



## BENUE STATE HOPE GOV, HOPE PHC & HOPE EDU 2025 WORKPLAN

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| <b>State</b>                                               | <b>Benue State</b>                                                                                                                                                                                                                                                                       |
| <b>Period</b>                                              | <b>2025</b>                                                                                                                                                                                                                                                                              |
| <b>State Focal Person</b>                                  | <b>Director General, Benue State Budget and Economic Planning Commission</b>                                                                                                                                                                                                             |
| <b>State Coordinator</b>                                   | <b>Director, Benue State Budget and Economic Planning Commission</b>                                                                                                                                                                                                                     |
| <b>List of Contributing Entities</b>                       | <b>Ministry of Finance, Benue State Budget and Economic Planning Commission, Ministry of Health and Human Services, Ministry of Education and Knowledge Management, Bureau of Local Government and Chieftaincy Affairs, SUBEB, PHC Board, Benue State Public Procurement Commission.</b> |
| <b>URL Link to Published Documents</b>                     |                                                                                                                                                                                                                                                                                          |
| <b>Does the State Steering Committee approve this Plan</b> | <b>Yes</b>                                                                                                                                                                                                                                                                               |
| <b>Date of Publishing on website</b>                       | <b>31/3/2025</b>                                                                                                                                                                                                                                                                         |



## BENUE STATE HOPE GOV, HOPE PHC & HOPE EDU 2025 WORKPLAN

| Result Areas         | Objectives                                                                                                                                  | Key Activities                                                                                             | Description and Key Targets                                                                 | Responsible MDAs                                    | Contributing MDAs                                           | Planned Start Date | Planned End Date | Projected Budget (₦) | Funding Sources |
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| Eligibility Criteria | Ensure compliance with budget transparency and accounting standards                                                                         | Prepare the 2025 budget under NCoA and publish the approved budget online                                  | State budget under NCoA approved and published online by Jan 31, 2025                       | Benue State Budget and Economic Planning Commission | Benue State House of Assembly, Office of Accountant General | 2024-11-01         | 1/7/25           | N100m                | HOPE GOV        |
|                      | To strengthen public financial accountability and transparency by ensuring timely preparation, legislative oversight, and public disclosure | Prepare Audited Account under IPSAS Submitted to the House of Assembly Publish 2024 Audited Account online | State Audited Account passed by the House of Assembly and published online by July 31, 2025 | Office of the Accountant General                    | Benue State House of Assembly                               | 1/7/25             | 31/07/25         | 0                    |                 |

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|                                                                                                                                                                                                                                               | of the state's audited financial statements in line with international standards (IPSAS).    |                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                |                                                   |                                                                                   |        |          |      |                           |
| <b>Results Area 1: Increased availability and effectiveness of financing for basic education and primary healthcare service delivery.</b>                                                                                                     |                                                                                              |                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                |                                                   |                                                                                   |        |          |      |                           |
| <b>HOPE EDU DLI</b><br><b>1.1 UBEC</b><br>guidelines revised to:<br>(i) enhances states' access approval and reporting process, including publication of releases.<br><br>(ii) ) set rules, including the cut-off period for unaccessed funds | Improve efficiency, transparency, and accountability in accessing and reporting UBEC funding | 1. Review and revise UBEC access and reporting guidelines<br><br>2. Conduct stakeholder engagement and sensitization on new guidelines<br><br>3. Publish revised guidelines and disbursement releases online | Revise existing UBEC guidelines to streamline processes for state access and reporting. Engage stakeholders (MoE, SUBEB, MoF) to ensure alignment and compliance.<br><br> <b>Targets:</b><br>Revised guidelines finalized and published by UBEC; dissemination to all states; released data | SUBEB, Ministry of Finance, Ministry of Education | Benue SUBEB, Ministry of Education, Ministry of Finance, SWAp Coordination Office | 1/4/25 | 31/12/25 | N25M | SUBEB Counterpart Funding |

|                                                                              |                                                                                                                       |                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                         |                                                                                                                                    |             |          |          |                                 |
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|                                                                              |                                                                                                                       |                                                                                                                                                                                                                                                                                 | published quarterly                                                                                                                                                                                                                                                                                                                                                                                                     |                                         |                                                                                                                                    |             |          |          |                                 |
| <b>DLI1-HOPE EDU</b><br>Improve foundational literacy and numeracy outcomes. | Ensure adequate supply and equitable distribution of quality learning materials for early grade learners and teachers | 1. Assess textbook and teacher guide needs across public primary schools<br>2. Procure curriculum-aligned literacy and numeracy textbooks and guides<br>3. Distribute materials to schools with tracking system<br>4. Train teachers on the effective use of learning materials | This intervention aims to improve teaching and learning at the foundational level by equipping pupils and teachers with essential instructional materials.<br>• <b>Key Targets:</b><br>- Needs assessment completed in all LGAs<br>- 100% of P1–P3 learners receive literacy and numeracy textbooks<br>- 100% of early grade teachers receive teacher guides<br>- At least 10,000 teachers trained on instructional use |                                         | Ministry of Education, UBEC, Ministry of Finance, State Universal Education Quality Assurance Department, HOPE Program Secretariat | 1/4/25      | 30/11/25 | N2bn     | HOPE-EDU, UBEC Counterpart Fund |
| <b>HOPE PHC DLI1</b><br>Strengthened PHC Financing and Planning              | Ensure coordinated and equitable PHC financing across all LGAs                                                        | Adopt and implement unified PHC financing and                                                                                                                                                                                                                                   | Plan approved by Executive Council and implemented across LGAs by June 2025                                                                                                                                                                                                                                                                                                                                             | Ministry of Health, Benue State Primary | Ministry of Health, Benue State Primary Health Care                                                                                | Jan – J2025 | Jun 2025 | N500,000 | HOPE-PHC                        |

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|                                                                                                                        |                                                                                                                                                             | service delivery plan                                                                                                                                             |                                                                                                                                                                          | Health Care Board, HOPE Secretariat                                    | Board, Hope Secretariat                                                              |            |            |                   |          |
| <b>DLI 2: HOPE-GOV</b><br>Strengthened state budget planning and execution for basic education and primary healthcare. | Strengthening planning and execution systems for sector budgets by improving coordination, consolidation, and performance monitoring across funding sources | 1. Review and adopt consolidated workplan guidelines for basic education<br>2. Review and adopt consolidated workplan guidelines for primary healthcare execution | Guidelines for consolidated sector workplans adopted by SUBEB, PHCB, and MoEPB<br><br>Quarterly budget performance reporting system established and used in both sectors | Benue State Budget and Economic Planning Commission                    | MoE, BSUBEB, PHC Board                                                               | 2024-12-01 | 2025-02-28 | <del>N</del> 100M | HOPE-GOV |
| <b>HOPE GOV</b><br>Strengthened state and LGAs budget planning                                                         | Strengthening planning and execution systems for sector budgets at Local Government                                                                         | 1. Local governments adopt harmonized budget by March 31, 2025<br>2. Build capacity of MDAs and LGAs on the new planning and budgeting processes                  | Local Government Prepared 2025 Budget and Audited Financial Statement based on IPSAS and NCoA                                                                            | Benue State Budget and Economic Planning Commission, Reigns Management | Auditor General Office<br>Bureau of Local Government and Chieftaincy Affairs<br>LGAs | April 2025 | Dec 2025   | N1bn              | HOPE GOV |

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|                                                                                                    |                                                                          | <p>3. Establish a routine performance monitoring system for quarterly budget</p> <p>4. Provide hands on technical Support to LGAs</p> <p>5 Hold 2 joint sector review meetings involving Education, Health, Budget, and Planning sectors</p> |                                                              |                               |                                             |             |              |          |                        |
| <b>HOPE PHC DLI2</b><br>State develops and adopts comprehensive PHC budget and workplan guidelines | Institutionalize comprehensive and harmonized budgeting practices in PHC | Develop and adopt PHC budget and workplan guidelines                                                                                                                                                                                         | Guidelines developed and adopted by all LGAs                 | MoH, PHC Board, Budget Office | BLGCA, Ministry Finance, BSBEPc             | Mar 2025    | Jun 2025     | N500,000 | HOPE-PHC               |
| <b>DLI2 HOPE EDU</b><br>Improve foundational                                                       | Strengthen teacher support and system-level                              | 1. Develop and implement a teacher mentoring and                                                                                                                                                                                             | Improve early grade instruction through regular observation, | Benue SUBEB                   | Ministry of Education, Teacher Professional | Mar 1, 2025 | Dec 15, 2025 | N20M     | HOPE-EDU, UBEC Teacher |

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| literacy and numeracy outcomes                             | monitoring to ensure effective delivery of the foundational learning package in early primary grades | classroom support framework<br>2. Assign and train school mentors or LGEA staff to observe and coach teachers<br>3. Conduct classroom observations using a structured tool for Grades 1 and 2<br>4. Share individualized feedback reports with teachers and school leadership<br>5. Aggregate and publish termly performance summaries to inform system improvement | feedback, and system accountability mechanisms.<br> <b>Key Targets:</b><br>- At least 70% of Grade 1–2 teachers receive written feedback at least once per term<br>- Monitoring visits conducted in 80% of public primary schools by October 2025<br>- Foundational learning performance summaries published termly |                   | Development Agency (if established),<br>Quality Assurance Dept.,<br>LGEAs,<br>School Support Officers<br>HOPE Secretariat |         |            |                   | Development Fund |
| <b>HOPE PHC DLI3</b> establishes and operationalizes a PHC | Strengthen accountability through data-driven                                                        | Establish and operationalize PHC Performance                                                                                                                                                                                                                                                                                                                        | System operational and quarterly reviews conducted                                                                                                                                                                                                                                                                                                                                                   | PHC Board, SA ICT | Ministry of Health, Budget Office                                                                                         | Feb –25 | Dec 152025 | <del>N</del> 100M | HOPE-PHC         |

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| Performance Monitoring System                                                                                                        | monitoring of PHC performance                                                                                                        | Monitoring System                                                                                                                                                                                                                                        |                                                                                     |                                                                                                                                                          |                                                                    |                       |              |      |          |
| Results Area 2: Enhanced transparency and accountability for basic education and primary healthcare                                  |                                                                                                                                      |                                                                                                                                                                                                                                                          |                                                                                     |                                                                                                                                                          |                                                                    |                       |              |      |          |
| <b>HOPE GOV</b><br>DLI 3: Strengthen accountability and transparency of federal funding for basic education and primary health care. | Ensure timely, complete, and public disclosure of federal education and health funding to support transparency and citizen oversight | 1. Prepare and publish FY2024 audited financial statements for education and health sectors<br>2. Publish quarterly transfer data from UBEC and BHCPF<br>3. Develop and launch an online portal/dashboard for public access to releases and expenditures | Guidelines adopted and quarterly budget performance reports initiated by March 2025 | Benue State Budget and Economic Planning Commission<br><br>Office of the Auditor General, Ministry of Finance, Ministry of Health, Ministry of Education | Benue SUBEB, Benue PHC Board, SA ICT, SWAp Coordination Office     | Jan 125-De 31, 2025 – | Dec 31, 2025 | NIL  | HOPE-GOV |
| <b>HOPE PHC DLI4</b><br>Improved Service Delivery at PHC Facilities                                                                  | Increased number of PHC facilities meeting minimum delivery standards                                                                | Upgrade PHC infrastructure to meet national service delivery standards                                                                                                                                                                                   | Upgrade PHC facilities to meet national service delivery standards                  | 50% of PHCs upgraded to meet standards                                                                                                                   | PHC Board, Ministry of Health, Ministry of Works, HOPE Secretariat | Mar – 2025            | Dec 2025     | N2bn | HOPE PHC |
| HOPE GOV; DLI 4 Enhanced Transparency                                                                                                | Improve public access to budget information                                                                                          | Develop and publish a citizen-friendly budget                                                                                                                                                                                                            | 2025 Citizen's Budget published by February 2025                                    | Benue State Budget and Economic Planning                                                                                                                 | Ministry of Information, Civil Society                             | Feb. 2025             | Dec 2025     | Nil  | HOPE-GOV |

| and Accountability                                                                                                                 |                                                                                                                                                                        |                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Commission                                                                                                              | Groups, HOPE Sec                                                                                                             |             |              |      |                                                           |
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| DLI 4: HOPE GOV<br>Strengthened accountability and transparency for basic education and primary health care funding at state level | Improve public access to information on state-level spending in education and health to build trust, foster oversight, and promote value-for-money in service delivery | 1. Develop and publish a citizen's budget for the health and education sectors by Feb 28, 2025<br>2. Conduct financial and performance audits for education and health sectors<br>3. Publish all contracts awarded in education and health in OCDS format quarterly | Increase the visibility and scrutiny of state-level resource use in basic education and primary health.<br> <b>Key Targets:</b><br>- 2025 citizen's budget published by February 2025<br><br>- Financial and performance audits conducted and submitted to State Assembly by May 2025<br><br>- Contract award data published quarterly in OCDS format within 30 days of each quarter | Benue State Budget and Economic Planning Commission, Office of the Auditor General, Benue Public Procurement Commission | Ministry of Health, Ministry of Education, Benue SUBEB, Benue PHC Board, SA ICT                                              | 1/1/25      | 31/12/25     | Nil  | HOPE GOV                                                  |
| HOPE EDU DLI4<br>Increase access to Early Childhood Education (ECE)                                                                | Improve access to quality ECE by constructing, upgrading, and equipping classrooms to                                                                                  | 1. Conduct a needs assessment of ECE classroom availability by LGA<br>2. Design and                                                                                                                                                                                 | Expand access to early learning opportunities by scaling up ECE infrastructure.<br> <b>Key Targets:</b><br>- Needs assessment                                                                                                                                                                                                                                                      | Benue SUBEB                                                                                                             | Ministry of Education, Ministry of Works, Housing and Urban development, Benue State Budget and Economic Planning Commission | May 1, 2025 | Dec 20, 2025 | N3bn | HOPE-EDU, UBEC Infrastructure Grant, State Capital Budget |

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|                                                                                                   | accommodate more children in foundational learning environments                 | approve ECE infrastructure expansion plan<br>3. Construct and/or upgrade ECE classrooms in underserved areas<br>4. Procure age-appropriate furniture and learning materials<br>5. Monitor construction and ensure classrooms meet national ECE standards | conducted and prioritized LGAs identified<br>- At least 300 new or upgraded ECE classrooms delivered by December 2025<br>- 100% of classrooms equipped with ECE-compliant furniture and learning materials |                                                     | LGEAs, HOPE Secretariat                                                                      |            |             |        |                                                                     |
| <b>HOPE PHC DLI 5:</b> Increased availability of essential medicines and commodities at PHC level | Ensure consistent availability of essential medicines at the PHC level          | Ensure essential drug availability in PHC facilities                                                                                                                                                                                                     | 80% of PHCs stocked with tracer drugs quarterly                                                                                                                                                            | PHC Board, Central Medical Stores, HOPE Secretariat | MoH, LGA Health Departments                                                                  | Jan – 2025 | Dec 2025    | N1bn   | HOPE-PHC + Drug Revolving Fund                                      |
| <b>HOPE EDU DLI5</b><br>Expand access to equitable and inclusive basic education-                 | Provide access to basic education for underserved and hard-to-reach communities | 1. Identify underserved communities through school mapping and community consultations                                                                                                                                                                   | Extend educational access in areas with no nearby schools by establishing community-based learning spaces.                                                                                                 | Benue SUBEB                                         | Ministry of Education, Bureau of Local Government and Chieftaincy Affairs, Ministry of Women | May 1, 25  | Dec15, 2025 | N1.8bn | HOPE-EDU, UBEC Special Grant, State and Local Government Co-funding |

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| Creating Community-Based Classrooms (CBCs), <b>aligned with the HOPE-EDU Program and the Sector-Wide Approach (SWAp):</b> | through low-cost, locally managed classroom structures          | 2. Design and approve a CBC operational framework<br>3. Construct low-cost classrooms using community labor and local materials<br>4. Recruit and train facilitators or volunteer teachers<br>5. Provide learning materials and monitor enrollment and learning outcomes |  <b>Key Targets:</b><br>- 200 community-based classrooms established in rural/underserved LGAs<br>- 100% of CBCs equipped with basic furniture and materials<br>- Enroll at least 10,000 out-of-school children by Dec 2025 |                                                                                                | Affairs and Social Welfare, Community-Based Organizations (CBOs), LGEAs |          |          |       |          |
| <b>HOPE PHC-DLI 6:</b> Improved supervision and quality assurance visits to PHC facilities                                | Improve quality assurance and supervision at the facility level | Conduct regular supervision and quality assurance visits                                                                                                                                                                                                                 | Quarterly visits to all PHCs completed                                                                                                                                                                                                                                                                       | PHC Board, Quality Assurance Unit, HOPE Sec                                                    | MoH, LGA Monitoring Teams, HOPE Sec                                     | Feb 2025 | Nov 2025 | N100M | HOPE PHC |
| <b>HOPE GOV DLI 4</b> Enhanced Transparency and Accountability                                                            | Promote transparency in public procurement                      | Publish contract award information quarterly in OCDS format                                                                                                                                                                                                              | Quarterly procurement reports published online within 30 days                                                                                                                                                                                                                                                | Benue State Budget and Economic Planning Commission, Benue State Public Procurement Commission | Benue State Budget and Economic Planning Commission, MoH, MoE, SA ICT   | Jan 25   | Dec 25   | N10M  | HOPE GOV |

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| Results Area 3: Improved recruitment, deployment, and performance management of basic education teachers and primary healthcare workers by federal, state, and local governments. |                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                   |                                                                                                                                    |               |              |       |                                        |
| DLI 5: Increased number of basic education teachers and primary healthcare workers deployed.                                                                                      | Address critical workforce shortages in education and primary healthcare by increasing equitable deployment of trained personnel across the state. | <p>DLR 5.1 Conducted baseline exercise mapping the number and duty stations of basic education teachers across the state and a multi-year costed teacher recruitment and deployment plan to address the staffing gap completed and published by March 31, 2025</p> <p>DLR5.2: Conduct Baseline exercise mapping number and duty stations of PHC workers in</p> | <p>This DLI aims to improve service delivery in classrooms and PHC facilities by recruiting and deploying staff to underserved locations.</p> <p> <b>Key Targets:</b></p> <ul style="list-style-type: none"> <li>- Costed recruitment and deployment plan finalized and published</li> <li>- 15% of identified staffing gap filled (Basic Target)</li> <li>- 20% of identified staffing gap filled (Stretch Target) by Dec 2025</li> </ul> | Office of the Head of Service, Benue SUBEB, Benue State Primary Health Care Board | Ministry of Education, Ministry of Health, Ministry of Finance, BLGCA, Benue State Budget and Economic Planning Commission, SA ICT | April 1, 2025 | Dec 31, 2025 | N400m | SUBEB Counterpart Funding and HOPE PHC |

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|  |  | <p>the state and multi-year costed PHC worker recruitment plan to address staffing gap completed &amp; published by Mar. 31, 2025.</p> <p>2, Finalize and approve a multi-year-cost recruitment and deployment plan<br/>2. Conduct competitive recruitment exercises for teachers and PHC workers<br/>3. Deploy newly recruited personnel based on mapped staffing gaps<br/>4. Monitor deployment and retention through a digital dashboard</p> |  |  |  |  |  |  |  |
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| HOPE GOV<br>DLI 6: Improved payroll and performance management for basic education teachers and primary health care workers. | Strengthen payroll integrity and introduce performance management systems to ensure efficient use of human resources in education and health sectors | 1. Conduct biometric registration and BVN verification of all public basic education and PHC workers<br>2. Link verified personnel to payroll system<br>3. Identify and remove ghost workers from the payroll<br>4. Develop and pilot performance appraisal system in education and health sectors | This DLI improves the accountability of the public sector workforce through identity verification and basic performance tracking.<br><br> <b>Key Targets:</b><br>- Biometric and BVN verification for 80% of workers completed and linked to payroll<br>- Ghost workers identified and removed<br>- Performance management tools piloted in at least 5 LGAs by Dec 2025 | Benue State Budget and Economic Planning Commission<br><br>Office of the Head of Service, Ministry of Finance | Benue SUBEB, Benue PHC Board, SA ICT, Ministry of Education, Ministry of Health, BLGCA                      | 1/5/25 | 31/5/25 | N200M |                                                      |
| <b>DLI6-HOPE EDU</b><br>Improve school-level resourcing and accountability                                                   | Expand and institutionalize the timely and transparent disbursement of school grants to support operational needs and improve learning               | 1. Review and update school grant guidelines and eligibility criteria<br>2. Sensitize school heads and communities on use and reporting                                                                                                                                                            | Ensure basic schools receive operational funding to address local needs (e.g. minor repairs, teaching aids, hygiene).<br><br> <b>Key Targets:</b><br>- 100% of eligible public basic                                                                                                                                                                                  | Benue SUBEB                                                                                                   | Ministry of Education, Ministry of Finance, Local Government Education Authorities (LGEAs), Community-Based | 1/5/25 | 5/12/25 | N2bn  | HOPE-EDU, UBEC Grant, State Counterpart Contribution |

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|                                                                                    | environments in basic schools                                                                                                                       | 3. Disburse grants to eligible schools<br>4. Monitor utilization and accountability through periodic reports                                                                                                                      | schools receive annual grants<br>- 90% of beneficiary schools submit utilization reports<br>- Annual school grant guidelines revised and approved                                                                                                                                                                                                            |             | School Management Committees (SBMCs)                                                                                                                 |                  |                |     |                                 |
| <b>DLI7HOPE EDU</b><br>Improve school-level resourcing, transparency, and planning | Ensure all eligible public basic education schools are identified and published annually to support accurate funding allocation and sector planning | 1. Verify and validate existing public basic schools through collaboration with LGEAs and SBMCs<br>2. Update and compile ASL using standard format<br>3. Publish Approved Schools List on SUBEB website and official state portal | Ensure an accurate, up-to-date list of all approved public basic education schools is published annually to guide planning, funding, and monitoring.<br>● <b>Key Targets:</b><br>- FY2025 ASL published by March 31, 2025,<br>- List updated annually with geographic, enrolment, and status data<br>- Published online and shared with UBEC, MoE, and LGEAs | Benue SUBEB | Ministry of Education, Benue State Budget and Economic Planning Commission, SA ICT, Local Government Education Authorities (LGEAs), HOPE Secretariat | January 15, 2025 | March 31, 2025 | Nil | HOPE-EDU, UBEC Counterpart Fund |

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| <b>HOPE EDU DLI7</b><br>Increase the availability and effectiveness of financing for basic education | Institutionalize needs- and performance-based criteria in the allocation of UBEC funds to enhance equity and incentivize state-level improvements | . Develop and adopt an equity-based formula for internal fund allocation (including enrolment, out-of-school children, and school infrastructure needs)<br>2. Integrate performance indicators (e.g., grant utilization rates, school reporting compliance)<br>3. Align state-level budget with UBEC guidelines and formula<br>4. Monitor implementation and report disbursement outcomes | Improve targeting of UBEC investments through an allocation framework that reflects the real needs of LGAs and rewards strong financial and operational performance.<br>🚀 <b>Key Targets:</b><br>- Allocation formula developed and approved by Benue SUBEB and MoE<br>- 100% of UBEC funds allocated using needs and performance criteria<br>- Annual review and adjustment of formula based on updated data | Benue SUBEB                                                            | Ministry of Education, Benue State Budget and Economic Planning Commission, UBEC, BLGCA, HOPE Secretariat | April 1, 2025 | Sept.30, 2025 | <del>N</del> 300m | HOPE-EDU, UBEC Matching Fund |
| <b>HOPE GOV DLI7</b> Enhanced Transparency                                                           | Biometric capture and BVN data of 80% of                                                                                                          | Conduct biometric capture and BVN linkage for                                                                                                                                                                                                                                                                                                                                             | 80% of workers verified and linked to payroll by Oct 2025                                                                                                                                                                                                                                                                                                                                                     | Benue State Budget and Economic Planning Commission<br>Head of Service | PHC Board, Office                                                                                         | Jan25         | Dec25         | N500M             | HOPE-GOV                     |

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| and Accountability                                                                                                   | education and health workers completed and linked to payroll. | education and health workers                                                                    |                                                                        |                                                                        | MoH, MoE, PHCB, SUBEB                                   |       |        |       |          |
| <b>HOPE GOV DLI8 Ghost workers identified and removed from the payroll; staff redeployed based on staffing needs</b> | Improve staffing efficiency                                   | Ghost workers identified and removed from the payroll; staff redeployed based on staffing needs | All identified ghost workers removed, and staff redeployed by Dec 2025 | Benue State Budget and Economic Planning Commission<br>Head of Service | PHC Board, Office of Head of Service<br>MoH, MoE, SUBEB | Jan25 | Dec 25 | N200M | HOPE-GOV |