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**Formulation of the Human Resources for Health Policy in Nigeria: Exploring Roles of Actors and use of Evidence**

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Background: Actors’ views on evidence and their role in policy development appear critical to the use of evidence.

Objective: This study aims to examine how actors’ perception roles and levels of power, influenced Human Resources for Health policy development in Nigeria (HRH).

Method: The research was conducted using a case study approach. Systematic reviews of relevant policy documents and reports, In-depth interviews of twelve respondents comprising government policymakers, academia, civil society organizations, Health-workers and development partners were done. Interviews were analysed using NVivo 10 software for qualitative analysis.

Findings: Most respondents perceived evidence to be factual and concrete to support a given decision. The government policymakers wielded a high level of power and spearheaded the policy process. Development partners were major decision makers because they had financial and technical power. Civil society groups had the power of advocacy and generated evidence. The academia with medium power level generated evidence.

Conclusion: The actors’ with the highest level of power greatly influenced the use and type of evidence used in formulating the HRH policy. Stakeholders with coercive, financial or group power influenced the type of evidence finally used in formulating the HRH policy.