



GOVERNMENT OF ANAMBRA STATE OF NIGERIA

Executive Council,
Office of the Secretary to the
State Government
Light House Awka.
23rd July, 2026

Our Ref: SSG/ANSEC/S.6/V.X/003

The Secretary to the State Government,
Office of the Secretary to the State Government
Light House,
Awka. (For your information)

The Commissioner,
Ministry of Education,
Awka. (For your information and necessary action)

The Principal Secretary to the Governor
Light House,
Awake. (For the information of the Governor)

COMPREHENSIVE TEACHER GAP AND RECRUITMENT STRATEGY FOR ANAMBRA STATE

I am directed to convey the decision and the directives recorded at the ANSEC 6th meeting held on Monday, 20th July, 2026.

“MC for Education presented a comprehensive 4-year teacher workforce plan for Anambra State (2026–2030), covering 24,000 certified teachers across ASUBEB (12,000) and PPSSC (12,000), with a total financial implication of ₦98.9 billion and a lean recruitment operational budget of ₦400 million.

MC informed Council that on the current baseline and projected staffing needs across Anambra State's Primary and Secondary education sectors, the combined workforce equals 16,240 teachers serving over 15,053,379 pupils and students, with enrollment projected to reach over 2% increase by 2030. The Average of Teachers needed by 2030 for ASUBEB is 349,965 while the staffing gap is 330,361, and for PPSSC, 136,896 while the staffing gap is 117,878.

Furthermore, he stated that the Total Monthly Gross is ₦113,018 per teacher. This structure covers core salary, housing, transport, meals, and the 28% Teacher Enhancement Allowance, ensuring competitive and transparent compensation across all recruited staff. The combined annual payroll for ASUBEB and PPSSC stands at ₦8.1 billion, with a 4-year consolidated total of ₦98.9 billion. This projection underscores the fiscal commitment required to mitigate teachers' deficit, towards ensuring high-quality teaching workforce across Anambra State's primary and secondary education sectors.

On the Recruitment Exercise Structure, MC highlighted an electronic recruitment exercise spanning 4 days across 3 hub venues in Awka and the ASUBEB Head Office, coordinated by 10 specialized evaluation panels to

ensure transparency and merit-based selection. He informed that the total recruitment exercise budget is ₦400,000,000.00 at ₦100,000,000.00 per year. Funds are allocated across three strategic categories to ensure a transparent, efficient, and credible recruitment exercise for 24,000 certified teachers across Anambra State.

He proposed the following key actionable recommendations to ensure efficient, transparent, and sustainable implementation of the Anambra State Teacher Recruitment Strategy (2026–2030), aligned with workforce needs and fiscal responsibility:

a) Electronic Onboarding

Implementation of a one-time electronic onboarding system for all newly recruited teachers to ensure efficiency, transparency, and accurate documentation across ASUBEB and PPSSC sectors.

b) Rural Posting Policy

Enforcing a mandatory 3-year rural posting requirement for all newly recruited teachers to address critical staffing shortfalls in underserved and remote communities across Anambra State.

c) Biometric Payroll

Integrating biometric payroll verification for all teachers to eliminate ghost workers, ensure payroll accuracy, and safeguard the ₦98.9 billion 4-year financial commitment.

Finally, MC prayed for:

- i. EXCO review and formal approval of recruitment framework.
- ii. State budget allocation of ₦100 million operational budget.
- iii. Commencement of recruitment exercise planning and panel setup.
- iv. Electronic onboarding and biometric payroll integration launch.

Council discussed the presentation and noted that:

- a. This strategy aligns with Anambra State's workforce needs and fiscal sustainability goals;
- b. A total of 24,000 certified teachers are to be recruited across ASUBEB and PPSSC, with a 4-year financial implication of ₦98.9 billion; and
- c. Approved the requests for the recruitment exercise and phased implementation commencing 2026 as presented".



Mrs. Cynthia Mosah (HOD) ANSEC
**For: Secretary to the State Government/
Secretary to the State Executive Council**