

Purpose of the HOPE-GOV HRH Recruitment Plan Tool

This Excel-based planning tool is designed to empower all 36 states and the Federal Capital Territory (FCT) to develop a data-driven, multi-year (2026-2028) costed recruitment plan for the health workforce. It provides a standardized framework to assess staffing needs across critical service delivery areas, including:

- Basic Emergency Obstetric and Newborn Care (BeMONC) facilities
- Comprehensive Emergency Obstetric and Newborn Care (CEmONC) facilities
- Community Health Workers (CHWs)
- State Emergency Medical & Ambulance Services (SEMAS)

A well-planned health workforce is the backbone of a resilient health system. By systematically identifying and planning to fill staffing gaps, your state can significantly improve facility readiness, enhance the quality of care, and increase the utilization of essential health services for mothers, newborns, and children across Nigeria. Crucially, this tool is a key resource for achieving the objectives of the HOPE-PHC program. Its use is directly linked to the successful fulfillment of HOPE-GOV Disbursement-Linked Indicator (DLI) 5, which requires the development and publication of a multi-year costed health-worker recruitment plan. Effectively using this tool will not only help your state meet its programmatic targets but will also build a sustainable foundation for a stronger, more responsive health system for years to come.

Section

Introduction

Step 1: State

Step 2: HRH Requirements

Master

Step 3: HOPE-PHC data entry

Step 4: Gap Analysis and

Recruitment Plan

Step 5: Costing

General Tips

Instructions

This template is designed to help States and the FCT plan for health worker recruitment for 2026-2028 in line with the requirements of HOPE-GOV and HOPE-PHC. It is restricted to planning for 1 BeMONC PHC per ward; 1 CeMONC facility per LGA; CHWs in the wards linked to PHCs and EMT personnel in the LGA

Go to State Tab and Select your state from the drop down in cell B2. Then enter the date of data entry or submission in cell B6 using date format DD/MM/YYYY or DD-MM-YYYY

This Tab contains the standard HRH requirements for BeMONC, CeMONC, CHW and EMT Staffing. Review the data for correctness. You cannot make any changes here however you can make recommendations in your recommendations to the collating secretariat.

Go to the 'HOPE-PHC data entry' tab. Enter the current number of staff available for each HOPE-PHC facility type in the light green cells in column G. Enter your State's recruitment targets for years 2026, 2027 and 2028 in columns I, J and K respectively. Yellow cells contain formulae and will self populate as you complete the light green cells.

The 'Gap Analysis & Recruitment Plan' tab will automatically reflect the difference between your current staff and the required standards. And show the recruitment numbers inputed in the previous Tab. REVIEW TO ENSURE THAT FORMULAS ARE CORRECT.

The 'Costing & Budget' tab will estimate the financial implications based on standard salary scales (adjustable). Enter average annual salaries for each staff cadre in column C. The incremental recruitment costs for each year will be automatically computed. The total recruitment cost is derived from $(2026 \text{ cost} \times 3) + (2027 \text{ costs} \times 2) \text{ and } (2028 \text{ costs} \times 1)$.

Only edit or enter data in cells highlighted in LIGHT GREEN.

Metric	Value
Total Staff Required	12,312
Total staff Available	1,270
Total Gap	#REF!
Recruitment Target 2026	1,016
Recruitment Target 2027	1,085
Recruitment Target 2028	1,063
Gap not filled by recruitment	#REF!
Total Estimated Cost (3 Years)	#REF!

State Name	EBONYI	Select your state or Abuja/FCT from drop down
Number of LGAs	13	No action required - numbers auto-populated
Number of wards	171	No action required - numbers auto-populated
Date	6 Jan 2026	Enter completion data in format (dd/mm/yyyy)

Facility Type	Cadre	Minimum Requirement (Per Facility/Unit)
BeMONC (PHC)	Nurse/Midwife	4
BeMONC (PHC)	Community Health Officers (CHO)	2
BeMONC (PHC)	Community Health Extension Workers (CHEW)	2
BeMONC (PHC)	Junior Community Health Extension Workers (JCHEW)	4
BeMONC (PHC)	Health Attendant/Assistant	2
BeMONC (PHC)	Security Personnel	1
CeMONC (General Hospital)	Obstetrician/Gynecologist or Obstetric Surgery Skilled Medical Officer	1
CeMONC (General Hospital)	Anesthesiologist or Anaesthetic Nurse	1
CeMONC (General Hospital)	Medical Officers	3
CeMONC (General Hospital)	Midwives	6
CeMONC (General Hospital)	Staff Nurses	8
CeMONC (General Hospital)	Laboratory Scientist/Technician	2
CeMONC (General Hospital)	Pharmacist/Technician	2
CeMONC (General Hospital)	Hospital Assistants	4
CeMONC (General Hospital)	Administrative/Secretarial Staff	2
CeMONC (General Hospital)	Medical Records Staff	2
CeMONC (General Hospital)	Laundry Staff	2
CeMONC (General Hospital)	Medical Janitorial/Cleaning Staff	2
CeMONC (General Hospital)	Catering Staff	2
CeMONC (General Hospital)	Biomedical Technicians	2
CeMONC (General Hospital)	X-ray Technicians	2
Community Health	CHEW (Community)	5
Community Health	JCHEW (Community)	5
SEMAS	Paramedic	2
SEMAS	Emergency Medical Technician (EMT)	2
SEMAS	Ambulance Driver	2

Notes	Unit
2 per shift recommended	Per ward
Head of facility support	Per ward
Shift coverage	Per ward
Support staff	Per ward
Support staff	Per ward
Support staff	Per ward
1 available 24/7	Per LGA
1 available 24/7	Per LGA
Based on >300 deliveries/year	Per LGA
Based on >300 deliveries/year	Per LGA
Based on 200 - 500 deliveries/year	Per LGA
Lab support	Per LGA
Pharmacy support	Per LGA
Nursing & Midwifery Support	Per LGA
Administrative Support	Per LGA
Administrative Support	Per LGA
General Support Services	Per LGA
Deployed to ward but linked to PHCs	Per ward
Deployed to ward but linked to PHCs	Per ward
Per ambulance unit	Per LGA
Per ambulance unit	Per LGA
Per ambulance unit	Per LGA

EBONYI HOPE-GOV HRH Gap Analysis
Completion Date 6 Jan 2026

Facility Type	Cadre	Standard Requirement (Per Facility/Unit)	Facility Coverage Criteria
BeMONC (PHC)	Nurse/Midwife	4	2 per shift recommended
BeMONC (PHC)	Community Health Officers (CHO)	2	Head of facility support
BeMONC (PHC)	Community Health Extension Workers (CHEW)	2	Shift coverage
BeMONC (PHC)	Junior Community Health Extension Workers (JCHEW)	4	Support staff
BeMONC (PHC)	Health Attendant/Assistant	2	Support staff
BeMONC (PHC)	Security Personnel	1	Support staff
CeMONC (General Hospital)	Obstetrician/Gynecologist or Obstetric Surgery Skilled Medical Officer	1	1 available 24/7
CeMONC (General Hospital)	Anesthesiologist or Anaesthetic Nurse	1	1 available 24/7
CeMONC (General Hospital)	Medical Officers	3	Based on >300 deliveries/year
CeMONC (General Hospital)	Midwives	6	Based on >300 deliveries/year
CeMONC (General Hospital)	Staff Nurses	8	Based on 200 - 500 deliveries/year
CeMONC (General Hospital)	Laboratory Scientist/Technician	2	Lab support
CeMONC (General Hospital)	Pharmacist/Technician	2	Pharmacy support
CeMONC (General Hospital)	Hospital Assistants	4	Nursing & Midwifery Support
CeMONC (General Hospital)	Administrative/Secretarial Staff	2	Administrative Support
CeMONC (General Hospital)	Medical Records Staff	2	Administrative Support
CeMONC (General Hospital)	Laundry Staff	2	General Support Services
CeMONC (General Hospital)	Medical Janitorial/Cleaning Staff	2	General Support Services
CeMONC (General Hospital)	Catering Staff	2	General Support Services
CeMONC (General Hospital)	Biomedical Technicians	2	General Support Services
CeMONC (General Hospital)	X-ray Technicians	2	General Support Services
Community Health	CHEW (Community)	5	Deployed to ward but linked to PHC

Community Health	JCHEW (Community)	5	Deployed to ward but linked to PHO
SEMAS	Paramedic	2	Per ambulance unit
SEMAS	Emergency Medical Technician (EMT)	2	Per ambulance unit
SEMAS	Ambulance Driver	2	Per ambulance unit
TOTAL			

Number of facilities	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
171	684	44	- 600	100	150	150	- 200
171	342	17	- 325	100	100	100	- 25
171	342	257	- 85	50	80	28	73
171	684	212	- 472	100	150	150	- 72
171	342	117	- 225	50	100	140	65
171	171	52	- 119	50	50	60	41
171	171		- 171	45	45	45	- 36
171	171		- 171				- 171
171	513	46	- 467	30			- 437
171	1,026	84	#REF!	60	50	50	#REF!
171	1,368	88	- 1,280	30	20	30	- 1,200
171	342	42	- 300	30	20	20	- 230
171	342	24	- 318	30	30	40	- 218
171	684	77	- 607	30	40	20	- 517
171	342	18	- 324	40	20	20	- 244
171	342	22	- 320	30	50	50	- 190
171	342	5	- 337	15	10	10	- 302
171	342	25	- 317	30	10	10	- 267
171	342	4	- 338	15	10	10	- 303
171	342		- 342				- 342
171	342	16	- 326	20	20	20	- 266
171	855	91	- 764	46	40	30	- 648

171	855		-	855	50	50	50	-	705
171	342	20	-	322	15	15	10	-	282
171	342	19	-	323	20	15	10	-	278
171	342	34	-	308	30	10	10	-	258
	12,312	1,270	#REF!		1,016	1,085	1,063	#REF!	

Facility Type	Cadre	Number of Staff required
BeMONC (PHC)	Nurse/Midwife	684
BeMONC (PHC)	Community Health Officers (CHO)	342
BeMONC (PHC)	Community Health Extension Workers (CHEW)	342
BeMONC (PHC)	Junior Community Health Extension Workers (JCHEW)	684
BeMONC (PHC)	Health Attendant/Assistant	342
BeMONC (PHC)	Security Personnel	171
CeMONC (General Hospital)	Obstetrician/Gynecologist or Obstetric Surgery Skilled Medical Officer	171
CeMONC (General Hospital)	Anesthesiologist or Anaesthetic Nurse	171
CeMONC (General Hospital)	Medical Officers	513
CeMONC (General Hospital)	Midwives	1,026
CeMONC (General Hospital)	Staff Nurses	1,368
CeMONC (General Hospital)	Laboratory Scientist/Technician	342
CeMONC (General Hospital)	Pharmacist/Technician	342
CeMONC (General Hospital)	Hospital Assistants	684
CeMONC (General Hospital)	Administrative/Secretarial Staff	342
CeMONC (General Hospital)	Medical Records Staff	342
CeMONC (General Hospital)	Laundry Staff	342
CeMONC (General Hospital)	Medical Janitorial/Cleaning Staff	342
CeMONC (General Hospital)	Catering Staff	342
CeMONC (General Hospital)	Biomedical Technicians	342
CeMONC (General Hospital)	X-ray Technicians	342
Community Health	CHEW (Community)	855
Community Health	JCHEW (Community)	855
SEMAS	Paramedic	342
SEMAS	Emergency Medical Technician (EMT)	342
SEMAS	Ambulance Driver	342
TOTAL		12,312

Number of Staff Available	Gap - Minimum number of staff required	Recruitment Target 2026	Recruitment Target 2027	Recruitment Target 2028	Remaining Gap
84	- 600	100	150	150	- 200
17	- 325	100	100	100	- 25
257	- 85	50	80	28	73
212	- 472	100	150	150	- 72
117	- 225	50	100	140	65
52	- 119	50	50	60	41
-	- 171	45	45	45	- 36
-	- 171	-	-	-	- 171
46	- 467	30	-	-	- 437
#REF!	#REF!	60	50	50	#REF!
88	- 1,280	30	20	30	- 1,200
42	- 300	30	20	20	- 230
24	- 318	30	30	40	- 218
77	- 607	30	40	20	- 517
18	- 324	40	20	20	- 244
22	- 320	30	50	50	- 190
5	- 337	15	10	10	- 302
25	- 317	30	10	10	- 267
4	- 338	15	10	10	- 303
-	- 342	-	-	-	- 342
16	- 326	20	20	20	- 266
91	- 764	46	40	30	- 648
-	- 855	50	50	50	- 705
20	- 322	15	15	10	- 282
19	- 323	20	15	10	- 278
34	- 308	30	10	10	- 258
#REF!	#REF!	1,016	1,085	1,063	#REF!

Facility Type	Cadre	Average Annual Salary (Naira)	2026 Incremental Cost
BeMONC (PHC)	Nurse/Midwife	133,000.00	13,300,000
BeMONC (PHC)	Community Health Officers (CHO)	133,000.00	13,300,000
BeMONC (PHC)	Community Health Extension Workers (CHEW)	133,000.00	6,650,000
BeMONC (PHC)	Junior Community Health Extension Workers (JCHEW)	133,000.00	13,300,000
BeMONC (PHC)	Health Attendant/Assistant	133,000.00	6,650,000
BeMONC (PHC)	Security Personnel	106,983.07	5,349,154
CeMONC (General Hospital)	Obstetrician/Gynecologist or Obstetric Surgery Skilled Medical Officer		-
CeMONC (General Hospital)	Anesthesiologist or Anaesthetic Nurse		-
CeMONC (General Hospital)	Medical Officers	508,734.24	15,262,027
CeMONC (General Hospital)	Midwives		-
CeMONC (General Hospital)	Staff Nurses		-
CeMONC (General Hospital)	Laboratory Scientist/Technician	205,881.17	#REF!
CeMONC (General Hospital)	Pharmacist/Technician		-
CeMONC (General Hospital)	Hospital Assistants		-
CeMONC (General Hospital)	Administrative/Secretarial Staff	67,000.00	2,680,000
CeMONC (General Hospital)	Medical Records Staff	168,277.16	6,176,435
CeMONC (General Hospital)	Laundry Staff		-
CeMONC (General Hospital)	Medical Janitorial/Cleaning Staff	92,614.55	2,778,437
CeMONC (General Hospital)	Catering Staff		-
CeMONC (General Hospital)	Biomedical Technicians		-
CeMONC (General Hospital)	X-ray Technicians		-
Community Health	CHEW (Community)	80,000.00	3,680,000
Community Health	JCHEW (Community)	75,000.00	3,750,000
SEMAS	Paramedic		-
SEMAS	Emergency Medical Technician (EMT)		-
SEMAS	Ambulance Driver	92,574.57	2,777,237
	TOTAL		#REF!

2027 Incremental Cost	2028 Incremental Cost	Total Recruitment Cost 2026 - 2028
19,950,000	19,950,000	99,750,000
13,300,000	13,300,000	79,800,000
10,640,000	3,724,000	44,954,000
19,950,000	19,950,000	99,750,000
13,300,000	18,620,000	65,170,000
5,349,154	6,418,984	33,164,752
-	-	-
-	-	-
-	-	45,786,082
-	-	-
-	-	-
#REF!	#REF!	#REF!
-	-	-
-	-	-
1,340,000	1,340,000	12,060,000
10,294,059	10,294,059	49,411,481
-	-	-
926,146	926,146	11,113,746
-	-	-
-	-	-
-	-	-
3,200,000	2,400,000	19,840,000
3,750,000	3,750,000	22,500,000
-	-	-
-	-	-
925,746	925,746	11,108,948
#REF!	#REF!	#REF!