

Strategy for Sourcing and Recruiting New Primary Healthcare Workers

1. Introduction

The healthcare workforce is critical to the effective functioning of primary healthcare facilities. Based on the workforce gap analysis, a comprehensive recruitment strategy is necessary to address staffing shortages across all LGAs. This strategy outlines the approach for hiring and deploying healthcare workers over the next four years.

2. Recruitment Approach

To efficiently fill the identified gaps, recruitment will be carried out through three main strategies:

- Internal Hiring & Redeployment – Utilizing existing workforce through reassignment.
- External Recruitment – Hiring new healthcare professionals.
- Hybrid Approach – A combination of internal transfers and external hires.

2.1. Internal Hiring & Redeployment

- Redeployment of underutilized staff from overstaffed facilities to those with severe shortages.
- Promotion of qualified lower-level staff to fill critical gaps (e.g., senior nurses).
- Training programs to upskill current employees into higher-demand roles.

2.2. External Recruitment

- Direct hiring of new medical personnel through competitive selection.
- Collaboration with health training institutions (nursing schools, medical colleges) to create a pipeline of graduates for employment.
- Incentivizing rural postings by offering hardship allowances, housing, and career advancement opportunities.

2.3. Hybrid Approach

- Filling urgent gaps through redeployment while initiating external recruitment for long-term staffing stability.

- Partnering with volunteer organizations, NGOs, and contract staff for short-term support while permanent hires are processed.

3. Recruitment Channels

- Government recruitment drives for doctors, nurses, and technicians.
- Job fairs and partnerships with medical and nursing schools.
- Collaboration with development partners (e.g., WHO, UNICEF) for technical assistance and funding.
- Online recruitment portals and social media outreach for wider reach.

4. Recruitment Timeline (4-Year Plan)

Year	Key Recruitment Actions
Year 1	Immediate redeployment, begin recruitment drive, and finalize partnerships with institutions.
Year 2	Hire new graduates, expand incentive programs for rural areas.
Year 3	Mid-term evaluation of staffing effectiveness, adjust recruitment strategies.
Year 4	Achieve full staffing targets, implement long-term retention strategies.

5. Cost Considerations

- Salaries and benefits for new hires.
- Training and upskilling costs.
- Relocation and housing incentives for rural postings.

6. Conclusion

This recruitment strategy will ensure all primary healthcare facilities in the state have adequate staffing over the next four years, ultimately improving healthcare service delivery.