

# PUBLIC HEALTH PERSONNEL 2023

MARCH 2025



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**STATISTICS BOTSWANA**

**PUBLIC HEALTH PERSONNEL - 2023**  
March 2025

# PREFACE

**T**his statistical report analyses the public sector Health personnel in Botswana. The report only covers personnel under the Ministry of Health (MoH). The report describes the size, distribution and skills mix of the public health workforce across the country. The report does not include the Military, Faith Based Organisations, Private facilities and Non-governmental Organisations. It uses the 2008 Botswana Standard Classification of Occupations (BOSCO) for international comparison. The report will help health management to monitor if the current workforce is able to meet the desired size that will allow the basic levels of health care coverage to be achieved across the country.

Statistics Botswana's Health Statistics Unit (HSU), is attached to the Ministry of Health to provide statistical support to the Ministry of Health to facilitate collection, analysis and dissemination of quality official statistics for evidence-based decision making, program monitoring and evaluation. The Health Statistics Unit has since decided to produce different Health statistics reports instead of the all in one encompassing Health statistics report to meet the needs of different users and to improve on the timely production of other reports.

For more information contact the Directorate of Stakeholder Relations at **367 1300**. All Statistics Botswana outputs/publications are available on the website at [www.statsbots.org.bw](http://www.statsbots.org.bw).

We sincerely thank all stakeholders involved in the formulation of this brief for their continued support as we strive to better serve users with our statistical products and services.



**Dr Lucky Mokgathe**  
**Acting Statistician General**  
**March 2025**



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**FEMALES**  
account

**64%**

HEALTH  
WORKERS

**36%**  
**MALES**

## 1.0 INTRODUCTION

The World Health Organization defines health workforce as “all people engaged in actions whose primary intent is to enhance health”. Health workers are people whose job is to protect and improve the health of their communities. They include clinical staff such as Physicians, Nurses, Pharmacists, and Dentists, as well as Management and support staff (those who do not deliver services directly but are essential to the performance of health systems). Health workers are the core of health care delivery systems and the main determinant of quality. Human resources challenges are seen as a major obstacle in the realization of health outcomes.

The Sustainable Development Goals (S.D.G) agenda gives recognition to Universal Health Coverage (U.H.C) as key to achieving all other health targets. S.D.G 3C sets a target to “substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and Small Island developing States. The World Health Organization states that in order to achieve Universal Health Coverage (UHC) and the Sustainable Development Goals (SDGs), there must be 4.5 doctors, nurses, and midwives per 1,000 people.

This report describes the size and distribution of the public sector health workers in Botswana in 2023. The report does not include Armed Forces, Non-governmental Organisations(NGO's); Faith Based Organisations(FBO's) and Private facilities. The report describes the number of health workers, their distribution and their skills-mix in Botswana. The data used is solely from the Ministry of Health Establishment register. Data at district level might not be a true reflection of what is on the ground because of consistent transfers and the need for assisting other districts when need arise hence disaggregation at district level was not used.

This report adopted the 2008 Botswana Standard Classification of Occupations (BOSCO-2008). The version of BOSCO has been revised in line with International Standard Classification of Occupation (ISCO-2008) which has been developed to facilitate international comparison of occupational statistics and to serve as a model for countries developing or revising their national occupational classifications.

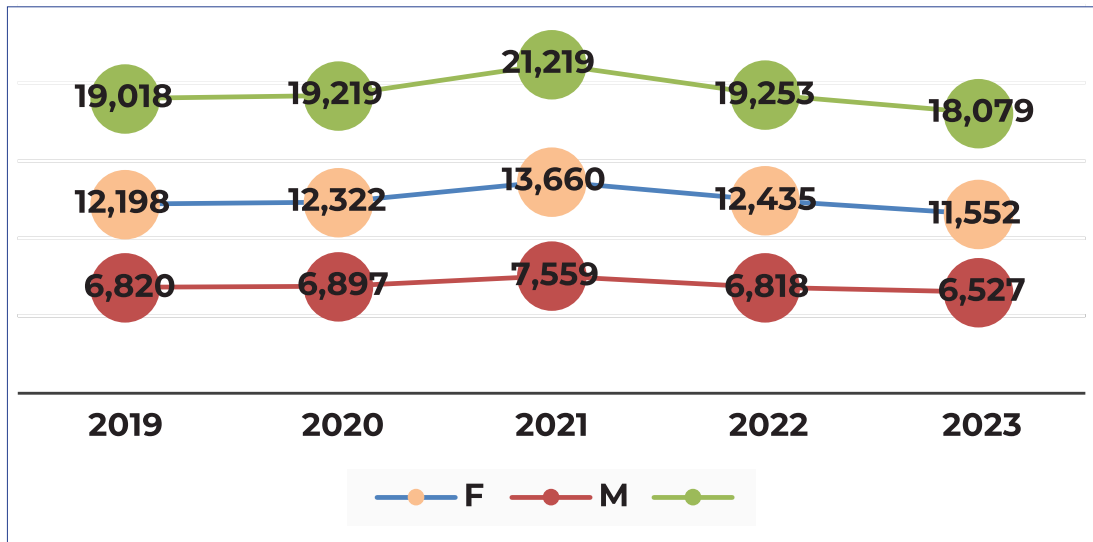
## 2.0 RESULTS

The results section summarises the demographic characteristics of public health workers, their skills mix according to employment category (service providers vs support) , length of service and citizenship. It also presents the density of health workers (Nurses, Medical Doctors, Pharmaceutical workers) to help the Ministry of health monitor progress towards attainment of SDG Indicator 3.C.1.

### 2.1 Trends in the Number of Public Health Workers in Botswana

**Figure 1**, shows the number of public health workers in Botswana from 2019 to 2023. The number of public health workers in Botswana decreased by 6.1 percent between 2022 and 2023, from 19,253 health workers in 2022 to 18,079. From 2019 to 2021 an increase in the number of health workers was observed with a peak in 2021, thereafter a decline was observed. In all the years number of females greatly outnumbered males.

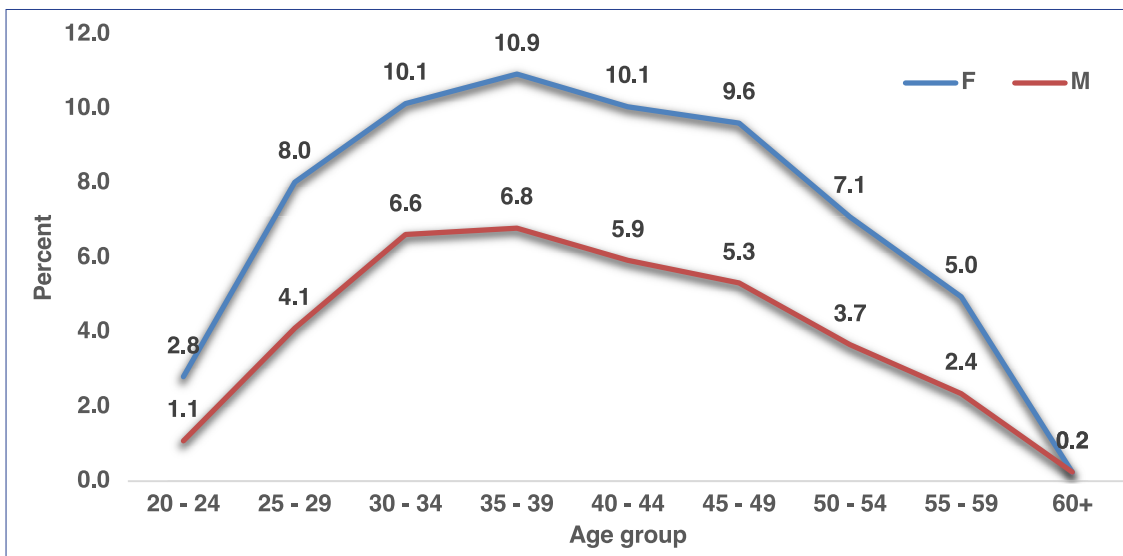
**FIGURE 1: Trends in the number of Public Health Workers**



## 2.2 Age-Sex Distribution of Public Health Workers

**Figure 2**, shows the age, sex distribution of public health workers. Females account for 64 percent of all health workers and males 36 percent. Health workforce increased with age until they reach a peak at age 35-39 years (10.9%) then reduced in subsequent age groups. All workers aged 60+ are employed on contract basis. In all the age groups, females were more than their male counterparts.

**FIGURE 2: Age Sex Distribution of Health Workers**



## 2.3 Length of Employment/Job Tenure Public Health Workers

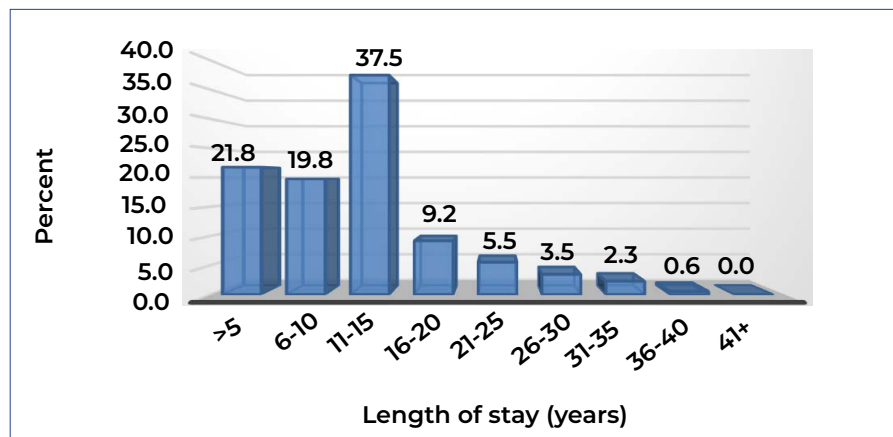
Length of Employment/Job tenure refers to the length of time an employee has worked for the Ministry of Health. **Figure 3**, summarises the number of years the health workers have worked for the Ministry of Health since joining up to 2023. Majority of health workers have worked for 11-15 years accounting for 37.5 percent, followed by those who worked for less than 5 years (21.8%) and those who worked for 6-10 Years(19.8%).



**Table 4**, further shows the average number of years by various employment categories. The majority of health workers who have served the longest period are Clerical Support (17 Years), followed by Managers and Plant and Machine operators (16 Years). Professionals, technicians and associate professionals have spent 11 years on average.

**Annex 2**, further shows average length of service by various cadres with Generalist Medical Practitioners having worked for 5 years on average, Nurses (11 Years), Dentists (9 Years), Pharmacists (8 Years), Pharmacy technicians (7 years) and Specialist Medical Practitioners (9 years).

**FIGURE 3: Length of service of public health workers**



**TABLE 1: Average Length of service by Occupation Category**

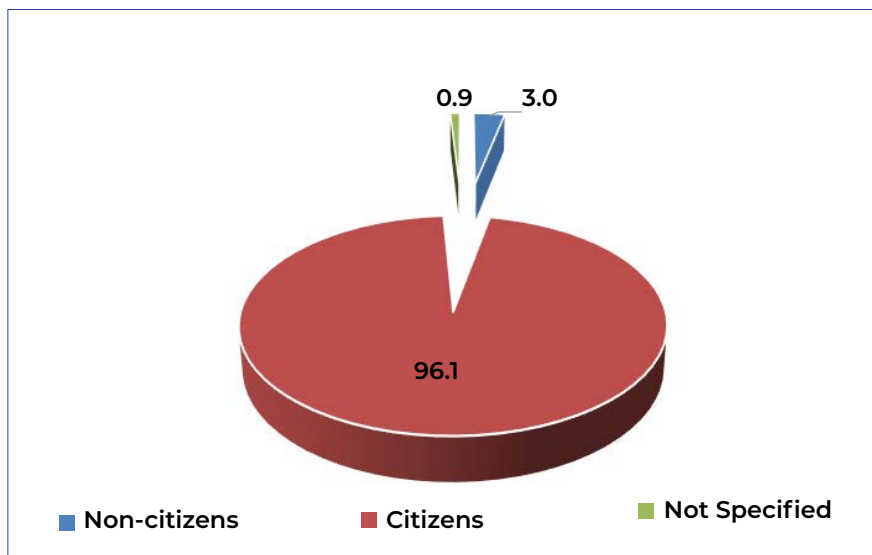
OCCUPATION CATEGORY	F	M	AVERAGE YEARS OF SERVICE
Clerical Support	17	17	17
Managers	18	14	16
Plant and Machine Operators	16	16	16
Craft and Related Trade Workers	15	14	15
Services and Sales	13	13	13
Elementary Occupation	13	11	12
Professionals	11	9	11
Technicians and Associate Professionals	9	9	9
Not Specified	16	15	16
<b>TOTAL</b>	<b>12</b>	<b>11</b>	<b>12</b>

## 2.4 Distribution of Health Workers by Citizenship and Type of occupation

**Figure 4**, shows distribution of public health workers by occupation category. About 96 percent of public health workers are Citizens while only 4 percent are Non-Citizens.

**Table 2**, further shows common countries where non citizens originate from. Majority of the Non-citizens are from Zimbabwe(34.9%), followed by Zambia(19.3%) and Congolese(16.4%).

**FIGURE 4: Health Workers by Citizenship , 2023**



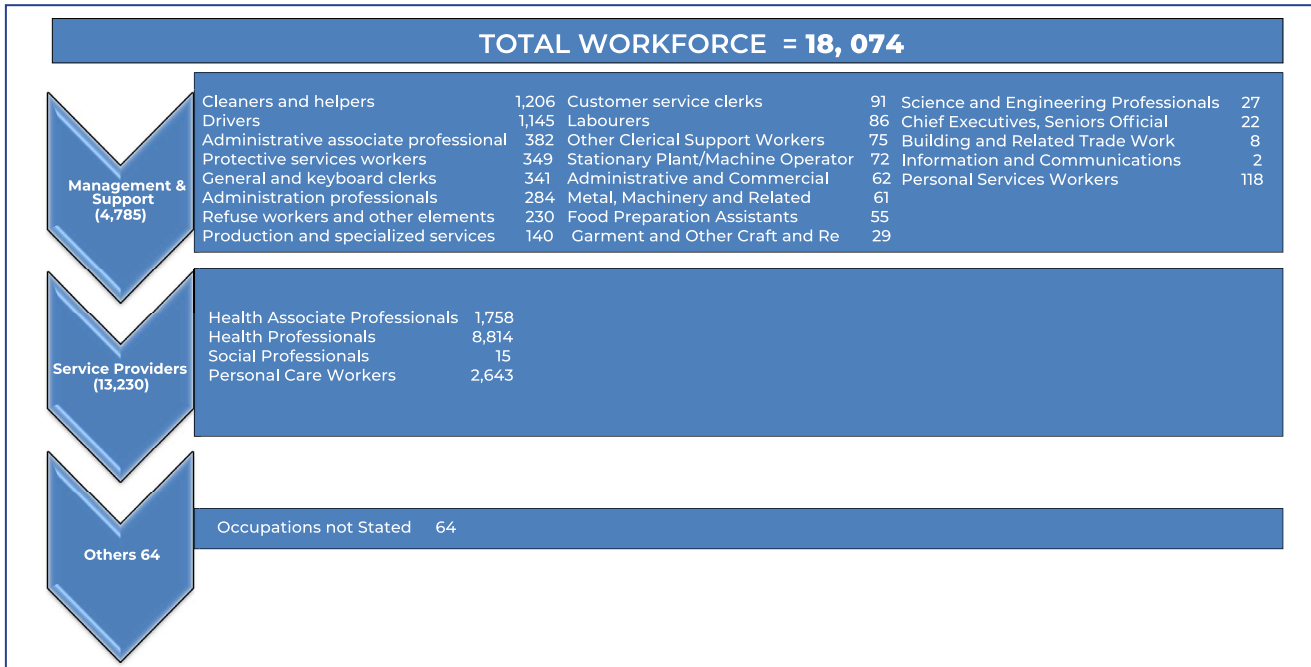
**TABLE 2: Common Countries among Non Citizens , 2023**

RANK	NATIONALITY	FREQUENCY	PERCENT
1	Zimbabwean	191	34.9
2	Zambian	106	19.3
3	Congolese	90	16.4
4	Malawi	20	3.6
5	Kenyan	16	2.9
6	Nigerian	15	2.7
7	Tanzanian	14	2.6
8	Indian	13	2.4
9	Bangladesh	12	2.2
10	Ugandan	9	1.6
<b>TOTAL ABOVE</b>		<b>486</b>	<b>88.7</b>
<b>OTHERS</b>		<b>62</b>	<b>11.3</b>
<b>TOTAL</b>		<b>548</b>	<b>100.0</b>

## 2.5 Skills mix of Public Health Workers

**Figure 5**, shows the number of public health workers according to occupation/specialisation category. Service providers are health workers who are engaged in direct provision of services (e.g., doctors, nurses, midwives, dentists, etc) while Health Management and Support Workers are People engaged in actions related to health who are not engaged in the direct provision of services (e.g., hospital accountants, administrative professionals, support staff, craft and trade workers). A total of 18,074 public Health Workers were reported in 2023 as per the Ministry of Health establishment register. The majority of, health workers were service providers accounting for 73.5 percent (13,230), followed by management and support 26.5 percent (4,785). Annex 1, further shows all health workers skill mix by age group.

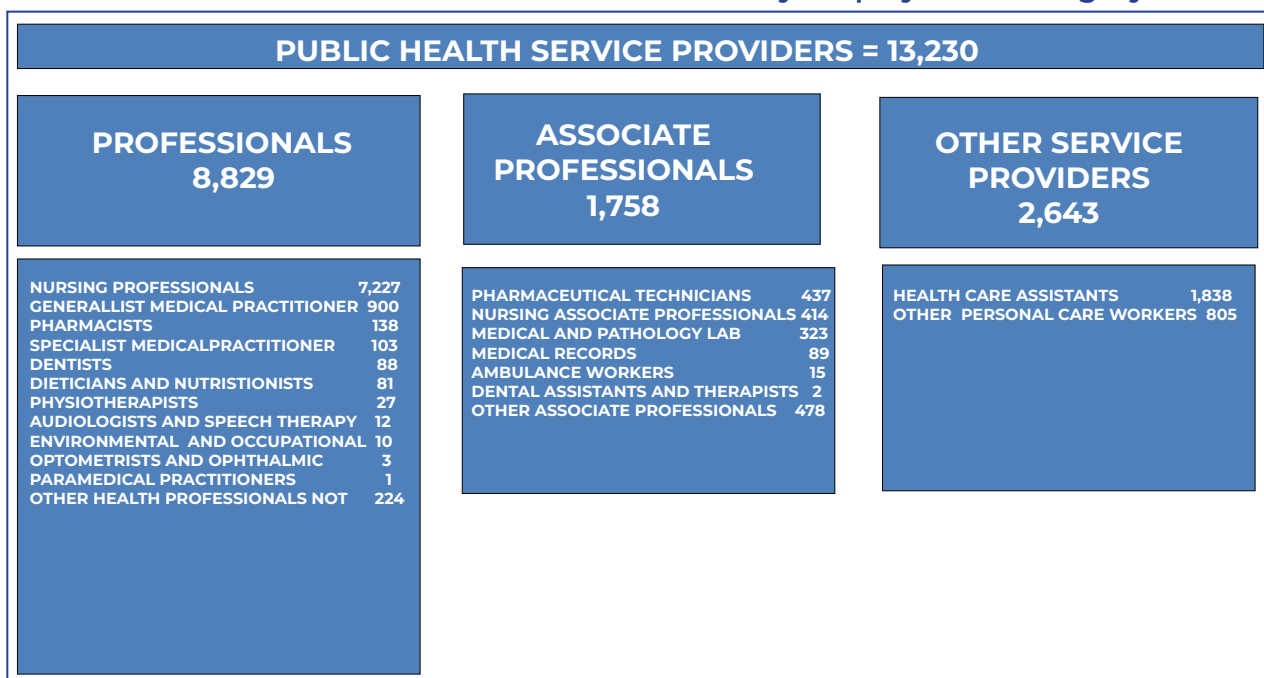
**FIGURE 5: Number of Health Workers by Employment Category, 2023**



## 2.6 Skills-mix of Service Providers

Service Providers are health workers who are engaged in direct provision of services (e.g., doctors, nurses, midwives, dentists etc). **Figure 6**, shows the number of service providers according to occupation/specialisation category. A total of 13,230 Service Providers were reported in 2023, accounting to close to three quarters (73.5%) of all health workers. Two thirds (66.6%) of service providers were Professionals, 13.2 percent (1,758) were Health associate professionals and 20 percent (2,643) were other service providers.

**FIGURE 6: Number of Service Providers by Employment Category**



## 2.7 SkillsMix of Non citizens

**Table 3**, shows the skills-mix of Non Citizens working in the Public Health sector of Botswana in 2023. Most Non citizens are employed as Nursing Professionals accounted for 24.9 percent, followed by Generalist Medical Practitioners who accounted for 24.3 percent while Pharmaceutical Technicians were 8.8 percent .

**TABLE 3: Skills mix of Non-citizens**

RANK	BOSCO DESCRIPTION	NON-CITIZENS	PERCENT
1	Nursing Professionals	136	24.9
2	Generalist Medical Practitioner	133	24.3
3	Other Health Professionals Not	66	12.1
4	Pharmaceutical Technicians	48	8.8
5	Pharmacists	37	6.8
6	Medical and Pathology Laboratory	28	5.1
7	Specialist Medical Practitioner	26	4.8
8	Occupation Not Stated	16	2.9
9	Physiotherapists	13	2.4
10	Health Services Managers	11	2.0
<b>TOTAL SPECIFIED ABOVE</b>		<b>514</b>	<b>94.0</b>
<b>OTHER HEALTH WORKERS</b>		<b>33</b>	<b>6.0</b>
<b>TOTAL</b>		<b>547</b>	<b>100.0</b>

## 2.8 Skills-Mix of New Employees

**Table 4**, shows skills mix of new employees employed in 2023. A total of 1,050 new employees were employed in 2023. This represented about 6 percent of all the 18,079 health personnel in 2023. More than three fifths (63.3%) of all new employees were females. Majority of new employees were employed as Nursing Professionals (48.8%), Generalist Medical Practitioners (12.7%) and Health Care Assistants (8.8%).

**TABLE 4: Skillsmix of new employees,2023**

RANK	BOSCO DESCRIPTION	F	M	TOTAL	PERCENT
1	Nursing Associate Professional	183	90	273	26.0
2	Nursing Professionals	178	61	239	22.8
3	Generalist Medical Practitioner	61	72	133	12.7
4	Health Care Assistants	63	1	64	6.1
5	Cleaners and Helpers Officers	37	5	42	4.0
6	Pharmaceutical Technicians	16	24	40	3.8
7	Other Health Professionals	9	24	33	3.1
8	Pharmacists	7	18	25	2.4
9	Management and Organisation Analysts	16	8	24	2.3
10	Garden and Horticultural Labourers	10	12	22	2.1
11	Kitchen Helpers	16	5	21	2.0
12	Medical Records and Health Information	15	3	18	1.7
13	Specialist Medical Practitioners	1	13	14	1.3
14	Medical and Pathology Laboratory	5	7	12	1.1
15	Messengers, Packager Deliverer	8	4	12	1.1
16	Cooks	7	3	10	1.0
17	Security Guards	4	6	10	1.0
18	Odd-Job Persons	4	5	9	0.9
19	Health Associate Professionals	2	4	6	0.6
20	Health Services Managers	2	4	6	0.6
<b>TOTAL SPECIFIED ABOVE</b>		<b>644</b>	<b>369</b>	<b>1,013</b>	<b>96.5</b>
<b>OTHER STAFF</b>		<b>21</b>	<b>14</b>	<b>37</b>	<b>3.5</b>
<b>TOTAL</b>		<b>665</b>	<b>383</b>	<b>1,050</b>	<b>100.0</b>

## 2.9 Health workforce density

The density of Medical doctors is defined as the number of Medical doctors, including generalists and specialist medical practitioners per 10,000 population whilst density of Nurses is defined as the number of nursing and midwifery personnel per 10,000 population in a given national and/or subnational area. Similarly the density of Pharmaceutical personnel is defined as the number of Pharmacists, including Pharmacy technicians per 10,000 populations. The total number of public sector Nurses, Medical doctors and Pharmaceutical personnel has been decreasing since 2021. Medical Doctors decreased from 1,091 in 2021 to 1,003 in 2023 whilst Nurses decreased from 8,948 to 7,641. Pharmaceutical Personnel decreased from 664 in 2021 to 575 in 2023. **Table 5**, summarises the health workforce density for Medical doctors and Nurses over the years and it has been below the 45 doctors/nurses per 10,000 people as recommended by WHO.

**TABLE 5: Number of doctors/nurses/pharmaceutical personnel per 10,000 population for Botswana ,2019-2023**

INDICATORS	2019	2020	2021	2022	2023
<b>Projected Total Population (Low Scenario)</b>	<b>2,323,493</b>	<b>2,358,445</b>	<b>2,393,396</b>	<b>2,428,241</b>	<b>2,462,930</b>
<b>DOCTORS</b>					
Total Number of Medical doctors	888	906	1,091	978	1,003
<b>Density (per 10,000) of Medical Doctors</b>	<b>3.8</b>	<b>3.8</b>	<b>4.6</b>	<b>4.0</b>	<b>4.1</b>
<b>NURSES</b>					
Total Number of Nurses	7,663	7,679	8,948	8,027	7,641
<b>Density (per 10,000) of Nurses</b>	<b>33.0</b>	<b>32.6</b>	<b>37.4</b>	<b>33.1</b>	<b>31.0</b>
<b>PHARMACEUTICAL PERSONNEL</b>					
Total Number of Pharmaceutical Personnel	582	582	664	574	575
<b>Density (per 10,000) of Pharmaceutical personnel</b>	<b>2.5</b>	<b>2.5</b>	<b>2.8</b>	<b>2.4</b>	<b>2.3</b>

### 3.0 ANNEXES

#### ANNEX 1: Health Personnel by Category, Sex and Age Groups

GROUP	OCCUPATION	20 - 24		25 - 29		30 - 34		35 - 39		40 - 44		45 - 49		50 - 54		55 - 59		60+		NS	TOTAL
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
<b>1. MANAGERS</b>																					
Administrative and Commercial Managers	Administration Managers Not Elsewhere Classified(NEC)	0	0	0	0	0	0	0	0	0	0	2	0	0	2	1	0	0	0	0	5
	Finance Manager	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2
	Human Resource Managers	0	0	0	0	0	0	0	0	1	3	2	0	4	2	0	1	1	0	0	14
	Policy and Planning Managers	0	0	0	0	0	0	2	1	12	2	9	2	6	1	0	1	0	0	0	36
	Research and Development Managers	0	0	0	0	0	0	0	1	1	0	0	2	1	0	0	0	0	0	0	5
	<b>SUB TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>14</b>	<b>5</b>	<b>13</b>	<b>6</b>	<b>11</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>62</b>
Chief Executives, Senior Officials and Legislators	Legislators	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2
	Managing Directors and Chief Executives	0	0	0	0	0	0	0	1	1	4	1	0	1	1	0	3	0	0	0	12
	Senior Government Officials	0	0	0	0	0	0	0	1	1	1	0	0	1	1	1	0	1	1	0	8
	<b>SUB TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>22</b>
Production and Specialised Services Managers	Health Services Managers	0	0	0	0	0	0	4	1	11	10	14	6	25	19	14	16	1	6	0	127
	Social Welfare Managers	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	2
	Supply, Distribution and Related Managers	0	0	0	0	0	0	0	2	0	1	1	2	1	1	3	0	0	0	0	11
	<b>SUB TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>11</b>	<b>11</b>	<b>15</b>	<b>9</b>	<b>26</b>	<b>20</b>	<b>17</b>	<b>17</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>140</b>
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>27</b>	<b>22</b>	<b>29</b>	<b>16</b>	<b>39</b>	<b>27</b>	<b>19</b>	<b>22</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>224</b>

**ANNEX 1 CONT'D: Health Personnel by Category, Sex and Age Groups**

Group	Occupation	20 - 24		25 - 29		30 - 34		35 - 39		40 - 44		45 - 49		50 - 54		55 - 59		60+		NS	Total
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
<b>2. PROFESSIONALS</b>																					
Business and Administration Professionals	Management and Organisation Analysts	0	0	19	7	27	14	39	27	39	30	32	17	12	7	10	2	0	0	0	282
	Personnel and Careers Professionals	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2
<b>SUB TOTAL</b>		<b>0</b>	<b>0</b>	<b>19</b>	<b>7</b>	<b>28</b>	<b>14</b>	<b>39</b>	<b>27</b>	<b>40</b>	<b>30</b>	<b>32</b>	<b>17</b>	<b>12</b>	<b>7</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>284</b>
Health Professionals	Audiologists and Speech Therapists	0	0	2	1	1	2	1	0	2	0	2	0	0	0	1	0	0	0	0	12
	Dentists	0	0	4	4	11	15	21	16	5	5	3	2	1	1	0	0	0	0	0	88
	Dieticians and Nutritionists	0	0	6	2	9	1	11	1	19	4	17	1	7	0	2	0	0	0	1	81
	Environmental and Occupational Health and Hygiene Professionals	0	0	0	1	0	1	2	0	2	2	2	0	0	0	0	0	0	0	0	10
	Generalist Medical Practitioners	30	22	166	124	124	132	64	73	25	39	10	40	3	18	2	15	1	9	3	900
	Nursing Professionals	207	70	759	367	963	619	889	570	649	310	611	248	468	97	319	44	32	4	1	7,227
	Optometrists and Ophthalmic Opticians	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0	3
	Paramedical Practitioners	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
	Pharmacists	6	3	7	6	17	8	15	5	7	6	14	9	8	12	4	7	2	2	0	138
	Physiotherapists	1	0	3	2	5	2	4	0	2	4	1	1	1	1	0	0	0	0	0	27
	Specialist Medical Practitioners	0	0	0	0	11	3	14	12	14	14	4	6	1	8	0	2	1	13	0	103
Other Health Professionals Not Elsewhere Classified	1	0	27	21	23	12	13	19	14	16	13	22	10	21	4	7	0	1	0	224	
<b>SUB TOTAL</b>		<b>245</b>	<b>95</b>	<b>974</b>	<b>528</b>	<b>1,164</b>	<b>795</b>	<b>1,036</b>	<b>696</b>	<b>740</b>	<b>400</b>	<b>677</b>	<b>330</b>	<b>499</b>	<b>158</b>	<b>332</b>	<b>75</b>	<b>36</b>	<b>29</b>	<b>5</b>	<b>8,814</b>



**ANNEX 1 CONT'D: Health Personnel by Category,Sex and Age Groups**

Group	Occupation	20 - 24		25 - 29		30 - 34		35 - 39		40 - 44		45 - 49		50 - 54		55 - 59		60+		NS	Total	
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M					
Information And Communications Technology Professional	Systems Analysts	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	<b>SUB TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
Legal, Social And Cultural Professionals	Psychologists	0	0	0	0	3	0	3	0	2	6	0	1	0	0	0	0	0	0	0	0	15
	<b>SUB TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>
Science And Engineering Professionals	Building Architects	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	2
	Cartographers and Surveyors	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	3
	Civil Engineers	0	0	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	3
	Electrical Engineers	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	Mechanical Engineers	0	0	0	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	4
	<b>SUB TOTAL</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>
<b>TOTAL</b>	<b>246</b>	<b>96</b>	<b>995</b>	<b>536</b>	<b>1,199</b>	<b>815</b>	<b>1,078</b>	<b>728</b>	<b>782</b>	<b>438</b>	<b>710</b>	<b>352</b>	<b>511</b>	<b>166</b>	<b>342</b>	<b>77</b>	<b>36</b>	<b>29</b>	<b>5</b>	<b>9,141</b>		

### ANNEX 1 CONT'D: Health Personnel by Category, Sex and Age Groups

Group	Occupation	20 - 24		25 - 29		30 - 34		35 - 39		40 - 44		45 - 49		50 - 54		55 - 59		60+		NS	Total
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
<b>3. TECHNICIANS AND ASSOCIATE PROFESSIONALS</b>																					
Administrative Associate Professionals	Administrative and Executive Secretaries	0	0	2	0	17	6	53	17	57	25	39	9	22	6	18	4	0	0	0	275
	Buyers	0	0	10	3	6	3	13	2	16	3	15	0	11	3	9	3	0	0	0	97
	Office Supervisors	0	0	2	1	0	0	1	0	2	0	3	0	1	0	0	0	0	0	0	10
<b>SUB TOTAL</b>		<b>0</b>	<b>0</b>	<b>14</b>	<b>4</b>	<b>23</b>	<b>9</b>	<b>67</b>	<b>19</b>	<b>75</b>	<b>28</b>	<b>57</b>	<b>9</b>	<b>34</b>	<b>9</b>	<b>27</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>382</b>
Health Associate Professionals	Ambulance Workers	0	0	0	0	7	1	1	3	1	0	0	1	1	0	0	0	0	0	0	15
	Dental Assistants and Therapists	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Health Associate Professionals Not Elsewhere Classified	1	2	47	17	78	51	64	68	26	34	18	25	9	23	4	8	1	2	0	478
	Medical and Pathology Laboratory Technicians	16	3	31	27	52	42	40	27	10	22	11	15	5	8	4	9	0	1	0	323
	Medical Records and Health Information Technicians	0	0	3	1	11	4	20	7	12	3	12	2	4	3	7	0	0	0	0	89
	Nursing Associate Professionals	216	83	46	35	15	8	3	6	0	2	0	0	0	0	0	0	0	0	0	414
	Pharmaceutical Technicians and Assistants	5	2	115	35	66	73	22	23	6	17	19	18	8	14	3	10	0	1	0	437
<b>SUB TOTAL</b>		<b>239</b>	<b>90</b>	<b>242</b>	<b>115</b>	<b>230</b>	<b>179</b>	<b>150</b>	<b>134</b>	<b>55</b>	<b>78</b>	<b>60</b>	<b>61</b>	<b>27</b>	<b>48</b>	<b>18</b>	<b>27</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1,758</b>
<b>TOTAL</b>		<b>239</b>	<b>90</b>	<b>256</b>	<b>119</b>	<b>253</b>	<b>188</b>	<b>217</b>	<b>153</b>	<b>130</b>	<b>106</b>	<b>117</b>	<b>70</b>	<b>61</b>	<b>57</b>	<b>45</b>	<b>34</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>2,140</b>

### ANNEX 1 CONT'D: Health Personnel by Category, Sex and Age Groups

Group	Occupation	20 - 24		25 - 29		30 - 34		35 - 39		40 - 44		45 - 49		50 - 54		55 - 59		60+		NS	Total
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
<b>4. CLERICAL SUPPORT</b>																					
Customer service clerks	Telephone Switchboard Operators	0	1	9	4	4	2	9	2	11	4	8	5	18	4	9	1	0	0	0	91
General and Keyboard Clerks	General Office Clerks	0	0	0	0	22	12	36	14	27	17	18	6	7	2	1	1	0	0	0	163
	Secretaries (General)	0	0	0	0	2	0	3	0	8	0	21	0	26	0	9	0	0	0	0	69
	Stock Clerks	0	0	0	0	0	0	7	6	14	11	31	8	13	11	6	1	0	0	0	108
	Typists and Word-Processing Operators	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
<b>SUB TOTAL</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>12</b>	<b>46</b>	<b>20</b>	<b>49</b>	<b>28</b>	<b>70</b>	<b>14</b>	<b>47</b>	<b>13</b>	<b>16</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>341</b>
Other Clerical Support Workers	Filing and Copying Clerks	0	0	3	1	10	0	8	1	10	1	13	3	9	4	7	5	0	0	0	75
<b>TOTAL</b>		<b>0</b>	<b>1</b>	<b>12</b>	<b>5</b>	<b>38</b>	<b>14</b>	<b>63</b>	<b>23</b>	<b>70</b>	<b>33</b>	<b>91</b>	<b>22</b>	<b>74</b>	<b>21</b>	<b>32</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>507</b>

**ANNEX 1 CONT'D: Health Personnel by Category, Sex and Age Groups**

Group	Occupation	20 - 24		25 - 29		30 - 34		35 - 39		40 - 44		45 - 49		50 - 54		55 - 59		60+		NS	Total
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
<b>5.SERVICES AND SALES</b>																					
Personal Care Workers	Health Care Assistants	0	1	36	13	153	57	341	86	421	128	303	65	128	20	79	7	0	0	0	1,838
	Personal Care Workers in Health Services Not Elsewhere Classified	0	0	15	1	38	21	67	21	103	25	156	27	140	38	134	19	0	0	0	805
	<b>SUB TOTAL</b>	<b>0</b>	<b>1</b>	<b>51</b>	<b>14</b>	<b>191</b>	<b>78</b>	<b>408</b>	<b>107</b>	<b>524</b>	<b>153</b>	<b>459</b>	<b>92</b>	<b>268</b>	<b>58</b>	<b>213</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,643</b>
Personal services Workers	Cooks	1	0	10	4	13	6	12	5	15	3	14	3	17	6	7	2	0	0	0	118
Protective services Workers	Security Guards	0	1	5	4	6	18	9	29	7	34	12	69	6	79	4	65	0	1	0	349
	<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>66</b>	<b>22</b>	<b>210</b>	<b>102</b>	<b>429</b>	<b>141</b>	<b>546</b>	<b>190</b>	<b>485</b>	<b>164</b>	<b>291</b>	<b>143</b>	<b>224</b>	<b>93</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3,110</b>
<b>7. CRAFT AND RELATED TRADE WORKERS</b>																					
Metal, Machinery and Related Trades	Metal Working Machine Tool Setters and Operators	0	0	2	1	2	3	5	5	6	13	8	6	3	1	1	2	0	0	0	58
	Welders and Flame-Cutters	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	3
Building and Related Trade Workers(Excluding	Plumbers and Pipe Fitters	0	0	0	0	0	0	0	0	0	3	0	0	1	0	0	0	0	0	0	4
	Bricklayers and Related Workers	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2
	Carpenters and Joiners	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	2
Electrical and Electronics Trade	Metal Working Machine Tool Setters and Operators	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Garment and Other Craft and Related Trades	Sewing, Embroidery and Related Trades Workers	0	0	0	0	1	1	4	0	4	0	9	1	2	0	3	0	0	0	0	25
	Craft and Related Trades Workers Not Elsewhere Classified	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	4
	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>9</b>	<b>6</b>	<b>10</b>	<b>20</b>	<b>17</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>99</b>

## ANNEX 1 CONT'D: Health Personnel by Category, Sex and Age Groups

Group	Occupation	20 - 24		25 - 29		30 - 34		35 - 39		40 - 44		45 - 49		50 - 54		55 - 59		60+		NS	Total
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
<b>8. PLANT AND MACHINE OPERATORS</b>																					
Drivers and Mobile Machine/Plant Operators	Car, Taxi and Van Drivers	0	0	1	4	7	25	21	80	50	128	59	206	53	156	28	114	0	0	0	932
	Heavy Truck and Lorry Drivers	0	0	0	1	1	2	2	22	4	55	3	56	3	38	4	22	0	0	0	213
Stationary Plant and Machine Operators	Laundry Machine Operators	0	0	6	4	1	1	7	4	9	5	7	5	10	5	1	4	0	0	0	70
	Steam Engine and Boiler Operators	0	0	0	0	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2
<b>TOTAL</b>		<b>0</b>	<b>0</b>	<b>7</b>	<b>9</b>	<b>10</b>	<b>28</b>	<b>30</b>	<b>107</b>	<b>63</b>	<b>188</b>	<b>69</b>	<b>268</b>	<b>66</b>	<b>199</b>	<b>33</b>	<b>140</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,217</b>
<b>9. ELEMENTARY OCCUPATION</b>																					
Agricultural and Forestry Labourers	Garden and Horticultural Labourers	2	1	12	11	5	4	6	11	1	2	2	10	2	7	1	9	0	0	0	86
Cleaners and Helpers	Cleaners and Helpers Offices, Hotels and Other Establishments	10	3	71	17	96	24	111	33	157	52	187	31	200	17	171	26	0	0	0	1,206
Food Preparation Assistants	Kitchen Helpers	5	0	11	3	8	5	9	4	2	1	2	0	2	1	2	0	0	0	0	55
Refuse Workers and Other Elementary Occupations	Messengers, Packager Deliverers, Luggage Porters and Carriers	2	1	10	6	9	4	11	4	16	5	22	8	25	11	17	6	0	0	0	157
	Odd-Job Persons	1	3	6	9	1	2	4	5	3	7	0	6	2	4	2	4	0	0	0	59
	Street Sweepers and Related Workers/Labourers	1	0	3	2	1	4	0	1	0	1	0	0	0	0	0	1	0	0	0	14
<b>TOTAL</b>		<b>21</b>	<b>8</b>	<b>113</b>	<b>48</b>	<b>120</b>	<b>43</b>	<b>141</b>	<b>58</b>	<b>179</b>	<b>68</b>	<b>213</b>	<b>55</b>	<b>231</b>	<b>40</b>	<b>193</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,577</b>
Occupations not Stated	Occupation Not Stated or Not Classified	0	0	1	1	0	1	3	5	11	7	8	7	5	3	2	4	3	3	0	64
<b>GRAND TOTAL</b>		<b>507</b>	<b>197</b>	<b>1,452</b>	<b>741</b>	<b>1,833</b>	<b>1,196</b>	<b>1,976</b>	<b>1,228</b>	<b>1,818</b>	<b>1,072</b>	<b>1,739</b>	<b>961</b>	<b>1,284</b>	<b>662</b>	<b>895</b>	<b>426</b>	<b>43</b>	<b>44</b>	<b>5</b>	<b>18,079</b>

## Annex 2: Average Years of Service by Occupation of Public Health workers, 2023

BOSCO DESCRIPTION	AVERAGE LENGTH OF SERVICE
Personnel and Careers Professionals	13
Research and Development Managers	12
Plumbers and Pipe Fitters	12
Paramedical Practitioners	12
Office Supervisors	12
Cooks	12
Nursing Professionals	11
Health Associate Professionals Not Elsewhere classified	11
Ambulance Workers	11
Medical Records and Health Information Technicians	11
Odd-Job Persons	11
Health Care Assistants	11
Environmental and Occupational Health and Hygiene Professionals	11
Finance Managers	11
Engineering Professionals Not Elsewhere Classified	10
Management and Organisation Analysts	10
Steam Engine and Boiler Operators	10
Medical and Pathology Laboratory Technicians	9
Managing Directors and Chief Executives	9
Specialist Medical Practitioners	9
Other Health Professionals Not Elsewhere Classified	9
Building Architects	9
Dentists	9
Psychologists	8
Pharmacists	8
Garden and Horticultural Labourers	8
Pharmaceutical Technicians	7
Audiologists and Speech Therapists	6
Physiotherapists	5
Dental Assistants and Therapists	5
Optometrists and Ophthalmic Opticians	5
Generalist Medical Practitioners	5
Kitchen Helpers	5
Senior Government Officials	5
Legislators	4
Mechanical Engineers	4
Street Sweepers and Related Workers/Labourers	3
Civil Engineers	3
Cartographers and Surveyors	2
Nursing Associate Professionals	0
Systems Analysts	0
Average	12



## PUBLIC NOTICE

### Botswana Multi-Topic Household Survey

Statistics Botswana will be collecting data from households for the 2024/25 Botswana Multi-Topic Household Survey (BMTHS) from **November 2024 to November 2025** countrywide.

The objective of the Survey is to collect data on Living Conditions and Households' Welfare. The survey will collect data on Households' Incomes, Expenditures, Consumption, Assets, Education, Health and Employment amongst others.

To successfully collect data on incomes, expenditures and consumption, the selected households will be required to provide this information for fourteen (14) consecutive days through completion of a diary.

The selected households should expect Statistics Botswana officers between 0600 and 2000 hours.

#### **Statistics Botswana officers can be identified by:**

- Uniforms and protective clothing carrying the Statistics Botswana logo
- Official Letter of appointment on Statistics Botswana Letterhead bearing the officer's names as they appear on their National Identity Card (OMANG)
- Name tags with the Statistics Botswana logo, and names as they appear on OMANG and letter of appointment
- Statistics Botswana Branded vehicles

**The public is obligated by the Statistics Act of 2009 to respond to the survey questions.**

**Confidentiality of all information collected is guaranteed.**



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**STATISTICS BOTSWANA**