

GOVERNMENT OF BENUE STATE OF NIGERIA

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Ministry of Health & Human
Services

P.M.B. 102093

Makurdi, Benue State.

29th July, 2026.

Date: _____

ENDORSEMENT OF THE BENUE STATE PRIMARY HEALTH CARE BOARD STAFF MAPPING EXERCISE REPORT, MARCH 2025

I have examined the Report of the Staff Mapping Exercise conducted by the Benue State Primary Health Care Board across the twenty-three Local Government Health Authorities. It is the first comprehensive verification of our primary health care workforce since 2018, was made possible through the Sector Wide Approach, and proceeded by physical verification of original certificates, practising licences and identity documents.

The findings are sobering. of 3,093 personnel on the nominal roll and payroll, 2,919 presented for verification and 174 did not. Only 2,139 of those verified hold a professional health qualification. A further 756 personnel carry no assigned clinical role: 159 health attendants, 448 with no qualification beyond the Senior School Certificate, 105 with no more than the First School Leaving Certificate and 44 with certificates of no relevance to health. More than two hundred members of staff retire by the end of 2025. Falsified certificates, and personnel drawing salaries while resident outside the areas to which they are posted, have been identified. Ado, Gwer East, Kwande and Okpokwu stand in gross shortage, and across the State facilities are closed or manned by a single health worker.

I hereby endorse this report, together with its findings and recommendations, and direct as follows.

1. The Board shall verify and authenticate the certificates of all personnel, and shall report instances of falsification for disciplinary and, where warranted, legal action.
2. The Board shall conduct the payroll audit recommended in the report, identifying personnel who exist only on the payroll or who reside outside the State.
3. The Board shall, with the Local Government Service Commission, redeploy personnel holding non-health qualifications to roles commensurate with their training.
4. The five-year recruitment plan is approved in principle, subject to costed annual proposals submitted for the consideration of the State Executive Council.
5. The Board shall establish a succession plan against the retirements projected for 2025 and subsequent years.

I commend the Executive Secretary, the management and staff of the Board, the twenty-three Local Government Health Authorities and the Sector Wide Approach coordination team for an exercise conducted with rigour and reported with candour.

I invite our development partners to treat this report as a shared evidence base, the shortfall being beyond what the State can close unaided, and I welcome engagement on its financing.

MINISTRY OF HEALTH
JUL 29 2026
MAKURDI
BENUE STATE
Dr. Paul Ejeh Ogwuche
Honourable Commissioner for Health and Human Services,
Benue State