



# **Imo State Primary Health Care Development Agency (ISPHCDA) Five Years Human Resource for Health Recruitment Plan (2025 – 2030)**

**2025-2030**

**FIRST EDITION**



HIS EXCELLENCY  
DISTINGUISHED SENATOR  
**HOPE UZODIMMA**  
**GOVERNOR, IMO STATE**



**DR. PROSPER-OHAYAGHA SUCCESS (KSC)**  
**Hon. Commissioner for Health**  
**(PRIMARY HEALTHCARE, HEALTH INSURANCE AND SOCIAL SERVICES)**



**Rev. Sr. Dr. Maria Joannes Uzoma,  
Executive Secretary, ISPHCDA**

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## FOREWORD

In the Primary healthcare system a strong and well motivated workforce remains the bedrock for an efficient and effective healthcare delivery. The health sector is one of the cornerstones of any thriving society, and at the heart of an effective healthcare system lies a robust workforce. It is with this understanding that the Imo State Government remains committed to strengthening our Human Resources for Health (HRH) system as a fundamental pillar of our broader Universal Health Coverage (UHC) agenda. Human resources for health (HRH) are essential not only to the provision of care but also to the promotion of overall community wellbeing.

As Imo States and her 27 LGAs is striving to meet the evolving health needs of their populations, understanding the distribution, skill sets, and availability of health professionals becomes paramount. Mapping the health workforce is not merely a process of counting heads; it's about strategically aligning the skills, numbers, and distribution of health professionals to the needs of a population.

This Multi-Year HRH Recruitment and Sustainability Plan (2025–2030) is a landmark initiative designed to systematically recruit, train, deploy, and retain health workers across all PHCs in the state. This plan ensures that every community—urban, semi-urban, rural, and underserved or hard to reach areas—has access to qualified healthcare providers. It aligns with the Imo State Health Sector 3R Agenda and contributes to our goal of making Imo the healthiest state in southeast of the Niger.

The recruitment of health professionals is paramount and pertinent and therefore involves a structured, evidence-based approach to HRH recruitment and retention, and training qualified individuals who are equipped to delivering affordable healthcare services. This document serves as a comprehensive guide for HRH mapping and recruitment, offering valuable insights and practical approaches for healthcare in collaboration with development partners, policymakers, administrators. and private sector players, this will ensure healthy workforce, aimed at enhancing the overall health needs of the people of Imo state.



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## ACKNOWLEDGEMENTS

The result of the collective hard work and commitment of pertinent individuals and institutions who worked tirelessly gave rise to the development of this Multi-Year Human Resources for Health (HRH) Recruitment and Sustainability Plan to (2025-2030) to strengthen the healthcare workforce in Imo State.

I wish to express my profound gratitude to His Excellency, Distinguished Senator Hope Uzodimma, the

Executive Governor of Imo State, for his visionary leadership and unwavering commitment to healthcare

transformation. His administration's prioritization of Primary Health Care (PHC) revitalization and investment in human capital development has provided the foundation for this plan.

I sincerely appreciate the Honourable Commissioner for Health: Primary Health, Social Services and Health Insurance, Dr. Prosper-Ohayagha Success for his strategic direction, and relentless efforts in ensuring that this plan aligns with the invaluable initiative of the overall health sector reform agenda of His Excellency, Distinguished Senator Hope Uzodimma in our dear State.

I also acknowledge the Director of Planning, Research, and Statistics (DPRS), Mrs. Ihunna Opara and Dr. Udeji George, the SWAP desk officer for their meticulous research, data-driven insights, and policy recommendations, which have ensured that this HRH plan is evidence-based and aligned with both national and global HRH best practices.

Lastly, I must recognize and appreciate the contributions of all health professionals, government agencies, development partners, and stakeholders who have played a vital role in shaping this HRH recruitment and sustainability plan.

Your collaboration and input will drive the successful implementation of this initiative, ultimately ensuring that every citizen of Imo has access to well-trained, well-motivated, and adequately deployed health professionals.

Together, we are building a stronger, more resilient healthcare system for the people of Imo State.

Thank you and God bless you all.

**Rev. Sr. Dr. Maria Joannes Uzoma,**  
**Executive Secretary, ISPHCDA.**

## 1.0 Executive Summary

In Imo state, there is relative abundance of human resources growth in the health sector which is sub-optimal. The health sector is not well funded and overstretched by a burgeoning population. Similarly, a culmination of decades of neglect is responsible for high disease burdens, decaying physical facilities, obsolete equipment among others. This informed the HRH (Human Resources for Health) Mapping and Recruitment Plan which serves as a strategic framework for addressing workforce needs in the healthcare sector specifically to identify areas of shortage or imbalance in specific roles, specialties, or regions weaknesses in the health system of the state. Inadequate of reliable and timely data for planning and decision making purposes; absence of an effective system to harmonize the efforts of government and communities; as well as dilapidated health infrastructures. The Recruitment Plan outlines strategies for attracting qualified healthcare professionals, ensuring that the system has a steady influx of talent to tackle the problems, meet the challenges and achieve the State health targets in line with His Excellency's 3R agenda . There are 27 Local Government Areas spread across the three senatorial zones; Orlu senatorial zone with twelve (12) LGAs has the highest. Owerri zone has nine (9) LGAs, while Okigwe senatorial zone has six (6) LGAs therefore, developing a Five-Year Recruitment Plan for human resources in the primary healthcare sector in Imo state becomes paramount in order to address the retention strategies to keep experienced staff in the system and reduce turnover. A total of 2513 health workers were identified across 327 primary healthcare facilities in the state. The state has a shortfall of 6,540 health workers particularly in Doctors (135) Nurses/midwives (1962) Community health extension workers (981), Community health officers (1635), and other health workers (1827) in the primary health services. Rural LGAs experience high health workers attrition due to inadequate infrastructure and lack of incentives. In some PHC facilities, the patient-health worker ratio exceeds recommended standards, negatively impacting service delivery. The estimated recruitment, training and deployment cost is ₦3,799,740,000 billion hence developing a Five-Year Recruitment Plan for human resources in the primary healthcare sector of Imo State is required to bridge the staffing gap and address the current skewed distribution of healthcare workers while improving the overall health system.



## 1.1. Key Objectives

The primary objectives of this baseline exercise are to:

- Conduct a comprehensive enumeration of primary health care workers in Imo State.
- Identify and map health worker duty stations across the 27 Local Government Areas (LGAs).
- Assess health workers' distribution, qualifications, and specialization to determine staffing gaps.
- Develop a multi-year, costed health-worker recruitment and deployment plan to address deficiencies.
- Provide policy recommendations for sustainable workforce planning and improved health outcomes.

## 1.2 Expected Outcomes

By 2030, the successful implementation of this plan will result in:

- A fully staffed PHC system with equitable HRH distribution across the 27 LGA of the State.
- Improved quality of healthcare services, especially in rural areas and hard to reach areas.
- Increased workforce motivation and retention, reducing high turnover rates.
- A stronger, more resilient healthcare system that guarantees Universal Health Coverage (UHC) for all citizens in Imo State.
- Sustainable HRH financing mechanisms, ensuring long-term workforce stability.

**1.3. Methodology** A mixed-methods approach was used to ensure a comprehensive analysis:

- **Data Collection:** Enumeration of health workers, facility visits, and stakeholder consultations.
- **GIS Mapping:** Visualization of health worker distribution by LGA to pinpoint disparities.
- **Gap Analysis:** Patient-health worker ratios, area-specific shortages, and deployment imbalances are assessed.
- **Financial Analysis:** Estimating recruitment, training, and deployment budgetary requirements.

## **2.0 BACKGROUND**

This report presents the findings of the baseline exercise mapping the number and duty stations of primary health care (PHC) workers across Imo State. The study aims to develop a multi-year, cost-worker recruitment and deployment plan to address identified staffing gaps. This initiative is essential for strengthening the health workforce and improving healthcare service delivery.

This Plan serves as a strategic framework for addressing workforce needs in the healthcare sector. The HRH Mapping process involves assessing the existing healthcare workforce to identify areas of shortage or imbalance in specific roles, specialties, or regions. This helps ensure that the health system has adequate staffing levels to provide quality care.

This Multi-Year HRH Recruitment and Sustainability Plan (2025–2030) is a landmark initiative designed to systematically recruit, train, deploy, and retain health workers across all PHCs in the state. This plan ensures that every community—urban, semi-urban, rural, and underserved or hard to reach areas—has access to qualified healthcare providers. It aligns with the Imo State Health Sector 3R Agenda and contributes to our goal of making Imo the healthiest state in southeast of the Niger.

The recruitment of health professionals is paramount and pertinent and therefore involves a structured, evidence-based approach to HRH recruitment and retention, and training qualified individuals who are equipped to delivering affordable healthcare services. This document serves as a comprehensive guide for HRH mapping and recruitment, offering valuable insights and practical approaches for healthcare in collaboration with development partners, policymakers, administrators. and private sector players, this will ensure healthy workforce, aimed at enhancing the overall health needs of the people of Imo state.

### **2.1 Imo State Profile**

Imo State is one of the 36 States of the Federal Republic of Nigeria. The State was created when the former East Central State of Nigeria was split into Anambra and Imo State, on February 6, 1976. It lies within latitudes 4°45' N and 7°15' N, and longitudes 6°50' E and 7°25' E; occupying the area between River Niger and Upper and Middle Imo River.

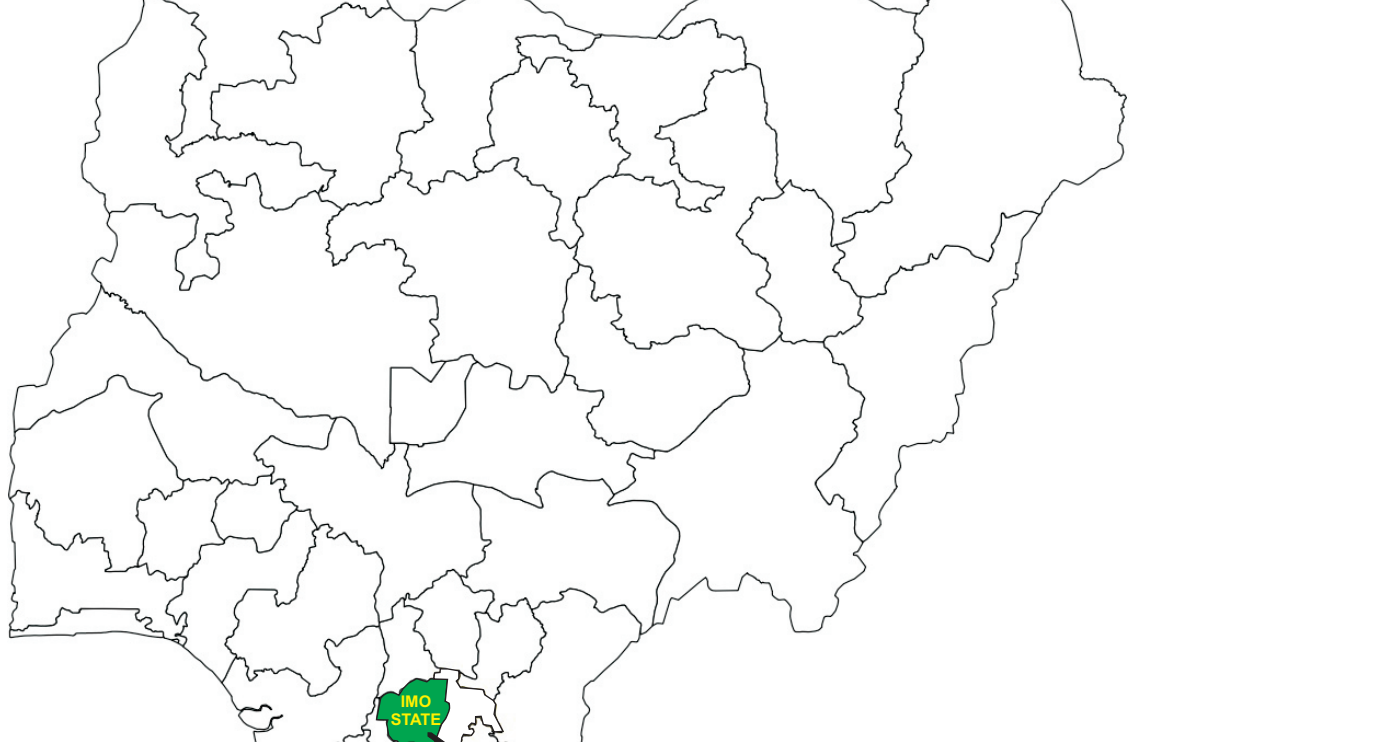


Figure 2.0: Map of Imo State showing no of Basic Healthcare Provision Facilities (BHCPF)

S/N	LGA	FACILITY	GPS		WARD/COMMUNITY
<b>1</b>	<b>ABOH MBAISE</b>				
1	ABOH MBAISE	NKWOGWU HEALTH CENTRE	5.498014	7.2384481	NGURU NWENKWO
2	ABOH MBAISE	ENYIOGUGU PHC	5.4692115	7.2008516	ENYIOGUGU
3	ABOH MBAISE	IBEKU PHC	5.4700547	7.2479703	IBEKU
4	ABOH MBAISE	LORJI PHC	5.4222803	7.2431936	LORJI
5	ABOH MBAISE	MBUTU PHC	5.4224038	7.2432039	MBUTU
6	ABOH MBAISE	NGURU-NWEKE PHC	5.49931	7.2668934	NGURU NWEKE
7	ABOH MBAISE	UVURU 1 PHC	5.4222803	7.2431936	UVURU I
8	ABOH MBAISE	AHIATO PHC	5.502214	7.2038526	NGURUAHIATO
9	ABOH MBAISE	UMUHU PHC	5.4577779	7.2601584	UMUHU
10	ABOH MBAISE	AMUZU PHC	5.4222803	7.2431936	AMUZU
11	ABOH MBAISE	OBO LAGWA PHC	5.4579322	7.239195	LAGWA
12	ABOH MBAISE	ALGON PHC	5.560755	7.2437933	AMAI SII NDIIGBO UVURU II
<b>2</b>	<b>AHIAZU MBAISE</b>				
13	AHIAZU MBAISE	NNARAMBIA PHC	5.5246103	7.2658073	NNARAMBIA
14	AHIAZU MBAISE	UMUOKIRIKA PHC	5.5709	7.2746405	OKRIKA NWENKWO
15	AHIAZU MBAISE	OGBE PHC	5.5351509	7.2858935	OGBE
16	AHIAZU MBAISE	EZIAMA MODEL PHC	5.5889214	7.2533736	ISIALA OPARANADIM
17	AHIAZU MBAISE	MPAM PHC	5.5969612	7.2741233	MPAM
18	AHIAZU MBAISE	IHENWORIE PHC	5.53329	7.21625	AMUZU / IHENWEORIE
19	AHIAZU MBAISE	OBOHIA PHC	5.5596817	7.2356067	OBOHIA / EKWEREAZU
20	AHIAZU MBAISE	ORU MCH	5.5408832	7.2700784	ORU / LUDE
21	AHIAZU MBAISE	OGBOR MDG	5.6180368	7.3072788	OGBOR/ UMUEZE
22	AHIAZU MBAISE	OTULU HEALTH CENTER	5.5257195	7.3012811	OTULU/AGUNEZE
23	AHIAZU MBAISE	UMUCHIEZE HEALTH CENTER	5.5912778	7.2975978	UMUNUMO/UMUCHIEZE
24	AHIAZU MBAISE	OKIRIKA NWEKE PHC	5.560731	7.2997257	OKIRIKA NWEKE
25	AHIAZU MBAISE	OGBENNESII PHC	5.520625	7.2884652	OGBENNESII
<b>3</b>	<b>EHIME-MBANO</b>				
26	EHIME-MBANO	UMUALUMAKU/ UMUIHIM (PHC)	5.6320712	7.3076809	UMUALUMAKU/UMUIHIM
27	EHIME-MBANO	UMUEZEALA NSU H/C (PHC)	5.5318404	7.2667646	NSU-B



28	EHIME-MBANO	UMUEZE II HEALTH CENTRE	5.6184783	7.2441725	UMUEZE 2
29	EHIME-MBANO	UMUAKAGU PHC	5.6369867	7.3155771	NSU A IKPE
30	EHIME-MBANO	OSURU PHC	5.727449	7.2425776	UMUKABIA
31	EHIME-MBANO	AGBAJA HEALTH CENTRE	5.6923995	7.2576345	AGBAJA
32	EHIME-MBANO	IBEA FOR HEALTH CENTRE	5.6673765	7.2858595	UMUNUMO
33	EHIME-MBANO	UMUEZE I HEALTH CENTRE	5.6184783	7.2441725	UMUEZE 1
34	EHIME-MBANO	NZEREM H/C	5.6826563	7.3197569	NZEREM IKPE
35	EHIME-MBANO	UMUGOLO HEALTH CENTRE	5.6175894	7.2636673	UMUNAKANU
36	EHIME-MBANO	UMUEZEALA OWERRE PHC	5.6306065	7.277949	UMUEZEALA OWERRE
<b>4</b>	<b>EZINIHITTE-MBAISE</b>				
37	EZINIHITTE-MBAISE	AMAGBOR PHC	5.4935858	7.2970471	IHITTE
38	EZINIHITTE-MBAISE	EZEAGBOGU PHC	5.4950055	7.3098346	EZEAGBOGU
39	EZINIHITTE-MBAISE	EZIUDO PHC	5.4850262	7.3323026	EZIUDO 1
40	EZINIHITTE-MBAISE	ITU PHC	5.46507	7.3345067	ITU
41	EZINIHITTE-MBAISE	UMUNAMA HEALTH CENTRE	5.4638178	7.2852951	OBOAMA/UMUNAMA
42	EZINIHITTE-MBAISE	ONICHA PHC	5.5271934	7.3297336	ONICHA 2
43	EZINIHITTE-MBAISE	OMUKWU PHC	5.5415816	7.3351686	ONICHA 4
44	EZINIHITTE-MBAISE	OBIZI HEALTH CENTER	5.5004849	7.3521403	UDO/OBIZI
45	EZINIHITTE-MBAISE	AMUMARA PHC	5.4476133	7.3193591	AMUMARA
46	EZINIHITTE-MBAISE	CHOKONEZE PHC	5.4638178	7.2852951	AKPODIM/CHOKONEZE
47	EZINIHITTE-MBAISE	IFE PHC	5.4166161	7.3136887	IFE/OWUTU
48	EZINIHITTE-MBAISE	OKPOFE PHC	5.4768642	7.3045436	OKPOFE
49	EZINIHITTE-MBAISE	UMUHU ONICHA PHC	5.529064	7.3244342	ONICHA III
<b>5</b>	<b>IDEATO-NORTH</b>				
50	IDEATO NORTH	OWERRE AKOKWA PHC	5.9064582	7.1380788	OWERRE/AKOKWA
51	IDEATO NORTH	AKWU HEALTH CENTER	5.9260335	7.0994807	OWERRE/AKWU
52	IDEATO NORTH	ELUAMA MDG PHC	5.8691545	7.077538	EZEMAZU/OZUOMEE
53	IDEATO NORTH	NDIMOKO PHC	5.8491484	7.2006722	NDIMOKO
54	IDEATO NORTH	OBINETITI PHC	5.887406	7.2315425	NDIIHEME

55	IDEATO NORTH	NDIUCHE PHC	5.819492	7.1819909	IZUOGU I
56	IDEATO NORTH	OBODOUKWU PHC	5.8691545	7.077538	OBODOUKWU
57	IDEATO NORTH	ISIOKPO PHC	5.9164596	7.0825319	ISIOKPO
58	IDEATO NORTH	NDIEJEZIE PHC	5.88184	7.1888749	IZUOGU II
59	IDEATO NORTH	UMUEZEAGA PHC	5.9127577	7.1152189	UMUOKWARA/UMUEZE AGA
60	IDEATO NORTH	OSINA PHC	5.8839852	7.1037047	OSINA
61	IDEATO NORTH	MCH URUALLA	5.8606685	7.1014436	UZUAKOLI/UMUAGO
62	IDEATO NORTH	UBAHA AKPULU PHC	5.8691545	7.077538	AKPULU
63	IDEATO NORTH	IDEATO NORTH HEALTH CENTRE	5.8980799	7.1307904	UMUOPIA/UMUKEGWU
64	IDEATO NORTH	UMUALAOMA HEALTH CENTRE	5.8949305	7.1921481	UZII/UMUALAOMA
<b>6</b>	<b>IDEATO-SOUTH</b>				
65	IDEATO-SOUTH	UMUDURUAHURUN WA PHC	5.851369	7.1315283	UMUOBOM
66	IDEATO-SOUTH	NWABOSI HEALTH CENTER	5.8145606	7.1261555	ISIEKENESI-II
67	IDEATO-SOUTH	DIKENAFAI MCH PHC	5.7766549	7.1603461	DIKENAFAI
68	IDEATO-SOUTH	M.D.G. OGBOKO	5.8221315	7.087784	OGBOKO 1
69	IDEATO-SOUTH	UMUAKAM PHC	5.8256945	7.1663431	UMUAKAM/UMUAGO
70	IDEATO-SOUTH	MDG UMUMASIAKU	5.7985179	7.0965668	UMUMAIASIAKU
71	IDEATO-SOUTH	UMUCHIMA PHC	5.8359636	7.0646182	UMUCHIMA
72	IDEATO-SOUTH	NTUEKE PHC	5.8463057	7.0987739	NTUEKE
73	IDEATO-SOUTH	UGBELLE HEALTH CENTRE	5.8100837	7.0791443	UGBELLE
74	IDEATO-SOUTH	OBIOHIA HEALTH CENTRE			OBIOHIA
75	IDEATO-SOUTH	MODEL PHC UMUAGHOBE	5.7877381	7.1346378	ISIEKENESI I
76	IDEATO-SOUTH	UMUESHI HEALTH CENTRE	5.8331546	7.0985516	UMUESHI
<b>7</b>	<b>IHITTE-UBOMA</b>				
77	IHITTE-UBOMA	UZINOMI-H/CENTRE	5.6085477	7.3472737	UZINOMI
78	IHITTE-UBOMA	ONICHA UBOMA H/CENTRE	5.6946469	7.3506648	ONICHA-UBOMA
79	IHITTE-UBOMA	ABUEKE H/C	5.62108	7.3977672	ABUEKE
80	IHITTE-UBOMA	UMUAWUCHI PHC	5.6537559	7.3975344	AWUCHINOMO
81	IHITTE-UBOMA	NKUMEATO PHC	5.6156497	7.331409	ATONERIM
82	IHITTE-UBOMA	UMUEZEGWU	5.6179726	7.3219327	UMUEZEGWU

83	IHITE-UBOMA	UMUIHI H/CENTRE	5.6050608	7.3599929	UMUIHI
84	IHITE-UBOMA	ISINWEKE H/CENTRE	5.620761	7.3560902	AMAKOHIA
85	IHITE-UBOMA	IKPEREJERE H/C	5.619075	7.3776918	IKPEREJERE
86	IHITE-UBOMA	UMUNAHIE H/C	5.5848552	7.3877264	AMAINYIUKWU
87	IHITE-UBOMA	AMAINYINTA HEALTH CENTRE	5.6034548	7.3802739	AMAINYINTA
<b>8</b>	<b>IKEDURU</b>				
88	IKEDURU	AMAIMO-HEALTH-CENTRE	5.5461123	7.0431423	AMAIMO
89	IKEDURU	NGUGO HEALTH CENTRE	5.5461453	7.0431235	NGUGO/-IKEMBARA
90	IKEDURU	EZENAOMI PHC	5.5461356	7.0431342	UZOAGBA
91	IKEDURU	IHO BASIC CENTRE	5.5461423	7.0431423	IHO
92	IKEDURU	AMATTA PHC	5.5461653	7.0431423	AMATTA
93	IKEDURU	ATTA I PHC	5.5461874	7.0431123	ATTA 1
94	IKEDURU	OGADA HEALTH CENTRE	5.5461754	7.0431534	ATTA 2
95	IKEDURU	AVUVU HEALTH CENTRE	5.5461987	7.0431765	AVUVU
96	IKEDURU	AMAEKE INYISHI H/C	5.5461321	7.0431467	INYISHI/UMUDIM
97	IKEDURU	OWUBINUBI H/C	5.5461555	7.0431893	AMAKOHIA
98	IKEDURU	AKABO H/C	5.5461355	7.0431454	AKABO
99	IKEDURU	EBIKORO H/C	5.5461598	7.0431672	EBIKORO
100	IKEDURU	EZIAMA H/C	5.5461211	7.0431222	EZIAMA
101	IKEDURU	OKWU FSP HEALTH CENTRE	5.5461155	7.0431477	OKWU/UGIRIKE
102	IKEDURU	UGIRIKE HEALTH CENTRE	5.5461882	7.0431466	OKWU/UGIRIKE
<b>9</b>	<b>ISIALA MBANO</b>				
103	ISIALA MBANO	UMUNKWO PHC	5.6501949	7.1215238	UMUNKWO-WARD
104	ISIALA MBANO	AMARAKU-PHC	5.6499545	7.1535222	AMARAKU-WARD
105	ISIALA MBANO	ANARA PHC	5.685344	7.1616384	OSUAMA/ANARA
106	ISIALA MBANO	IBEME PHC	5.6503236	7.2037837	IBEME
107	ISIALA MBANO	OBOLLO PHC	5.6270216	7.2119625	OBOLLO
108	ISIALA MBANO	EKWEDIM PHC	5.6448702	7.1298869	EKWEDIM
109	ISIALA MBANO	UMUDURU PHC	5.7015341	7.2290898	OSUACHARA
110	ISIALA MBANO	OKOHIA PHC	5.6874753	7.2071651	OSU OWERRE 1
111	ISIALA MBANO	UMUNCHI PHC	5.6932207	7.2027344	OSU OWERRE 2

112	ISIALA MBANO	UMUOZU PHC	5.6157304	7.2104947	UMUOZU
113	ISIALA MBANO	OGBOR PHC	5.6058809	7.2004026	OGBOR
114	ISIALA MBANO	UMUNEKE PHC	5.647986	7.1888601	UGIRI/OKA
115	ISIALA MBANO	OBIOHURU PHC	5.7338852	7.235809	NNEATO
116	ISIALA MBANO	OKA PHC	5.6468983	7.1773017	OKA
<b>10</b>	<b>ISU</b>				
117	ISU	AMURE PHC	5.6715578	7.034102	AMURIE OMANZE 1
118	ISU	ISU-OBISHI PHC	5.7057603	7.0682849	ISU-OBISHI
119	ISU	AMANDUGBA PHC	5.6774799	7.0722624	AMANDUGBA 1
120	ISU	UMUDURU PHC	5.6774799	7.0722624	AMANDUGBA 2
121	ISU	AMAUJU PHC	5.7326461	7.082639	AMURIE OMANZE 2
122	ISU	EBENATOR PHC	5.6952767	7.0255711	EBENATOR EKWE II
123	ISU	NNERIM PHC	5.679264	7.0496102	UMUNDUGBA 1
124	ISU	ISU-OKPORO	5.7245796	7.0679634	ISU NJABA 3
125	ISU	UMUNDUGBA MCH	5.6943538	7.0693324	UMUNDUGBA 2
126	ISU	UMUDUBI PHC	5.7135175	7.0501156	EKWE 1
127	ISU	ISU-NJABA MODEL PHC	5.7170012	7.0655902	ISU NJABA 1
128	ISU	EZI ISU PHC	5.6746973	7.0559495	EZI ISU
<b>11</b>	<b>MBAITOLI</b>				
129	MBAITOLI	NWAORUBI-PHC	5.5905329	7.0147441	IFAKALA-WARD
130	MBAITOLI	OHOSHIA PHC	5.5905377	7.0147466	UMUNOHA/UMUAGWU
131	MBAITOLI	OGBAKU PHC	5.5594639	6.9659429	OGBAKU
132	MBAITOLI	AFARA PHC	5.5905349	7.0147441	AFARA / EZIAMA
133	MBAITOLI	UMUOMUMU H/C	5.5905539	7.0147441	AMAIKE
134	MBAITOLI	UMUNNEATO PHC	5.5905459	7.0147441	OGWA A
135	MBAITOLI	OGWA DISPENSARY & MATERNITY	5.5905345	7.0147441	OGWA B
136	MBAITOLI	ISIORODO (MDG) PHC	5.5905332	7.0147441	ORODO A
137	MBAITOLI	OBIORODO PHC	5.5905367	7.0147441	ORODO B
138	MBAITOLI	UBOMMIRI PHC	5.5586838	7.0237703	UBOMIRI
139	MBAITOLI	UMUNOHA PHC	5.5586768	7.0237756	UMUNOHA/AZARA
140	MBAITOLI	ACHIMBERI HEALTH CENTE	5.5461234	7.0431354	EZII/IHITTE
141	MBAITOLI	IHITTE MBIERI PHC	5.5461071	7.0431444	IHITTE



<b>12</b>	<b>NGOR-OKPALA</b>				
142	NGOR-OKPALA	UMUOHIAGU HEALTH CENTRE	5.3940262	7.1514346	UMUOHIAGU/LOGARA
143	NGOR-OKPALA	OBIANGWU-HEALTH-CENTRE	5.3940262	7.1514346	OBIANGWU
144	NGOR-OKPALA	ELELEM Health Centre	5.283132	7.1911361	ELELEM/OBIKE
145	NGOR-OKPALA	Eziama Health Centre	5.2983845	7.2391183	EZIAMA / OKPALA
146	NGOR-OKPALA	Amafor Health Centre	5.3643383	7.0865783	IMERIENWE
147	NGOR-OKPALA	UMUKABIA Health Centre	5.3528912	7.16907	NGOR / IHITTE / UMUKABIA
148	NGOR-OKPALA	ALULU H/C	5.2643677	7.2379359	ALULU
149	NGOR-OKPALA	Nneorie Health Centre	5.3663181	7.2236375	OHEKELEM / NNORIE
150	NGOR-OKPALA	Orishieze Health Centre	5.2879608	7.0829449	OZUZU
151	NGOR-OKPALA	Umuekwune Health Centre	5.3863145	7.211287	UMUHU
152	NGOR-OKPALA	NGURU PHC	5.3783668	7.1384684	NGURU/UMUOWA
153	NGOR-OKPALA	AMAPU AMALA Health Center	5.2983985	7.2391159	AMALA/ALULU/OBURU
<b>13</b>	<b>NJABA</b>				
154	NJABA	ATTA-II-HEALTH-CENTRE	5.7401817	7.0313839	ATTA-II
155	NJABA	IBELE HEALTH CENTER	5.6514483	6.9922048	UMUAKA-III
156	NJABA	OWERE UMUNAM(ATTA1)	5.7401817	7.0313839	ATTA I
157	NJABA	EGWEDU PHC	5.7401817	7.0313839	ATTA III
158	NJABA	AMUCHA HEALTH CENTER	5.7434742	7.0447528	AMUCHA I
159	NJABA	AMUCHA EBEISE H/C	5.7415042	7.024123	AMUCHA II
160	NJABA	UMUAKA HEALTH CENTER	5.6716881	7.0138872	UMUAKA I
161	NJABA	ISIOZI HEALTH CENTER	5.6826084	7.0225628	UMUAKA II
162	NJABA	NKUME HEALTH CENTRE(NNENASA)	5.7449116	7.0634537	NKUME
163	NJABA	UMUELEM OKWUDOR H/C	5.7401817	7.0313839	OKWUDOR
164	NJABA	AMAZANO PHC	5.6514483	6.9922048	UMUAKA IV
165	NJABA	UMUOKWARA PHC	5.7077094	7.000335	IHEBINOWERRE
166	NJABA	AMAKOR H/C	5.6681532	6.9976593	AMAKOR

167	NJABA	NNENASA H/C	5.7362301	7.0155547	UMUEZE
<b>14</b>	<b>NKWERRE</b>				
168	NKWERRE	MCH NKWERRE	5.7612851	7.0814851	NKWERE-VII
169	NKWERRE	OWERE NKWORJI PHC	5.7460998	7.1144121	OWERE-NKWORJI-1
170	NKWERRE	EZIAMA OBIRE COMP.PHC	5.7421373	7.0821861	EZIAMA/OBIRE
171	NKWERRE	AMAOPARA HEALTH CENTER	5.7710635	7.0815958	AMAOKPARA
172	NKWERRE	UMUKABIA HEALTH CENTER	5.7513217	7.0907474	NNANANO
173	NKWERRE	MDG NKWERRE	5.7612851	7.0814851	ONUSA 2
174	NKWERRE	UMUWALA PHC	5.7623451	7.1227723	UMUWALA
175	NKWERRE	UMUDI HEALTH CENTER	5.7582892	7.1354405	UMUDI / UMUWALA
176	NKWERRE	UMUGARA HEALTH CENTER	5.7705998	7.1032935	UMUNOBO/UMUNACHI
177	NKWERRE	UMUNACHI HEALTH CENTER	5.7572678	7.105126	UMUNACHI
<b>15</b>	<b>NWANGELE</b>				
178	NWANGELE	OFEAHIA HEALTH CENTER	5.7612934	7.0814698	AMAIGBO-7
179	NWANGELE	ABAJAH HEALTH CENTER	5.7612534	7.0813698	ABAJAH-1
180	NWANGELE	DIMNAUME PHC	5.7612834	7.0814398	DIM-NA-NUME
181	NWANGELE	MDG UMUKABIA AMAIGBO	5.7612734	7.0814498	AMAIGBO I
182	NWANGELE	OBODO PHC	5.7612634	7.0814598	AMAIGBO III
183	NWANGELE	UMUCHOKE HEALTH CENTER	5.7612934	7.0814698	AMAIGBO IV
184	NWANGELE	UMUOZU PHC	5.721506	7.1305349	UMUOZU
185	NWANGELE	ISU HEALTH CENTRE	5.721306	7.1305449	ABAJA II
186	NWANGELE	ABBA H/C	5.721206	7.1305249	ABBA 1
187	NWANGELE	OGWUAGA H/ CENTER	5.723052	7.1553198	ABBA II
188	NWANGELE	UMUANU HEALTH	5.7125411	7.1055128	AMAIGBO V
189	NWANGELE	UMUANYA MCH	5.7125211	7.1055328	AMAIGBO VI
190	NWANGELE	COLLEGE OF HEALTH SCIENCE CLINIC	5.7125311	7.1055528	AMAIGBO II
191	NWANGELE	UMUNAKARA H/C	5.7125511	7.1055628	KARA-NA-ORLU
<b>16</b>	<b>OBOWO</b>				
192	OBOWO	UMULOGHO PHC	5.5612335	7.3533175	UMULOGHO

193	OBOWO	ODENKUME PHC	5.6086818	7.3140397	ODENKWUME
194	OBOWO	NYSC ACHINGALI PHC	5.5561286	7.3242884	ACHINGALI
195	OBOWO	OGBOTUKWU PHC	5.5709418	7.3175974	AMUZI
196	OBOWO	AVUTU BASIC PHC	5.5396771	7.3624289	AVUTU
197	OBOWO	OKWUOHIA PHC	5.5902246	7.3536636	OKWUOHIA
198	OBOWO	UMUNACHI HEALTH CENTER	5.5557212	7.388698	UMUNACHI
199	OBOWO	EHUME H/C	5.5574146	7.3777632	EHUME
200	OBOWO	UMUNGWA H/C	5.5553007	7.3997347	AMANZE/UMUNGWA
201	OBOWO	UMUARIAM PHC	5.5599071	7.351308	UMUARIAM
202	OBOWO	ACHARA PHC	5.5385957	7.3544998	ACHARA
<b>17</b>	<b>OGUTA</b>				
203	OGUTA	ORSUOBODO PHC	5.6939284	6.8076155	ORU
204	OGUTA	AWA PHC	5.6507099	6.8894945	AWA/ABIAZIEM
205	OGUTA	EGBUOMA PHC	5.7473189	6.8251487	EKWE EGBUOMA
206	OGUTA	NDULUKWU HEALTH CENTRE	5.6300497	6.8637486	NDULUKWU/UMUOWER E
207	OGUTA	AKABOR P.H.C	5.6187991	6.917014	OGUTA B
208	OGUTA	IZOMBE HEALTH CENTER	5.6410292	6.8569694	IZOMBE
209	OGUTA	MGBALA PHC	5.5464666	6.8832971	MGBALA / UBA
210	OGUTA	IWC HEALTH CENTRE	5.707992	6.8204733	OGUTA A
211	OGUTA	UWAORIE PHC	5.5473567	6.892393	UWAORIE
212	OGUTA	ENUIGBO PHC	5.6773611	6.7777289	OSEMOTO/ENUIGBO
213	OGUTA	OBUDO/ARO PHC	5.5613658	6.8840578	OBUDI / ARO
214	OGUTA	MBANO H/C	5.5458536	6.9026653	MBANO
<b>18</b>	<b>OHAI- EGBEMA</b>				
215	OHAI- EGBEMA	MGBIRICHI-PHC	5.3493397	6.9489177	EKWUATO
216	OHAI- EGBEMA	UMUAGWO-PHC	5.3493397	6.9489177	UMUAGWO
217	OHAI- EGBEMA	MGBARA PHC	5.4919733	6.7979871	EGBEMA C
218	OHAI- EGBEMA	OPUOMA PHC	5.4919433	6.7979471	EGBEMA D
219	OHAI- EGBEMA	ETIOHA PHC	5.4405637	6.9119701	EGBEMA A
220	OHAI- EGBEMA	ABACHEKE PHC	5.4919756	6.7979371	EGBEMA F

221	OHAI- EGBEMA	MGBUISII PHC	5.3118265	6.8930746	OBITTI / MGBUISHI
222	OHAI- EGBEMA	UMUAPU PHC	5.2548891	6.8802868	UMUAPU
223	OHAI- EGBEMA	OBIAKPU H/C	5.2548791	6.8802668	EGBEMA B
224	OHAI- EGBEMA	ASSA PHC	5.3793656	6.7735124	ASSA/OBILE
225	OHAI- EGBEMA	AWARA PHC	5.3660052	6.7700269	AWARA/IKWEREDE
226	OHAI- EGBEMA	OBOSIMA PHC	5.4400316	6.9108361	OHUBA I
227	OHAI- EGBEMA	OHUBA PHC	5.4622704	6.888267	OHUBA II
<b>19</b>	<b>OKIGWE</b>				
228	OKIGWE	UMUALUMOKE-PHC	5.7622006	7.3276174	UMUALUMOKE
229	OKIGWE	ARO OKIGWE MCH	5.7946731	7.3171399	OK-URB-1
230	OKIGWE	OFOACHARANO PHC	5.7946751	7.3171389	AGBOBU
231	OKIGWE	AMURO PHC	5.7944197	7.290029	AMURO
232	OKIGWE	EZINACHI PHC	5.7393037	7.3626741	EZINACHI
233	OKIGWE	IHUBE PHC	5.8713217	7.3702886	IHUBE
234	OKIGWE	OGII PHC	5.7914443	7.3517348	OGII
235	OKIGWE	NDINDUBUISI PHC	5.8221394	7.312313	UMULOLO
236	OKIGWE	UMUOWA IBU PHC	5.8221494	7.312513	NDIMOKO / IBINTA
237	OKIGWE	AKU PHC	5.7232384	7.3753466	AKU
238	OKIGWE	ARO OKIGWE PHC	5.7946731	7.3171399	OKIGWE URBAN 11
<b>20</b>	<b>ONUIMO</b>				
239	ONUIMO	OKWELLE PHC	5.7457695	7.1935737	OKWELLE-1
240	ONUIMO	OKWE PHC	5.7824337	7.2093691	EZIAMA
241	ONUIMO	UMUNA PHC	5.7559946	7.2659994	UMUNA
242	ONUIMO	UMOKO PHC	5.7557234	7.1680245	OKWELE 3
243	ONUIMO	MCH OKWE	5.7815218	7.2327968	OWERRE - OKWE
244	ONUIMO	NDIIKPA ABOH PHC	5.7555856	7.218638	ABOH/OKOHIA
245	ONUIMO	UWANKONYE	5.8317628	7.2214014	OZIMO/UMUANMEZE
246	ONUIMO	UMUCHEKE PHC	5.7902687	7.2039732	UMUCHEKE
247	ONUIMO	OKOHIA PHC	5.8131683	7.21335	EZELU
248	ONUIMO	UMUDURU PHC	5.8291401	7.1979091	OFEAHIA
<b>21</b>	<b>ORLU</b>				
249	ORLU	AMIKE-PHC	5.7991218	7.0329545	AMIKE/EZIACHI



250	ORLU	OHAKE PHC	5.7905961	7.0119361	OHAKE OKPORO
251	ORLU	UMUTANZE-HC	5.7905561	7.0119261	UMUTANZE
252	ORLU	IHITEOWERRE PHC	5.7993665	7.0342354	IHITEOWERRE
253	ORLU	ACHARABA PHC	5.8004272	7.0342669	OGBERURU/ OBIBI
254	ORLU	OKWUABALA PHC	5.8115658	7.0299299	OKWUABALA
255	ORLU	NDIOWERRE ORLU PHC	5.7995293	7.0334213	ORLU TOWN/ MGBEE/ GOVT ST
256	ORLU	OWERRE EBEIRI PHC	5.7776923	7.0217898	OWERRE EBEIRI
257	ORLU	UMUDIOKA PHC	5.7991868	7.034625	UMUDIOKA
258	ORLU	UMUZIKE PHC	5.7991868	7.034625	UMUOWA / UMUZIKE
259	ORLU	GOVT STATION PHC	5.8001815	7.034453	Umun
260	ORLU	IHIOMA HEALTH CENTRE	5.8094739	6.9963072	EBENESE/UMUEZE
261	ORLU	EZIOHA AMAIFEKE PHC	5.7958372	7.008325	AMAIFEKE
262	ORLU	AMANATOR PHC	5.7751959	7.0141688	AMANATOR/OBINUGWU
263	ORLU	OHAFOR OKPORO PHC	5.7826863	7.0063703	OHAFOR OKPORO/UMUNTANZE
264	ORLU	OFEAHIA PHC	5.796511	7.0238598	AMAIFEKE OFEAHIA
<b>22</b>	<b>ORSU</b>				
265	ORSU	AMARURU PHC	5.8903799	6.9859151	AMARURU
266	ORSU	AMANACHI PHC	5.81466	6.9787833	AMANACHI
267	ORSU	Umuoka PHC	5.852318	6.9922836	ASSA UBIRI ELEM
268	ORSU	NWANYIMMA HEALTH CENTRE UMUHU OKABIA	5.8311024	6.9884537	UMUHU OKABIA
269	ORSU	EZIAWA PHC	5.8378133	6.9680217	EZIAWA
270	ORSU	IHITENASA PHC	5.8635333	6.9931636	IHITENANSA
271	ORSU	AKWAORJI H/P	5.820918	6.9431848	OKWUAMARAIHE 1
272	ORSU	UBAHAEZEDEKE PHC	5.8370017	6.9455733	OKWUFURUAKU
273	ORSU	COMMUNITY HEALTH CENTRE AMAEKE	5.8205991	6.9309827	OKWUAMARAIHE II
274	ORSU	ETITI ORSU HEALTH CLINIC	5.8205981	6.930727	ORSU I
275	ORSU	ORSU IHITEUKWA PHC	5.8448175	6.9404833	ORSU IHITEUKWA
276	ORSU	EBENATOR PHC	5.8190221	6.9622669	EBENATOR
<b>23</b>	<b>ORU-EAST</b>				
277	ORU-EAST	AMIRI (PHC)	5.7292158	6.9611365	AMIRI-I
278	ORU-EAST	ISIEKE (PHC)	5.6915524	6.9239691	AWO-I

279	ORU-EAST	OZUH PHC	5.7545772	6.9534686	OMUMA
280	ORU-EAST	AKUMA II (PHC)	5.7906384	6.9543742	AKUMA
281	ORU-EAST	AMAGU (PHC)	5.7972323	6.9353425	AMAGU
282	ORU-EAST	AKATTA 1 PHC	5.7739438	6.9551875	AKATTA1
283	ORU-EAST	UBOGWU (PHC)	5.6803893	6.9576476	AWO-OMUMMA IV
284	ORU-EAST	UMUOKWE (PHC)	5.6953967	6.9398533	AWO - OMAMMA III
285	ORU-EAST	NCHOKO AMIRI 11 HEALTH CENTER	5.697364	6.9151674	AMIRI-II
286	ORU-EAST	UMUEZIKE (MDG)	5.6982077	6.8984596	AWO - OMAMMA II
<b>24</b>	<b>ORU-WEST</b>				
287	ORU-WEST	OZARA HEALTH CENTER	5.7340353	6.8917433	OZARA
288	ORU-WEST	NEMPI HEALTH CENTER	5.7340323	6.8917423	NEMPI
289	ORU-WEST	IBIASOEGBE PHC	5.7340343	6.8917443	IBIASOEGBE
290	ORU-WEST	AMAOFUO PHC	5.7340363	6.8917453	AMAOFUO
291	ORU-WEST	UBULU 1 PHC	5.7340383	6.8917473	UBULU-I
292	ORU-WEST	AJI PHC	5.7340333	6.8917483	AJI
293	ORU-WEST	OHAKPU PHC	5.7340353	6.8917493	OHAKPU
294	ORU-WEST	UZINAUMU PHC	5.7340116	6.8916173	MGBIDI 1
295	ORU-WEST	UGBELE PHC	5.7340126	6.8917443	MGBIDI 11
296	ORU-WEST	OTULU HEALTH CENTER	5.7340478	6.8917601	OTULU
<b>25</b>	<b>OWERRI- MUNICIPAL</b>				
297	OWERRI MUNICIPAL	STAFF CLINIC OWERRI MUNICIPAL	5.4887985	7.0285496	IKENEGBU 3
298	OWERRI MUNICIPAL	AREA-M- COMPREHENSIVE- H/CENTRE	5.4827829	7.0007673	NEW-OWERRI-1
299	OWERRI MUNICIPAL	AREA -L PHC	5.4876921	7.0056022	NEW-OWERRI-2
300	OWERRI MUNICIPAL	WATERSIDE HEALTH CLINIC	5.481708	7.0287318	AZUZII 3
301	OWERRI MUNICIPAL	UMUODU- UMUIHUGBA-H/C	5.4805366	7.0382359	AZUZII IV
<b>26</b>	<b>OWERRI NORTH</b>				
302	OWERRI NORTH	NAZE-PHC	5.443639	7.0693151	NAZE
303	OWERRI NORTH	OBIBIEZENA H/C	5.4112882	7.0606772	OBIBIEZENA

303	OWERRI NORTH	OBIBIEZENA H/C	5.4112882	7.0606772	OBIBIEZENA
304	OWERRI NORTH	EKE-OBI PHC	5.4415394	7.0844318	OBIBI 11
305	OWERRI NORTH	EMII PHC	5.455029	7.112226	EMII
306	OWERRI NORTH	UMUNDULA H/C	5.5214803	7.0762491	ORJI
307	OWERRI NORTH	IHITE OGADA HEALTH CENTRE	5.4919461	7.1035706	AWAKA/IHITE OGADA
308	OWERRI NORTH	EGBU PHC	5.473481	7.0700756	EGBU
309	OWERRI NORTH	ULAKWO PHC	5.4108932	7.1253943	AGBALA/OBUBU/ULAKWO
310	OWERRI NORTH	AKWAKUMA H.C.	5.5256512	7.0182226	IHITA-OHA
311	OWERRI NORTH	UMUORII PHC	5.4917129	7.1515485	OBIBI-URATTA II
312	OWERRI NORTH	UBOEGBELU H/C	5.4917278	7.1515458	EMEKUKU II
313	OWERRI NORTH	OKWU EMEKE PHC	5.4832431	7.1167348	EMEKUKU1
314	OWERRI NORTH	OKWU HEALTH CENTRE	5.4832531	7.1167648	OBIBI-URATTA II
<b>27</b>	<b>OWERRI-WEST</b>				
315	OWERRI WEST	OBINZE PHC	5.4129533	6.9616833	OBINZE
316	OWERRI WEST	IRETTE PHC	5.5174585	6.9817766	IRETTE
317	OWERRI WEST	NEKEDE 1 PHC	5.431617	7.0158955	NEKEDE 1
318	OWERRI WEST	AMAKOHIA UBI PHC	5.5440159	6.9530119	AMAKOHIA UBI / NDEGWU
319	OWERRI WEST	EMEABIAM PHC	5.3287104	6.9903561	EMEABIAM / OKOLOCHI
320	OWERRI WEST	EZIOBODO PHC	5.3631251	7.009873	EZIOBODO
321	OWERRI WEST	UMUGUMA PHC	5.4702621	6.965004	UMUGUMA
322	OWERRI WEST	DINDI PHC	5.4035045	7.0117904	IHIAGWA
323	OWERRI WEST	OKUKU PHC	5.4793218	6.9207149	OKUKU
324	OWERRI WEST	AVU PHC	5.4486513	6.9663886	AVU / OFOROLA
325	OWERRI WEST	NEKEDE II HEALTH CENTRE	5.4454071	7.0172123	NEKEDE
326	OWERRI WEST	OFOROLA HEALTH CENTER	5.4225473	6.927598	AVU/OFOROLA
327	OWERRI WEST	OROGWE H/C	5.5425105	6.9832553	IRETE / OROGWE

## **2.2 Current human resources status in 27 LGAs in the state.**

Imo State, one of the sub nationals in Nigeria has human resources for health (HRH), challenges which includes but not limited to low numbers and skewed distribution of healthcare professionals as indicated in the primary health facility staffing. These challenges inadvertently affect healthcare service delivery to the teaming population.

Imo State primary health care sector has a significant inadequate number of healthcare workers, such as doctors, nurses/midwives, community health extension workers (CHEWs), laboratory technicians and others. The number of professionals are insufficient to meet the healthcare needs of the state's population, particularly in hard to reach areas and rural areas. There is a significant imbalance in the distribution of healthcare professionals between urban and rural areas. This creates a disparity in access to healthcare, as rural communities often lack essential healthcare services. Health facilities in urban areas tend to be better staffed and equipped, while rural health centers struggle with both under staffing and limited resources.

There is a need for comprehensive policy reforms, including the recruitment of more healthcare workers, giving incentives to professionals to work in hard to reach areas, improving working conditions, and ensuring equitable distribution of healthcare resources across the 27 LGAs of the state..



**Table 1.0 Distribution of human resources and allotment in 27 LGAs of Imo State.**

S/N	LGA	NO OF FACILITY	NO OF STAFF	DISTRIBUTION OF HUMAN RESOURCES						
				NO. OF. DOC	NO. OF. NURSES/ MIDWIVES	COMM. HEALTH . OFF	CHEW	OPTOMETRSTS	PHARMACY TEHNICIANS	OTHER HEALTH WORKER
1	ABOH MBAISE	12	124	0	9	0	31	0	0	34
2	AHIAZU MBAISE	13	90	1	6	1	14	0	0	36
3	EHIME MBANO	11	101	0	6	1	22	0	0	26
4	EZINIHITE MBAISE	13	43	0	9	0	15	0	0	3
5	IDEATO NORTH	15	48	0	3	0	11	0	0	12
6	IDEATO SOUTH	12	111	0	5	0	29	0	0	21
7	IHITE-UBOMA	11	129	0	2	0	30	0	0	43
8	IKEDURU	15	81	0	9	0	15	0	0	11
9	ISIALA MBANO	14	97	0	6	1	12	0	0	20
10	ISU	12	66	0	5	0	16	0	0	18
11	MBAITOLU	13	117	0	16	0	13	0	0	38
12	NGOR-OKPALA	12	134	0	1	0	15	0	0	48
13	NJABA	14	92	0	12	0	31	0	0	14
14	NKWERRE	9	74	0	9	2	17	0	0	14
15	NWANGELE	14	116	0	3	0	30	0	0	43
16	OBOWO	11	101	0	9	0	9	0	0	31
17	OGUTA	12	95	1	2	0	26	0	0	57
18	OHAJI/EGBEMA	13	78	0	11	0	11	0	0	24
19	OKIGWE	11	66	1	1	2	12	0	0	5
20	ONUIMO	10	48	0	4	0	8	0	0	15
21	ORLU	16	96	0	8	0	18	0	0	26
22	ORSU	12	75	0	2	1	12	0	0	24
23	ORU-EAST	10	124	1	5	0	19	0	0	40
24	ORU-WEST	10	93	0	6	1	16	0	0	13
25	OWERRI-MUNICIPAL	5	80	0	19	1	15	0	0	43
26	OWERRI-NORTH	13	103	0	13	4	16	0	0	17
27	OWERRI-WEST	13	131	0	13	1	17	0	0	34

## 2.3 Imo State Multi-Year Health-Worker Recruitment and Deployment Plan

The main purpose of the HRH mapping is to identify gaps and determine the current distribution and density of health workers, highlighting gaps in staffing and skills. The multi-year health worker recruitment and deployment plan supports health system strengthening and enhances workforce diversity. This is one of the best method for developing strategies to attract, retain, and motivate health workers, thereby reducing turnover and improving job satisfaction.

A structured approach is required to bridge the staffing gap. The following phased plan is recommended:

*Table 2: Imo State Multi-Year Health-Worker Recruitment and Training Plan*

Year	Recruitment Plan	Training Plan	Budget (Naira)
2025	Recruit 3,270 health workers for primary healthcare centers.	Provide foundational training for newly recruited health workers.	₦981,000,000 million
2026	Recruit additional 1,962 health workers for underserved areas.	Develop structured induction training and specialization programs.	₦588,600,000 million
2027	Recruit 1,308 more health workers to address staffing gaps.	Implement continuous professional development courses.	₦392,400,000 million
2028	Evaluate recruitment impact and address emerging needs.	Enhance refresher training and mentorship initiatives.	₦850,200,000 million
2029	Achieve full health-worker sufficiency in Imo State.	Upgrade digital literacy and emergency response training.	₦987,540,000 million
Total:			₦3,799,740,000 Billion

### **3.0 HRH MAPPING PROCESS.**

#### **3.1 Defining Workforce Requirements**

The workforce requirements refers to the specific skills, knowledge, competencies and capacities that an organization needs its employees to possess to achieve its strategic goals and objectives. The process ensures that the healthcare system has the right people with the right skills to meet current and future healthcare needs. By assessing health needs, analyzing existing workforce capacity, forecasting future demands, and developing strategies for recruitment, training, and retention.

The HRH mapping process provides a robust platform to evaluate the existing workforce, identify current shortages, overstaffing, or underutilization of certain roles as well as considering workforce demographics, such as age, retirement trends, and experience, to anticipate future workforce needs and gaps. I

#### **3.2 Planning meeting**

The Planning a Meeting for HRH requires a structured approach to ensure that key objectives are met and all relevant stakeholders are engaged in the decision-making process. The State Ministry of health, primary healthcare, insurance and social services had a planning cell meeting with the primary health care development agency, Health authority secretaries and civil society organizations to provide insights into staffing needs, human resource planning and number of assessors needed for the mapping of health facilities and identification of human resources gap. A total of 327 basic healthcare provision facilities were assessed.

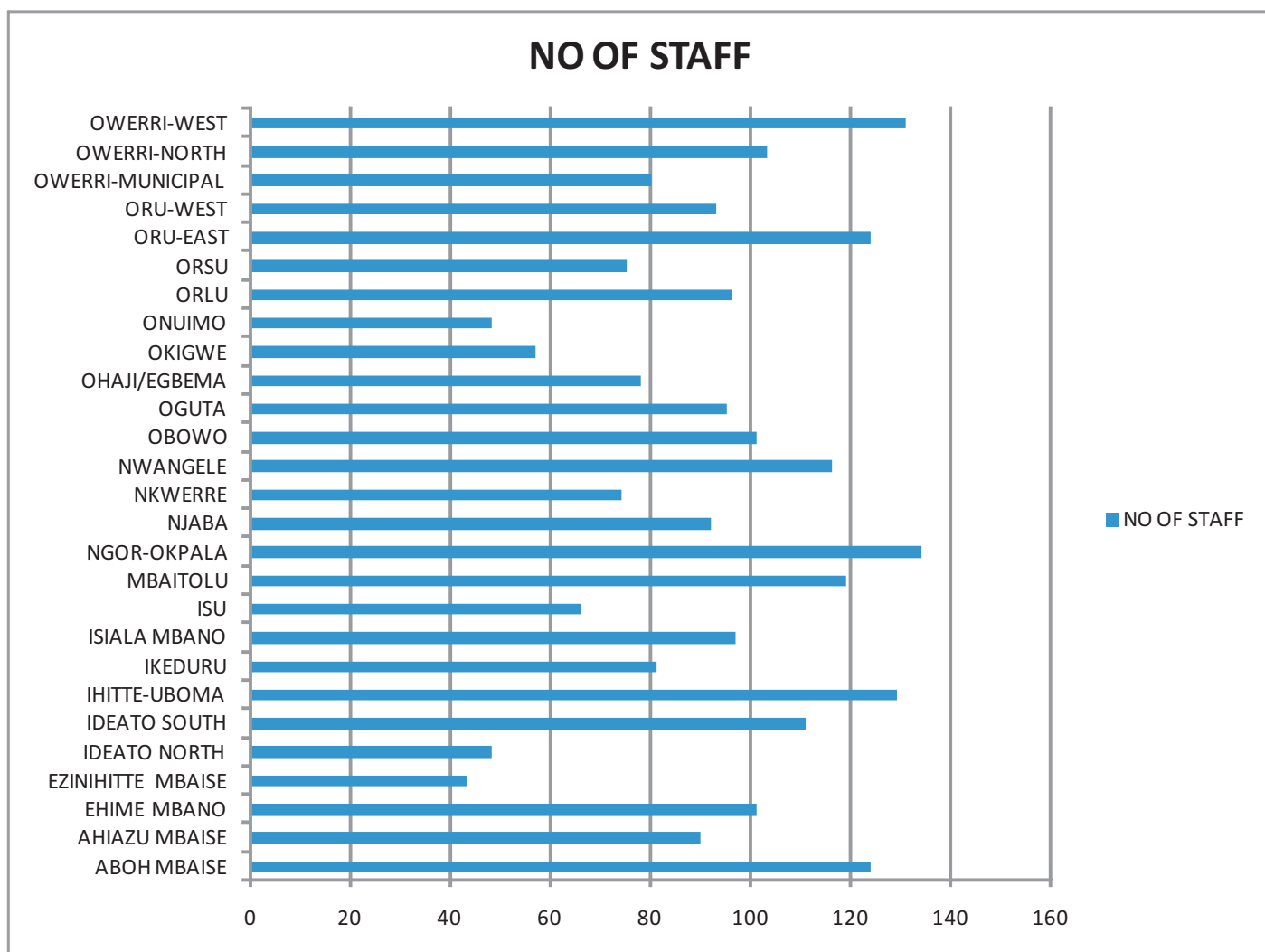
#### **3.3 Facility Assessment for HRH.**

A total of 327 basic healthcare provision facilities were assessed. The assessment evaluated the adequacy of staffing by assessing whether the number and type of healthcare professionals doctors, nurses/midwives, allied health professionals meet the needs of the facility. Identified shortages or surpluses in specific healthcare roles, especially in underserved regions or departments. The team also assessed the skills and competencies levels of healthcare workers, workforce distribution across the facility, departments, or geographical areas. Additionally, factors affecting job satisfaction, such as workload, compensation, working conditions, and opportunities for advancement.

### 3.4 Current health facility Analysis

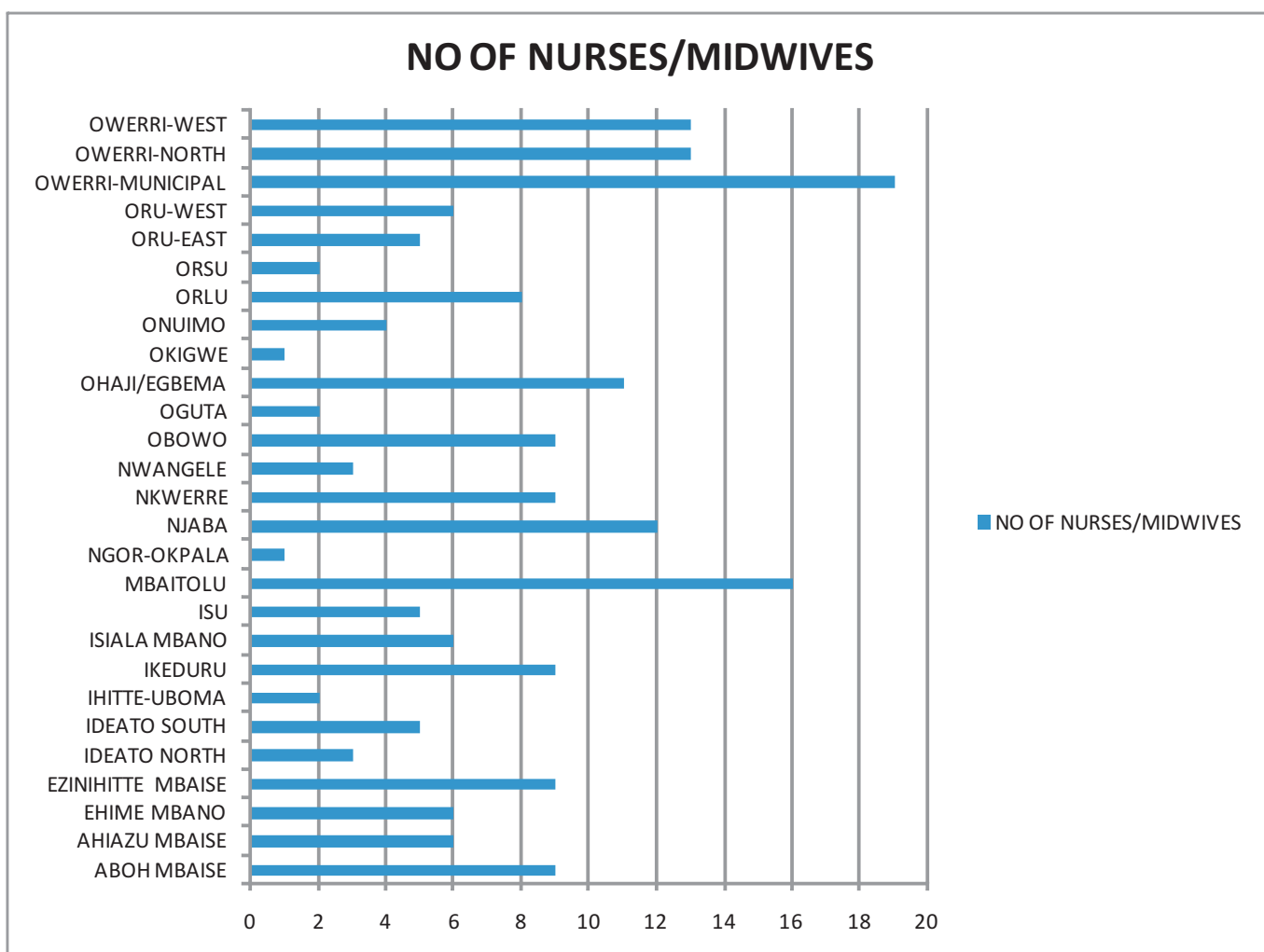
A total of 327 facilities were assessed for HRH as indicated in figure 1.0 . The highest LGA assessed was Ngor Okpala followed by Owerri West and least was Ezinihitte Mbaise.

S/N	LGA	NO OF FACILITY	NO OF STAFF	DISTRIBUTION OF HUMAN RESOURCES						
				NO. OF. DOC	NO. OF. NURSES/ MIDWIVES	COMM. HEALTH . OFF	CHEW	OPTOMETRSTS	PHARMACY TEHNICIANS	OTHER HEALTH WORKER
1	ABOH MBAISE	12	124	0	9	0	31	0	0	34
2	AHIAZU MBAISE	13	90	1	6	1	14	0	0	36
3	EHIME MBANO	11	101	0	6	1	22	0	0	26
4	EZINIHITE MBAISE	13	43	0	9	0	15	0	0	3
5	IDEATO NORTH	15	48	0	3	0	11	0	0	12
6	IDEATO SOUTH	12	111	0	5	0	29	0	0	21
7	IHITE-UBOMA	11	129	0	2	0	30	0	0	43
8	IKEDURU	15	81	0	9	0	15	0	0	11
9	ISIALA MBANO	14	97	0	6	1	12	0	0	20
10	ISU	12	66	0	5	0	16	0	0	18
11	MBAITOLU	13	117	0	16	0	13	0	0	38
12	NGOR-OKPALA	12	134	0	1	0	15	0	0	48
13	NJABA	14	92	0	12	0	31	0	0	14
14	NKWERRE	9	74	0	9	2	17	0	0	14
15	NWANGELE	14	116	0	3	0	30	0	0	43
16	OOWO	11	101	0	9	0	9	0	0	31
17	OGUTA	12	95	1	2	0	26	0	0	57
18	OHAIJ/EGBEMA	13	78	0	11	0	11	0	0	24
19	OKIGWE	11	66	1	1	2	12	0	0	5
20	ONUIMO	10	48	0	4	0	8	0	0	15
21	ORLU	16	96	0	8	0	18	0	0	26
22	ORSU	12	75	0	2	1	12	0	0	24
23	ORU-EAST	10	124	1	5	0	19	0	0	40
24	ORU-WEST	10	93	0	6	1	16	0	0	13
25	OWERRI-MUNICIPAL	5	80	0	19	1	15	0	0	43
26	OWERRI-NORTH	13	103	0	13	4	16	0	0	17
27	OWERRI-WEST	13	131	0	13	1	17	0	0	34





**Figure 3.1** *No. of Nurses and midwives assessed per LGA*



### 3.5 HUMAN RESOURCE FOR HEALTH GAP ANALYSIS .

There are significant human resources shortages in all the cadres in the primary health care sector . There is 65% gap between the required workforce and current HRH status in the 27 LGAs. The doctors, pharmacist and nurses/midwives have a huge gap when compared to others cadre of staff.

***Table 3.0 Human resource for health gap analysis.***

HRH BREAKDOWN	TOTAL NO. AVAILABLE	TOTAL NO. REQUIRED	GAP
MEDICAL DOCTOR CADRE	5	135	130
COMMUNITY HEALTH EXTENSION WORKERS	579	1,962	1383
NURSES/MIDWIFERY CADRE	194	981	787
COMMUNITY HEALTH OFFICERS	200	1,635	1,435
OTHERS	1,535	1,827	292
<b>TOTAL</b>	<b>2513</b>	<b>6540</b>	<b>4,027</b>

## 4.0 RECRUITMENT PLAN

### 4.1 Recruitment Objectives and Goals.

The objectives and goals for the recruitment of health workers in Primary Healthcare Centres (PHCs) are aimed to

1. Ensure Adequate staffing of health workers in the 27 LGAs
2. Address Health Workforce Shortages in PHCs
3. Improve Quality of Care of the populace
4. Promote Equity in Healthcare workforce distribution in PHCs

### 4.2 Recruitment plan

The recruitment, deployment and placement should be evidence-based. HRH that are available for service provision are not well distributed geographically by State and Local Governments as well as clinical and preventive health services. Poor retention of health staff creates extra burden on the existing staff. Poor conditions of service, lack of equipment, inadequate infrastructure and lack of basic social amenities are among issues to be addressed in staff recruitment, deployment and placement.

**Table 4.0 2025 Recruitment Plan For Primary Health Workers**

Activity	Timeline	Responsible Body	Output
Conduct Health Workers Gap and Needs Assessment	Q2 2025	ISPHCDA, MOHPHSSHI, LGHAs	Needs assessment report
Engage Stakeholders and Community Leaders	Q2 2025	ISPHCDA, LGAs	Validated recruitment needs
Develop and Approve Recruitment Guidelines	Q2 2025	ISPHCDA	Recruitment framework
Advertise Health Workers Positions	Q3 2025	ISPHCDA, MOHPHSSHI	Call for applications
Shortlist, Interview, and Select Qualified Candidates	Q3–Q4 2025	ISPHCDA, MOHPHSSHI	Final list of health workers
Issue Offer Letters and Conduct Orientation	Q4 2025	ISPHCDA, MOHPHSSHI	Health Workers on boarded

The State and Local Governments shall attract and recruit individuals who are qualified by job related standards of education, advanced training, experience or who can be trained to perform work in a manner that will contribute to the attainment of the health objectives.

### 4.3 Deployment, Retention and Development Strategy

For effective and effective deployment of health workers to primary healthcare facilities there is need to conduct needs assessment to determine the staffing requirements of each primary healthcare facility. Mapping the existing health workforce in Imo State PHCs, including their skills, qualifications, and locations. Recruiting and selecting health workers based on the needs assessment and staff mapping exercise. Establish clear deployment criteria, including equity and fairness in distribution of staff, matching staff skills and qualifications to facility needs.

**Table 4.1 Deployment Plan**

Activity	Timeline	Responsible Body	Output
Develop Deployment Strategy (using data and GIS)	Q3 2025	ISPHCDA, MOHPHSSHI	Equitable deployment map
Prioritize underserved LGAs and rural/remote Primary Health Centers.	Q3 2025	ISPHCDA,,LGHAs	Deployment priority list
Deploy Newly Recruited Health Workers	Q4 2025	ISPHCDA, MOHPHSSHI, LGAs	Deployment letters
Engage Traditional Institutions and CBOs	Q4 2025	ISPHCDA, LGAs	Local support for retention
Monitor Compliance and Retention	Ongoing	ISPHCDA, MOHPHSSHI, DPRS	Quarterly deployment report

## 4.4 Training Plans

On the-job training for health workers remains the key component in improving the capacity of the health worker in service delivery. To enhance their skills and knowledge in specific areas, regular workshops and conferences on latest developments and best practices in primary healthcare remains the bedrock in effective and efficient healthcare service delivery. These training initiative aims to enhance the capacity and competency of health workers, ultimately improving healthcare service delivery and outcomes in Primary Healthcare facilities across the 27 LGA of Imo State. Below is the training plan

**Table 4.2 Training Plan**

Activity	Timeline	Responsible Body	Output
Training Needs Assessment (TNA)	Q2 2025	ISPHCDA, MOHPHSSHI	Skills gap report
Develop an Annual Health Worker Training Plan	Q3 2025	ISPHCDA, MOHPHSSHI	Endorsed training calendar
Induction and Pedagogical Training for New Health Workers	Q4 2025	ISPHCDA, MOHPHSSHI LGAs	Trained new recruits
In-Service Training for health workers	2025-2027	ISPHCDA, MOHPHSSHI, Partners	Continuous capacity building
Deploy Health worker Mentors and Coaches	2026	ISPHCDA, MOHPHSSHI	Online health Worker education hub

## 4.5 Performance Monitoring & Evaluation Plan

A robust M&E system will be implemented to track progress, identify gaps, and ensure successful HRH recruitment.



<b>Focus</b>	<b>Description</b>
Key Indicators	% of qualified health workers in primary health centers % of rural primary health centers with adequate health worker staffing % of health workers trained annually
Tools	Health worker Attendance Registers, Data tools, (e.g Immunization, Antenatal, and general outpatient register etc
Frequency	Monthly supportive supervision to PHCs, Quarterly data harmonization meetings.
Reporting Channels	OICs ? LGHAs ? ISPHCDA ? DPRS(Monitoring and Evaluation Unit)

#### 4.6 Risk & Mitigation

<b>Risk</b>	<b>Mitigation</b>
Reluctance to work in rural areas	Rural health worker incentives, housing schemes, recognition awards
Budgetary constraints	Timely release of counterpart funding, explore donor grants.
High attrition rate	Establish career progression pathways.
Political interference in recruitment	Transparent, merit-based recruitment system with oversight

## **5.0 Policy Recommendations**

To ensure the sustainability of the workforce plan, the following policy measures should be considered:

1. Introduce rural posting allowances and career progression incentives for health workers in underserved areas.
2. Strengthen pre-service and in-service training programs for continuous professional development.
3. Establish a digital health workforce database for real-time monitoring and planning.
4. Leverage support from development partners to enhance recruitment efforts

## **5.1. Conclusion**

The findings of this baseline exercise highlight the urgent need for strategic health worker recruitment and deployment in Imo State. By implementing the proposed multi-year plan and bridging critical workforce gaps, the state can enhance primary health care service delivery. Strong government commitment and stakeholder collaboration will be essential to achieving these objectives.