



## Maldistribution of PHC facilities and staff in Yobe

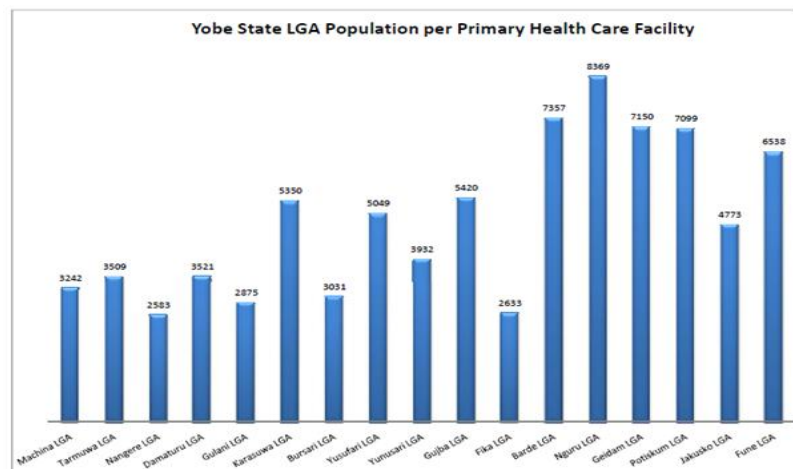
### Key facts

- Facility distribution inequitable
  - population per PHC facility ranges from 2,583 to 8,369
- 82% of LGAs understaffed (between 28-503 posts)
- 18% of LGAs overstaffed (between 28-95 posts)
- 88% of LGAs overstaffed with support staff

### Overview

For a variety of reasons, the coverage of communities by PHC facilities varies by over 300%. In some LGAs, there is one PHC facility for every 2,583 people while in others it is one PHC facility for every 8,369 people.

The inequality in coverage is one reason for the maldistribution of staff between LGAs. However, there are many other reasons (e.g. preference for more urban postings, inadequate retention strategies, freezing new professional staff appointments, excessive employment of local support staff, weak managerial control of appointment processes and staff deployment / distribution). All this contributes to the maldistribution and inadequate numbers of staff and thus the poor functioning of PHC services in Yobe State.



### Options

**What can be done?** Clearly this is a complex problem and not one that can be addressed by the HR co-ordinating committee overnight.

Suggested interventions could include:

- Analysis of the causes of the maldistribution and possible solutions
- Contribution to the proposed service delivery or facilities plan to ensure a more balanced distribution of facilities
- Advocacy for political support to recruit and employ scarce skilled professionals (e.g. nurse midwives) and to more equitably distribute existing staff
- Better distribution of non-skilled staff amongst LGA departments within LGAs and across LGAs
- Up-skilling long term non-skilled staff through CHEW courses.

