Background
• 57 countries have extreme Healthcare Workforce shortages; 36 are in the African region
• Sub-Saharan Africa holds 25% of the world’s burden of disease, while the region accounts for only 1.3% of the global health workforce

Botswana’s Healthcare System
• University of Botswana Medical School opened in 2009: graduated 36 doctors
• In 2008, only 10% of doctors were local
• 43% of doctors are employed in Gaborone (capital), 17% in the Francistown, and the remaining 40% are in the remaining districts.
• 17% of the health work force was lost to AIDS between 1999 and 2005
• Botswana uses one of the largest percentages of its GDP on healthcare yet has some of the worst health outcomes and an increasing prevalence of HIV/AIDS.

Focus Group Discussions
Stakeholders’ Perceptions on Shortage of Healthcare Workers (HCWs) in Primary Healthcare in Botswana

1) In your opinion, is there a shortage of Healthcare Workers in primary healthcare in Botswana?
Most said, yes, but idleness, poor morale and inequitable distribution of Healthcare Workers also contribute to the issues.

2) What do you believe are the causes of any shortage?
Because of population growth, the HIV/AIDS epidemic and increase in non-communicable diseases, health care facilities have grown but job openings in these new clinics have not been filled to keep up with the demand.

• Focused on treatment not prevention
• Inadequate healthcare management resulting in lack of basic resources

3) What do you think can be done to address the shortage of Healthcare Workers?
Insufficient resources need to be addressed:

• Decentralize Healthcare management.
• Multi-sectorial approach.
• Incentives for Healthcare Workers in rural and remote areas.
• Supervisors should visit more often, perform evaluations, and give praise.

A Viable Solution: WHOS’s Task Shifting
1. Treat:
• Healthcare Workers infected with HIV have confounding risk from unprotected sex and increased exposure to blood in clinics; equally as likely to be infected as the general population

2. Train:
• Fully training a doctor takes many years
• HIV/AIDS Healthcare Workers need to be more specialized.
• Nurses trained to write prescriptions for antiretrovirals.
• Menial tasks handed down to community volunteers and home based care workers.

3. Retain
• Salary increases in the form of scare skill allowances and non-financial incentives such as housing, travel subsidies, loan schemes, child care allowances and school fees.