



MINISTRY of HEALTH  
REPUBLIC OF BOTSWANA

# Shortage of Healthcare Workers in Botswana

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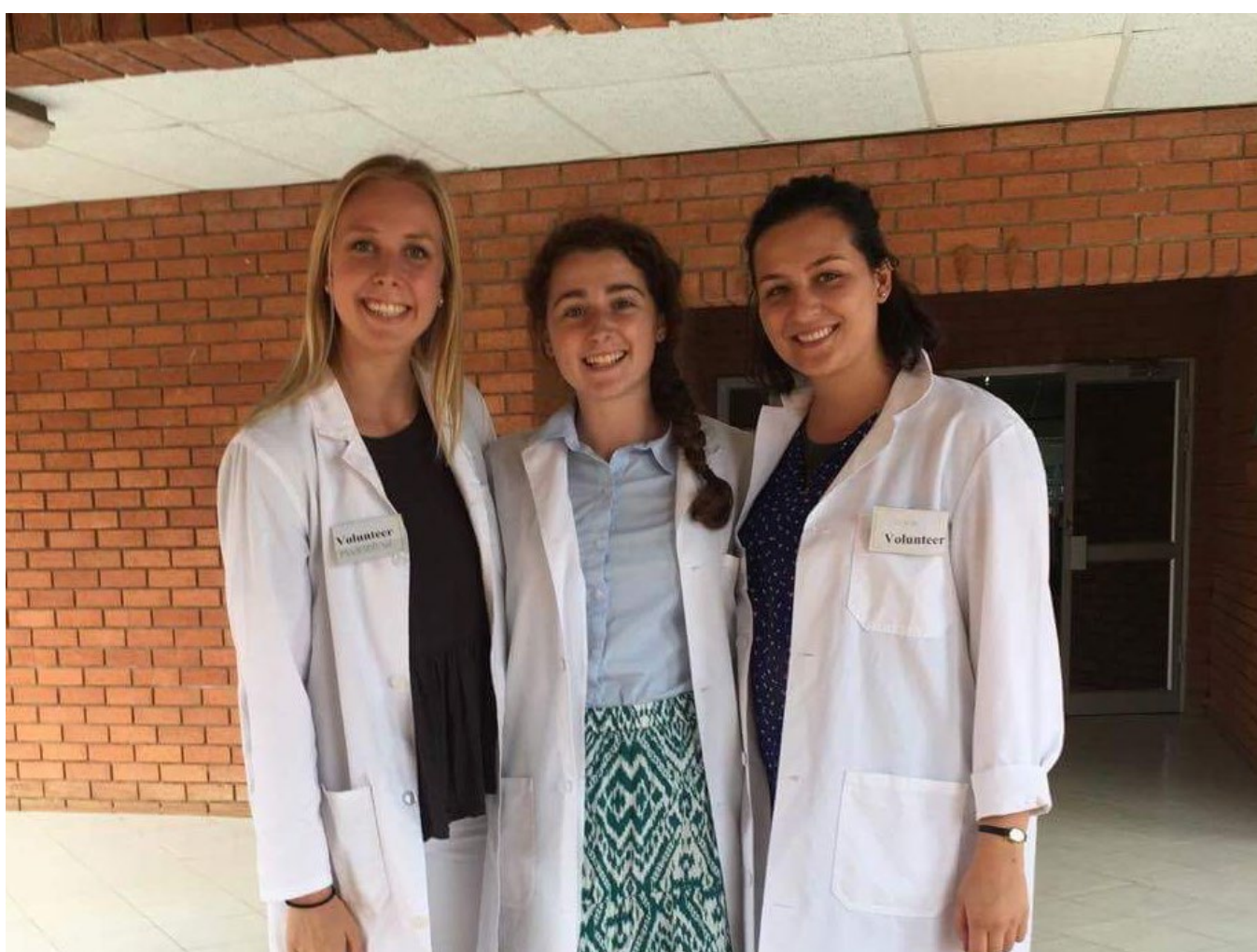


## Background

- 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 scarce skill allowances and non-financial incentives such as housing, travel subsidies, loan schemes, child care allowances and school fees.

