annual Salary Cost
Doctors	22	3	3	4	4	1, 1, 1, 1	11,187,692.28
Midwives/Nurses	1428	214	242	243	291	64, 73, 73, 87	398,729,995.92
CHEWs	1343	201	228	228	274	60, 68, 68, 82	374,508,080.28
JCHEWs	1945	291	330	331	397	87, 99, 99, 119	384,305,460.12
Environmental Health Technicians	697	104	118	118	142	31, 35, 35, 43	193,775,325.12
Medical Record Officers	673	100	114	114	138	30, 34, 34, 41	186,322,428.00
Nutritionists/Dieticians	42	6	7	7	8	2, 2, 2, 2	11,179,345.68
Dental Technicians	194	29	39	49	78	9,12,15,23	54,219,826.55
Laboratory Technicians	151	23	30	38	60	7,9,11,18	42,202,029.94
Pharmacists	28	4	6	7	11	1,2,2,3	10,017,519.62
Pharmacy Technicians	286	43	57	72	114	13,17,21,34	79,932,321.61
Others (Security, Cleaners, Attendant)	2852	428	570	713	1140	128, 171, 213, 342	569,614,550.08

4.0 METHODOLOGY

The committee adopted the following methodology in the recruitment process

4.1 Call for Applications: The committee, via different media channels advertised for the recruitment of suitably qualified candidates that fall in one of the following cadres- Community Health Extension Workers (CHEW), Junior Community Health Extension Workers (JCHEW), Midwives and Community Midwives. To be able to handle the massive number of applications, an electronic form was used to collect applicants' information. In total, 9045 applications were received on the backend server.

4.2 Review of Applications: After careful review of applications, duplicates entries were identified and removed, candidates without valid Practising licenses were also filtered and this brought the total number of eligible candidates for screening examination to 3614. The list of eligible candidates for screening exam was released on 5th November 2025 across different media

channels and physically at the SPHCA headquarters, LGHA headquarters and Local Government Secretariat of each LGA.

4.3 Conduct of Screening Examination: The screening exam was conducted on Sunday, 8th November 2025 in seven centres (7 pilot LGAs) as depicted in the table below: Although the number of participants listed for the exam was 3614.

CLUSTER	KATSINA	DAURA	DUTSINMA	FUNTUA	MANI	KANKIA	MALUMFASHI
LGAs	Katsina	Daura	Dutsinma	Funtua	Mani	Kankia	Malumfashi
	Batagarawa	Sandamu	Safana	Bakori	Mashi	Charanchi	Kafur
	Rimi	Maiadua	Kurfi	Danja	Dutsi	Kusada	Kankara
	Kaita	Baure	Danmusa	Faskari	Ingawa	Bindawa	Musawa
	Jibia	Zango		Sabuwa			Matazu
	Batsari			Dandume			
VENUE	Institute of Technology and Management, KSITM, Ring Road, Katsina	School of Health Technology, Daura.	Auditorium, Isa Kaita College of Education, Dutsinma.	Government College Funtua, Opposite KTSTA, Funtua.	Pilot Secondary School, along Katsina Road, Mani.	School of Health Technology, Kankia	GDSS Yar-Laraba, Behind Galadima Primary School, Malumfashi

4.4 Shortlisting of candidates for interview: As a result of high pass rate (an average score of 42.2/50), the committee decided to set a minimum exam score of 40 marks for CHEW and JCHEWS to be eligible for the exam while all midwives and community midwives were invited because of their small number.

Examination Output: A total of 3658 exam submissions were received of which 3445 were validated after removing duplicate entries as some candidates attempted the examination more than once. At the end of the day, the system was made to retain each candidate's initial submission if more than one attempt was made.

4.5 Interview: Interview was conducted for 3445 successful candidates across seven clusters as outlined for the conduct screening examination. Different venues were used in most of the clusters. The team spent 3 days in Funtua, Katsina and Malumfashi clusters, 2 days in Daura and Mani and 1 day each in Dutsinma and Kankia LGAs. During the interview, further screening was used to disqualify candidates who applied and wrote the examination but did not fall in the category of interest (CHEW, JCHEW, Community Midwives & Midwives)

The interview was conducted by teams each comprising of two interviewers (at least one must be a technical staff). In Funtua cluster, teams were initially comprised of three interviewers which

was later adjusted to two for subsequent LGAs to fast-track the process and reduce the complexity of the scoring. An interview guide was shared with all interviewers to grade candidates on 5 thematic areas as follows:

- a. Number of years engaged as casual (candidate is scored 1 mark for each year served as casual up to a maximum of 20 marks). Even if a candidate has served for more than 20 years, the highest mark obtainable was 20 marks. It was agreed that evidence of serving as casual staff (offer of casual appointment) must be presented to the interviewers before a candidate is awarded the score
- b. Technical knowledge centred around professional knowledge of the subject matter depicting thorough understanding of theory and practice of the subject matter. This component was benchmarked at a maximum of 40 marks
- c. Appearance was pegged at 10 marks (The assessment focuses on observation of candidate's personal hygiene, neatness, dressing format in conformance with cultural and or professional norms)
- d. Interpersonal communication (ability to communicate in a decent language, in a way that is easily understood and in a way that clients or patients would be reasonably satisfied with services provided by the worker) was pegged at 10 marks
- e. Current Affairs (to assess candidates' knowledge in past and current events locally, regionally, nationally and globally either on general topics, politics, governance or health system innovations) was pegged at 10 marks
- f. Candidate's grade for highest school qualification was pegged at 10 marks.

4.6 Examination scores entry and validation: Immediately after completing all interview, the chairman assigned one member of the secretariat to enter all scores in excel spreadsheet to make ranking and sorting easier. Thereafter, the secretariat rigorously validated the entries.

5.0 OUTCOME OF RECRUITMENT

A total of 2309 candidates sat for the examination of which only 1020 would be selected based on the requirement of 30 personnel per LGA. The breakdown for the required number is (13 CHEWs per LGA, 5 JCHEWs per LGA, 6 Midwives per LGA and 6 Community Midwives per LGA).

The breakdown is depicted in the table below:

Table 1: Indicators for the Recruitment of Skilled Birth Attendants and Community Based Health Workers in Katsina State

S/No	Indicators	
1	Proportion of recruited staff from pool of casual staff	74.1%
2	Number of CHEWS recruited	517
3	Number of JCHEWS recruited	225
4	Number of MIDWIVES recruited	110
5	Number of COMMUNITY MIDWIVES recruited	168
6	Proportion of Female Staff Recruited across all Cadres (644)	63.14%
7	Proportion of Male Staff Recruited across all Cadres (376)	36.86%

Table 2: Breakdown of the Recruited Staff across 34 LGAs

NUMBER OF RECRUITED STAFF ACROSS 34 LGAs						
S/NO	LGA	CHEW (Goal:13)	MIDWIFE (Goal: 6)	COMM. MIDWIFE (Goal: 6)	JCHEW (Goal: 5)	TOTAL
1	BAKORI	16	3	8	3	30
2	BATAGARAWA	18	4	7	1	30
3	BATSARI	13	6	5	6	30
4	BAURE	16	3	8	3	30
5	BINDAWA	17	2	9	2	30
6	CHARANCHI	18	1	10	1	30
7	DANDUME	16	6	5	3	30
8	DANJA	13	6	5	6	30
9	DANMUSA	19	3	8	0	30
10	DAURA	13	6	5	6	30
11	DUTSI	12	6	10	2	30
12	DUTSINMA	13	6	5	6	30
13	FASKARI	15	6	5	4	30

14	FUNTUA	13	6	5	6	30
15	INGAWA	16	6	5	3	30
16	JIBIA	19	6	5	0	30
17	KAFUR	13	6	5	6	30
18	KAITA	16	4	7	3	30
19	KANKARA	16	6	5	3	30
20	KANKIA	15	6	6	3	30
21	KATSINA	13	6	5	6	30
22	KURFI	14	6	8	2	30
23	KUSADA	14	2	13	1	30
24	MAIADUA	18	5	6	1	30
25	MALUMFASHI	13	6	5	6	30
26	MANI	14	6	5	5	30
27	MASHI	17	2	9	2	30
28	MATAZU	16	2	10	2	30
29	MUSAWA	17	5	5	3	30
30	RIMI	17	6	5	2	30
31	SABUWA	17	7	6	0	30
32	SAFANA	11	5	10	4	30
33	SANDAMU	13	6	5	6	30
34	ZANGO	16	6	5	3	30
	TOTAL					1020

6.0 CONCLUSION AND RECOMMENDATIONS

6.1 Conclusion: The recruitment process for PHC workers was conducted in a transparent and merit-based manner. The committee, chaired by Hon. Lawal Rufai Safana, ensured that the process was fair and objective. The successful candidates will be deployed to various PHC facilities across the state to strengthen the healthcare system.

We held induction ceremony for the newly recruited staff on 12th February 2026 where the Executive Governor distributed letters of permanent and pensionable appointment to some of the new staff. All newly recruited staff received their appointment letters on the same day. *(See appendix)*

The next step is to call on the newly engaged staff to present to the SPHCA headquarters for documentation and posting to PHCs.

6.2 Recommendations: The committee recommends the following:

1. Government may consider strengthening Information and Communication Technology (ICT) in all Ministerial and Extra ministerial Departments to enhance utilization in all processes

2. Government may consider institutionalizing this form of merit-based recruitment process which is devoid of any form of interference

7.0 APPENDICES

5.1 Plates



The chairman addressing the committee ahead of commencing interview in Katsina LGA



The chairman holding a press briefing in Dutsinma LGA



The chairman addressing candidates in Malumfashi LGA



Plate 1: Interview session for CHEWS in Katsina Cluster, Katsina State, December 2025



Plate 2: Interview session for JCHEWS in Katsina Cluster, Katsina State, December 2025



Plate 3: Interview sessions in progress for all cadres in Katsina Cluster, Katsina State, December 2025.



Plate 4: Interview session in Dutsinma Cluster, Katsina State, November 2025



Plate 5: Interview session layout in Dutsinma Cluster, November 2025



Plate 6: A cross-section of screened participants awaiting interview in Dutsinma Cluster, Dutsinma LGA, Katsina State, November 2025



Plate 7: Interview session layout in Mani Cluster, November 2025



Plate 8: Interview session layout in Malumfashi Cluster, November 2025



Plate 9: Interview session layout in Funtua Cluster, November 2025



KATSINA STATE PRIMARY HEALTH CARE AGENCY

OFFICE ADDRESS: PHC Close (KLP 007) off Murtala Muhammed Way
PMB 2205, Kofar Guga, Katsina.
Tel: 065-433028 Fax: 065-433029



Your Ref: _____
Our Ref: SPHCA/ADM/360/VOL 1

Date: 6/2/2026

HADIZA ABDU MUDI,
Funtua LGA, Katsina State.

OFFER OF PROVISIONAL APPOINTMENT

Following your application for employment and subsequent success during screening interview, I am pleased to inform you that you have been offered provisional appointment as **Junior Community Health Extension Worker (JCHEW)** on salary **Grade Level 05 (Step 1)** with effect from the date you assume duty.

2. The appointment is subject to the following conditions:

- i. A successful probationary period of six (6) months;
- ii. That you can be deployed to any facility under the Agency across the 34 LGAs in the state;
- iii. That you or the Agency may terminate the appointment by one (1) month notice or payment of one (1) month salary in lieu of notice;
- iv. That you will be subject to the conditions of service as stipulated in the Civil Service Rules and Regulations as well as other extant Regulations.

3. If you wish to accept this appointment on these conditions, you should submit your acceptance letter to the **Executive Secretary**.

4. Please, accept the Agency's sincere congratulations.

Amma Ahmed Abdullahi
Director Administration and Supplies,
For: Executive Secretary.

"Home of Heritage and Hospitality"

All correspondence should be addressed to the Executive Secretary

Plate 10: Offer of Provisional Appointment for one of the newly recruited staff



KATSINA STATE PRIMARY HEALTH CARE AGENCY

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Your Ref: _____

SPHCA/ADM/360/VOL 1

6/2/2026

Our Ref: _____

Date: _____

FATIMA SANI CHARANCHI,
Charanchi LGA, Katsina State.

OFFER OF PROVISIONAL APPOINTMENT

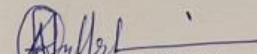
Following your application for employment and subsequent success during screening interview, I am pleased to inform you that you have been offered provisional appointment as **MIDWIFE** on salary **Grade Level 07 (Step 1)** with effect from the date you assume duty.

2. The appointment is subject to the following conditions:

- i. A successful probationary period of six (6) months;
- ii. That you can be deployed to any facility under the Agency across the 34 LGAs in the state;
- iii. That you or the Agency may terminate the appointment by one (1) month notice or payment of one (1) month salary in lieu of notice;
- iv. That you will be subject to the conditions of service as stipulated in the Civil Service Rules and Regulations as well as other extant Regulations.

3. If you wish to accept this appointment on these conditions, you should submit your acceptance letter to the **Executive Secretary**.

4. Please, accept the Agency's sincere congratulations.


Amma Ahmed Abdullahi

Director Administration and Supplies,
For: Executive Secretary.

"Home of Heritage and Hospitality"

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Plate 11: Offer of Provisional Appointment for one of the newly recruited staff



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SPHCA/ADM/360/VOL 1

6/2/2026

Our Ref: _____

Date: _____

SAFINA LAWAL,
Katsina LGA, Katsina State.

OFFER OF PROVISIONAL APPOINTMENT

Following your application for employment and subsequent success during screening interview, I am pleased to inform you that you have been offered provisional appointment as **community Health Extension worker (CHEW)** on salary **Grade Level 07 (Step 1)** with effect from the date you assume duty.

2. The appointment is subject to the following conditions:

- i. A successful probationary period of six (6) months;
- ii. That you can be deployed to any facility under the Agency across the 34 LGAs in the state;
- iii. That you or the Agency may terminate the appointment by one (1) month notice or payment of one (1) month salary in lieu of notice;
- iv. That you will be subject to the conditions of service as stipulated in the Civil Service Rules and Regulations as well as other extant Regulations.

3. If you wish to accept this appointment on these conditions, you should submit your acceptance letter to the **Executive Secretary**.

4. Please, accept the Agency's sincere congratulations.

Aminia Ahmed Abdullahi

Director Administration and Supplies,

For: Executive Secretary.

"Home of Heritage and Hospitality"

All correspondence should be addressed to the Executive Secretary

Plate 12: Offer of Provisional Appointment for one of the newly recruited staff



KATSINA STATE PRIMARY HEALTH CARE AGENCY

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Your Ref: _____

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6/2/2026

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Date: _____

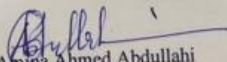
LAWAL UMAR,
Malumfashi LGA, Katsina State.

OFFER OF PROVISIONAL APPOINTMENT

Following your application for employment and subsequent success during screening interview, I am pleased to inform you that you have been offered provisional appointment as **community Health Extension worker (CHEW)** on salary **Grade Level 07 (Step 1)** with effect from the date you assume duty.

2. The appointment is subject to the following conditions:

- i. A successful probationary period of six (6) months;
 - ii. That you can be deployed to any facility under the Agency across the 34 LGAs in the state;
 - iii. That you or the Agency may terminate the appointment by one (1) month notice or payment of one (1) month salary in lieu of notice;
 - iv. That you will be subject to the conditions of service as stipulated in the Civil Service Rules and Regulations as well as other extant Regulations.
3. If you wish to accept this appointment on these conditions, you should submit your acceptance letter to the **Executive Secretary**.
4. Please, accept the Agency's sincere congratulations.


Amina Ahmed Abdullahi

Director Administration and Supplies,
For: Executive Secretary.

"Home of Heritage and Hospitality"

All correspondence should be addressed to the Executive Secretary

Plate 13: Offer of Provisional Appointment for one of the newly recruited staff



Plate 14: Presentation of Appointment letter By HE Mal Dikko Umaru Radda (PhD) one of the newly recruited staff



Plate 15: Cross Section of Newly Recruited Staff During Induction Ceremony



KATSINA STATE PRIMARY HEALTH CARE AGENCY



Welcome You
to it's

2 Days Induction Ceremony
of

One Thousand and Twenty (1,020)

Newly Recruited **Frontline Health Care Workers**

a Historic milestone in the Revitalization and Strengthening
of Primary Health Care delivery across Katsina State.

To be Graciously Officiated by

His Excellency

The Executive Governor of Katsina State.

MALLAM DIKKO UMARU RADDA, PhD

DATE: Thursday, 12th February, 2026

TIME: 10:00a.m. (Prompt)

VENUE: Auditorium, Local Government
Service Commission



His Excellency
Malam Dikko Umaru Radda, PhD
Executive Governor, Katsina State

Dr Shamsuddeen Yahaya

Executive Secretary