

IMO STATE PRIMARY HEALTH CARE DEVELOPMENT AGENCY

RECRUITMENT FRAMEWORK FOR SKILLED BIRTH ATTENDANTS (SBAs) – 18/03/2025

1. Background

Skilled Birth Attendants (SBAs) are essential for reducing maternal and neonatal mortality. To strengthen Primary Health Care (PHC) services across Imo State, the State Primary Health Care Development Agency (SPHCDA) has developed this framework to guide the recruitment of qualified SBAs, especially in underserved and hard-to-reach areas.

2. Goal

To recruit and equitably deploy competent Skilled Birth Attendants across PHC facilities in Imo State to improve maternal and newborn health outcomes.

3. Objectives

- Increase availability of SBAs in PHC facilities
 - Ensure equitable distribution across all LGAs
 - Improve quality of maternal and newborn care
 - Reduce maternal and neonatal mortality
-

4. Scope

- All LGAs in Imo State
 - PHC facilities, including BHCPF-supported facilities
 - Rural and underserved communities
-

5. Eligibility Criteria

Applicants must:

- Possess relevant qualifications (RN/RM, RM, or equivalent)
 - Be registered with the Nursing and Midwifery Council of Nigeria
 - Hold a valid practicing license
 - Have relevant clinical experience (preferred)
 - Be willing to work in rural areas
-

6. Recruitment Principles

- Transparency
 - Merit-based selection
 - Equity and fairness
 - Accountability
-

7. Recruitment Process

1. Needs assessment of PHC facilities
 2. Approval and funding
 3. Public advertisement
 4. Application submission
 5. Screening and shortlisting
 6. Interview and competency assessment
 7. Selection based on merit
 8. Final approval
 9. Deployment to facilities
 10. Onboarding
-

8. Deployment Strategy

- Priority to underserved and hard-to-reach areas
- Equitable distribution across LGAs
- Posting based on facility gaps

9. Incentives

- Salary aligned with state structure
- Rural posting allowance
- Capacity building opportunities
- Supportive supervision

10. Monitoring and Evaluation

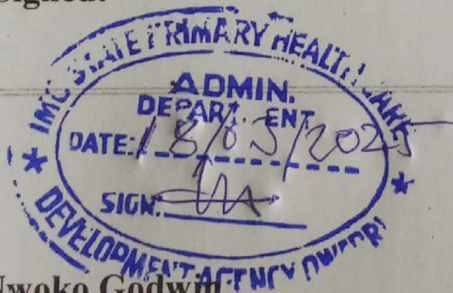
- Track recruitment and deployment
- Monitor service delivery outcomes
- Conduct supportive supervision

11. Approval

This Recruitment Framework for Skilled Birth Attendants (SBAs) in Imo State –8/03/ 2025 is hereby approved for implementation by the:

Imo State Primary Health Care Development Agency (SPHCDA)

Signed:



Nwoko Godwin
Director of Administration & Finance ,(ISPHCDA)