



# OFFICE OF THE HEAD OF THE CIVIL SERVICE OF THE FEDERATION

## THE PRESIDENCY

HCSF/SPSO/ODD/NUR/649553/Vol.I/151

8<sup>th</sup> September 2025

**Prof. Muhammed Ali Pate, CON**

Coordinating Minister of Health and Social Welfare  
Federal Ministry of Health and Social Welfare  
Federal Secretariat Complex Phase III  
Central Business District  
Abuja

*Dear UM*

### **PUBLICATION OF THE APPROVED SCHEME OF SERVICE FOR NURSES**

I write to inform you that the Office of the Head of the Civil Service of the Federation has considered it expedient to publish the Scheme of Service for the Nursing Cadre as a special dispensation, in order to address stakeholder concerns and forestall further agitation.

2. This decision follows recent correspondences and engagements regarding the request by the National Association of Nigeria Nurses and Midwives (NANNM) for the gazetting of the approved Scheme of Service (SoS) for the Nursing Cadre, as endorsed by the National Council on Establishments (NCE).
3. For clarity, approvals granted by the NCE are normally communicated through Service-wide Circulars, which carry the full authority of Government and are adequate for immediate and complete implementation. Such approvals are subsequently incorporated into the relevant volume of the Schemes of Service at the next review.
4. It is important to note that Schemes of Service are traditionally produced in volumes, each covering related professional groups or functional areas, and not issued as stand-alone documents for individual cadres. For the avoidance of doubt, Schemes of Service are not gazetted.
5. Accordingly, while the omnibus review of the Schemes of Service is underway, and in deference to your request, the OHCSF is proceeding with the documentation and publication of the approved Nursing Scheme of Service, pending the conclusion of the general review.





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6. Kindly note that, in line with established procedure, any fresh requests or proposals for modifications to the career structure or conditions of service for the Nursing Cadre are to be channelled through the appropriate process for consideration by the NCE.
7. Please accept, Honourable Minister, the assurances of my highest regards.

**Mrs Didi Esther Walson-Jack, OON, mni**  
Head of the Civil Service of the Federation