

EXECUTIVE MEMORANDUM

TO: The Executive Council (EXCO), Anambra State Government

FROM: Office of the Honorable Commissioner for Education

DATE: July 10, 2026

SUBJECT: Report on Comprehensive Teacher Baseline Data Forecast, Gap Analysis, and Multi-Year Strategic Recruitment Blueprint for ASUBEB & PPSSC (2026–2030)

1. EXECUTIVE SUMMARY

This executive memorandum presents a comprehensive, data-driven framework detailing structural deficits, workforce attrition dynamics, and immediate recruitment mandates across the primary and secondary education sectors of Anambra State. Rooted in baseline records from the Anambra State Universal Basic Education Board (ASUBEB) and personnel projections submitted by the Post Primary Schools Service Commission (PPSSC) as of July 2026, this report establishes a unified multi-year model to systematically address systemic teaching gaps.

To address the expanded structural gap while maintaining realistic operational and administrative capacity, this proposal evaluates a phased multi-year recruitment quota of **6,000 new teachers per academic year** (split equally at 3,000 teachers for ASUBEB and 3,000 teachers for PPSSC) across four consecutive cycles (2026/2027 through 2029/2030).

Over the four-year planning horizon, this intervention will onboard a cumulative total of **24,000 teachers** (12,000 primary, 12,000 secondary). While student population projection growth at an annual rate of 2% continues to increase total demand, this steady annual injection stabilizes the expanding deficit and progressively improves the teacher-student ratio across all educational zones.

2. INSTITUTIONAL BASELINE & WORKFORCE DEMOGRAPHICS (2026/2027)

The updated macro-level dataset highlights substantial learner populations alongside standard statutory target ratios:

- **ASUBEB (Primary Sector):** Manages an updated 2026/2027 baseline population of **9,893,389 pupils** across 1,053 schools, currently supported by an active core of 8,500 teachers. To meet the statutory Pupil-Teacher Ratio (PTR) target of 1:30 mandated by UNESCO and National Policy, an immediate base deficit of **321,280 teachers** exists.
- **PPSSC (Secondary Sector):** Manages **5,159,990 students** across 263 public post-primary institutions, supported by 7,736 active teachers. To reach the target Subject-Teacher Ratio of 1:40, an immediate base deficit of **121,264 teachers** exists.
- **Special Needs Infrastructure:** Retains dedicated oversight for **2,361 special needs learners** state-wide (272 in 3 specialized facilities, 2,089 integrated) requiring targeted specialized postings.

3. COMPREHENSIVE ATTRITION & RETIREMENT ANALYSIS (2026–2030)

Workforce exit metrics incorporate statutory retirements (60 years of age or 35 years of service), historical mortality, and unexpected departures.

ACADEMIC YEAR	ASUBEB STATUTORY RETIREMENTS	ASUBEB DEATHS / OTHER	TOTAL ASUBEB ATTRITION	PPSSC STATUTORY RETIREMENTS	PPSSC DEATHS / OTHER	TOTAL PPSSC ATTRITION	COMBINED ANNUAL ATTRITION
2026/2027	166	6	172	168	5	173	345
2027/2028	353	6	359	180	5	185	544
2028/2029	172	6	178	189	5	194	372
2029/2030	181	6	187	173	5	178	365
4-YEAR TOTAL	872	24	896	710	20	730	1,626

Note: ASUBEB sustains a cumulative loss of 896 teachers over 4 years. PPSSC loses 730 teachers over the same period.

4. INTEGRATED GAP & MITIGATION ANALYSIS (3,000 RECRUITS / BOARD / YEAR)

This model integrates 2% annual compounded pupil enrolment growth, annual attrition losses, and the mitigation intake of 3,000 new recruits annually per board.

A. ASUBEB Primary Sector Gap Model (1:30 PTR Standard)

Baseline Staff: 8,500 | Mitigation Intake: 3,000 teachers/year

ACADEMIC YEAR	PROJECTED ENROLMENT	TOTAL TEACHERS REQUIRED (1:30)	OPENING TEACHERS	ANNUAL ATTRITION	NEW INTAKE	ENDING ACTIVE STAFF	REMAINING DEFICIT
2026/2027	9,893,389	329,780	8,500	172	3,000	11,328	318,452
2027/2028	10,091,257 (+2%)	336,375	11,328	359	3,000	13,969	322,406
2028/2029	10,293,082 (+2%)	343,103	13,969	178	3,000	16,791	326,312
2029/2030	10,498,944 (+2%)	349,965	16,791	187	3,000	19,604	330,361

B. PPSSC Secondary Sector Gap Model (1:40 Subject-Teacher Standard)

Baseline Staff: 7,736 | Mitigation Intake: 3,000 teachers/year | Total Public Schools: 263

ACADEMIC YEAR	PROJECTED ENROLMENT (2% GROWTH)	TOTAL TEACHERS REQUIRED (1:40)	OPENING TEACHERS	ANNUAL ATTRITION	NEW INTAKE	ENDING ACTIVE STAFF	REMAINING DEFICIT
2026/2027	5,159,990	129,000	7,736	173	3,000	10,563	118,437
2027/2028	5,263,190	131,580	10,563	181	3,000	13,382	118,198
2028/2029	5,368,454	134,212	13,382	190	3,000	16,192	118,020
2029/2030	5,475,823	136,896	16,192	174	3,000	19,018	117,878

5. STANDARDIZED REMUNERATION BREAKDOWN (SGL 08, STEP 2)

All financial payroll projections are anchored on the official Civil Service Salary Grade Level 08, Step 2 pay structure for entry-level graduate education officers. The table below outlines the monthly components and annualized remuneration rates **per teacher**:

SALARY COMPONENT	MONTHLY RATE (₦)	ANNUALIZED RATE (₦)
Basic Salary	72,136.00	865,632.00
Rent / Housing Subsidy	18,034.00	216,408.00
Transport Allowance (TA)	1,450.00	17,400.00
Meal Subsidy (MS)	700.00	8,400.00
Urban / Rural Allowance (UA)	500.00	6,000.00
28% Teacher Enhancement Allowance (TEA)	20,198.08	242,376.96
TOTAL GROSS REMUNERATION	₦113,018.08	₦1,356,216.96

6. OPERATIONAL RECRUITMENT & ONBOARDING EXPENSES PER 6,000-TEACHER COMBINED INTAKE (ASUBEB + PPSSC)

Operational recruitment and onboarding expenses cover statewide advertisement, CBT technical screening, physical interviews, biometric verification, pedagogical orientation, and zonal deployment logistics across both boards (ASUBEB & PPSSC) anchored at a combined ₦16,666.67 per candidate (or ₦100,000,000 total per intake cycle).

BUDGET COMPONENT	COST BASIS / DESCRIPTION	TARGET INTAKE POOL	TOTAL FINANCIAL IMPLICATION (₦)
Statewide Recruitment Advertisement	Multi-channel media announcements & publicity	6,000 candidates	2,800,000
CBT & Technical Screening Infrastructure	Computer-based testing centers & platform rental	6,000 candidates	40,000,000

Oral Interview & Panel Honorarium	10 Panels (5 personnel/panel), support staff, venue & catering	6,000 candidates	6,200,000
Biometric Verification & Documentation	Data capture, credential verification & record creation	6,000 candidates	6,000,000
Pedagogical Induction & Orientation Courses	Multi-day training, modules & resource materials	6,000 candidates	39,000,000
Zonal Deployment & Logistics Management	Posting distribution & zonal administration	6,000 candidates	6,000,000
TOTAL OPERATIONAL ONBOARDING EXPENSE	Combined Cost: ₦16,666.67 per recruit	6,000	₦100,000,000

- **Per Recruited Teacher:** ₦16,666.67 (covers the entire pipeline: advertising, CBT screening, oral interviews with honorariums, biometric documentation, induction, and zonal deployment).
- **Per Annual Cohort (6,000 Recruits):** ₦100,000,000.
- **4-Year Grand Total (24,000 Recruits):** ₦400,000,000.

7. SALARY PAYROLL BUDGET ANALYSIS (ROLLED-OVER CUMULATIVE MODEL)

ACADEMIC YEAR	TOTAL ACTIVE TEACHERS (STATEWIDE)	SALARY RATE PER TEACHER (₦)	COMBINED ASUBEB PAYROLL (₦)	COMBINED PPSSC PAYROLL (₦)	TOTAL ANNUAL SALARY EXPENDITURE (₦)
2026/2027	6,000 (Cohort 1)	1,356,216.96	4,068,650,880	4,068,650,880	8,137,301,760
2027/2028	12,000 (Cohorts 1+2)	1,491,838.66 (+10%)	8,951,031,936	8,951,031,936	17,902,063,872
2028/2029	18,000 (Cohorts 1+2+3)	1,641,022.52 (+10%)	14,769,202,694	14,769,202,694	29,538,405,389
2029/2030	24,000 (Cohorts 1+2+3+4)	1,805,124.77 (+10%)	21,661,497,278	21,661,497,278	43,322,994,557
CUMULATIVE TOTALS	—	—	₦49,450,382,788	₦49,450,382,788	₦98,900,765,578

8. CONSOLIDATED MULTI-YEAR FISCAL COMMITMENT SUMMARY (2026–2030)

This master summary combines annual operational recruitment expenses and rolled-over salary payroll commitments across both boards:

FISCAL YEAR	OPERATIONAL RECRUITMENT COSTS (₦)	ASUBEB SALARY PAYROLL (₦)	PPSSC SALARY PAYROLL (₦)	TOTAL STATE FISCAL COMMITMENT (₦)
2026/2027	100,000,000	4,068,650,880	4,068,650,880	8,237,301,760
2027/2028	100,000,000	8,951,031,936	8,951,031,936	18,002,063,872
2028/2029	100,000,000	14,769,202,694	14,769,202,694	29,638,405,389
2029/2030	100,000,000	21,661,497,278	21,661,497,278	43,422,994,557
GRAND TOTALS (2026–2030)	₦400,000,000	₦49,450,382,788	₦49,450,382,788	₦98,900,765,578

9. STRUCTURAL POLICY GUIDELINES & IMPLEMENTATION DIRECTIVES

To maintain quality and transparency aligned with State Public Service Rules:

- **Merit-Based CBT Quality Control:** Require all candidates to pass standardized computer-based testing across the 6 educational zones before onboarding.
- **STEM & Technical Prioritization (PPSSC):** Mandate that PPSSC direct a minimum of 60% of its annual 3,000 quota to STEM fields, English Language, and Vocational subjects across all 263 secondary schools to improve subject-teacher distribution.
- **Flexible Zonal Redeployment:** Permit strategic deployment from urban areas to high-deficit rural and riverine schools (e.g., Anambra West, Anambra East, Awka North, Ayamelum and Ogbaru LGEAs) with targeted posting incentives.

SUBMITTED FOR EXECUTIVE CONSIDERATION AND FORWARD EXECUTIVE APPROVAL

 14/07/26

Dr. Ekene Ogugua

Honorable Commissioner for Education, Anambra State Government