

PLATEAU STATE GOVERNMENT MINISTRY OF HEALTH HEADQUARTERS

Office of the Honourable Commissioner

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ENDORSEMENT OF PLATEAU STATE HEALTH WORKFORCE RECRUITMENT STRATEGY (2026–2028)

On behalf of the Plateau State Government, I am pleased to formally endorse the Health Workforce Recruitment Strategy developed using the HOPE-GOV HRH Recruitment Plan Tool. This comprehensive plan provides a data-driven roadmap to address staffing gaps across our health facilities from 2026 to 2028, ensuring that Plateau State builds a resilient and responsive health system.

2. The analysis clearly highlights the urgent need to strengthen staffing in **Basic Emergency Obstetric and Newborn Care (BeMONC)** facilities, **Comprehensive Emergency Obstetric and Newborn Care (CEmONC)** facilities, **Community-Based Healthcare Workers (CBHWs)**, and **Plateau State Emergency Medical & Ambulance Services (PLASEMAS)**.

Systematically identifying gaps and setting recruitment targets, Plateau State is aligning with the National standards outlined by the NPHCDA, WHO EmONG framework, and NEMTC.

3. Our recruitment targets for 2026, 2027, and 2028 have been carefully set to exceed the minimum thresholds required ensuring that community health workers receive priority expansion (above 20% in 2026) while other cadres are strengthened with at least 15% annual growth. This phased approach will progressively close the staffing gap, improve facility readiness, and enhance the quality of maternal, newborn, and child health services across all 17 LGAs and 207 wards in Plateau State.
4. The costing and budget framework further demonstrates the financial feasibility of this plan, with incremental recruitment costs calculated to ensure sustainability. This strategy not only fulfills the requirements of **HOPE-GOV Disbursement-Linked Indicator (DLI) 5** but also positions Plateau State as a leader in health system strengthening under the HOPE-PHC program.
5. I therefore endorse this recruitment strategy as a cornerstone of our commitment to improving health outcomes for mothers, newborns, and children. The Ministry of Health will work closely with all stakeholders to ensure its successful implementation and to build a stronger, more equitable health system for Plateau State.

Dr. Nicholas Baamlong

Hon. Commissioner