



LIBERIA: National Community Health Program

Professionalization and Integration of Community Health Worker into Civil Service



Liberia at a Glance

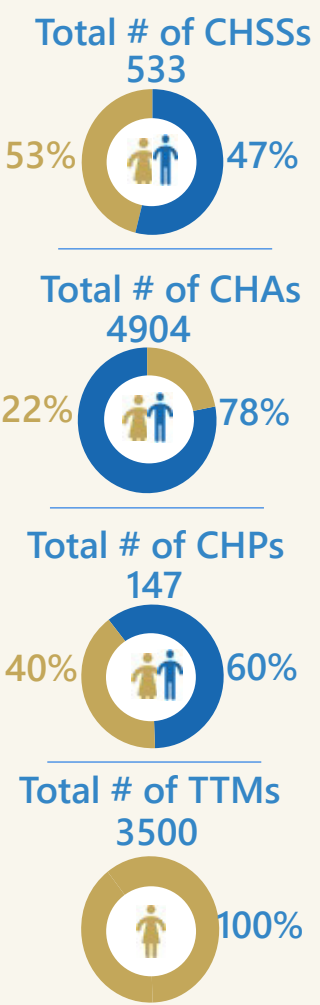
Population: 5.4 million (Rural 45%)
Administrative Divisions: 5 regions,
15 counties

Key Health Indicators

- Maternal Mortality Ratio: 742/100,000
- Under-Five Mortality Rate: 93/1,000
- Neonatal Mortality Rate: 37/1,000
- Contraceptive Prevalence Rate: 24%
- DPT3 Coverage: 84%
- UHC service coverage index: 45%

National Community Health Program (NCHP)

KEY FIGURES



Governance and Policy

The NCHP is coordinated by the Ministry of Health’s Community Health Services Division, in collaboration with county and district health offices. It is guided by the National Community Health Policy (2025–2035) and Strategy (2025–2030).

Community Health Workforce Cadres

Liberia’s community health workforce includes several key cadres delivering services across rural and urban areas.

- **Community Health Services Supervisors (CHSSs):** Facility-based professionals oversee all CHWs within and beyond the 5-km facility radius.
- **Community Health Assistants (CHAs):** Active, trained, and incentivized, provide preventive care and curative services for children under 13 in remote communities, covering 40–60 households. However, female representation is low, with women making up less than 30% of CHAs due to socio-cultural and educational barriers.
- **Community Health Promoters (CHPs):** Support health promotion and referrals in communities within 5 km of facilities.
- **Trained Traditional Midwives (TTMs):** Facilitate antenatal care and skilled deliveries by identifying and referring pregnant women in collaboration with CHAs and CHPs.

Training and Certification

All cadres undergo modular, competency-based training aligned with national guidelines. CHWs are certified by the Ministry of Health prior to deployment, CHSSs are additionally trained to supervise, coach, and support other CHWs, and TTMs receive maternal health training using national protocols and tools.

Remuneration & Employment

- **CHAs:** Stipend of \$70/month – not integrated into civil service
- **CHPs:** Stipend of \$50/month – not integrated into civil service
- **TTMs:** Compensated in cash or kind, based on community practices
- **CHSSs:** Earn monthly Salary between \$225–\$313

Service Delivery, Supplies, Supervision and Monitoring

- CHWs deliver an integrated package of health services equipped with essential supplies
- CHWs are supervised by CHSSs, who in turn report to primary health care facility officers-in-charge.
- Program performance is tracked through Community- Based Information System (CBIS), which is integrated into the national Health Management Information System (HMIS).

➔ Progress Towards Professionalization and Civil Service Integration of CHWs

Liberia is making significant progress as part of its national strategy to strengthen the health workforce. Through coordinated efforts between the Ministry of Health, the Civil Service Agency (CSA), and the Ministry of Finance, the country is transitioning CHWs from partner supported roles into formal public service positions. This reflects strong political will to institutionalize CHWs and ensure sustainability of community health services across the country.

Progress to Date:

- 300 Community Health Service Supervisors (CHSS) transitioning from partner support to government payroll. With this enrollment, the number of CHSS on the payroll will increase from 3% (17) in 2024 to 58% (313) in 2025.
- Civil Service Agency (CSA) leading HR compliance and transition oversight
- Additional 220 Community Health Services Supervisors will be transitioned to government payroll in the next fiscal year.



HeDPAC Support

Scoping & Situational Analysis

A scoping mission conducted in Oct 2024; partnership with the MOH. The mission assessed strengths and areas of improvement and formulated recommendations to the MoH.

Engagement with Civil Service

HeDPAC is actively engaging with the Civil Service Agency (CSA) of Liberia to institutionalize CHWs. Through signing of a tripartite MoU with MOH and the CSA, HeDPAC works to advance CHW integration into the civil service. Through the Health and Public Service Network of Africa (HaPSNA), the Liberia’s health and civil service sectors are working together to address broader health workforce challenges.

Policy Dialogue to address systemic Bottleneck

Facilitate the policy dialogue on key reforms, promoting evidence-based decision-making among stakeholders. The policy dialogue focuses on ensuring the sustainability of National Community Health Program by engaging key government entities including MOH, CSA and Ministry of Finance.

Monitoring Maturity & Integration

HeDPAC developed a maturity index to support Ministries of Health and Civil/Public Service in assessing and advancing the integration of CHWs into national systems. Designed as a practical and adaptable framework, the Index enables governments to evaluate their CHW programs across four key dimensions: certification, salaried employment, consistent supply provision, and integration into PHC systems.