



PUBLIC HEALTH PERSONNEL 2020

STATISTICAL BRIEF

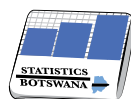
Private Bag 0024, Gaborone
Tel: 3671300 **Fax:** 3952201
Toll Free: 0800 600 200

Private Bag F193,
Francistown
Tel: 241 5848 **Fax:** 241 7540

Private Bag 32
Ghanzi
Tel: 371 5723 **Fax:** 659 7506

Private Bag 47
Maun
Tel: 371 5716 **Fax:** 686 4327

E-mail: info@statsbots.org.bw **Website:** <http://www.statsbots.org.bw>



STATISTICS BOTSWANA

PUBLIC HEALTH PERSONNEL 2020

STATISTICAL BRIEF

Preface

This is the second statistical report, which analyses the Health personnel in Botswana. The report only covers public health sector personnel under the Ministry of Health (MOH). The report comes at a time when the Institute of Health Sciences (IHSs) staff were officially relocated from MOH and placed under the Ministry of Tertiary Education, Research, Science and Technology (MoTE) effective April 2020. 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 health personnel. 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 the 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 the timely production of other reports.

For more information contact the Directorate of Stakeholder Relations at **3671300**. All Statistics Botswana outputs/publications are available on the website at 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 B.Mguni
Statistician General
November 2022

List of Tables, Figures, and Annexes

List of Tables

Table 1: Number of doctors/nurses per 1,000 population for Botswana ,2020.....	2
Table 2: Total Public Health Workers by Category, 2020.....	4
Table 3: Health Workers by Citizenship and type of occupation,2020.....	5

List of Figures

Figure 1: Density of Doctors and Nurses Per Health District, 2019 -2020.....	3
Figure 2: Geographical Distribution of work of Public Health Workers, 2019.....	4
Figure 3: Age Sex Distribution of Public Health Workers.....	5
Figure 4: Most common Cadres among Non Citizens,2020.....	6

List of Annexes

Annex 1: Health Personnel by Category, Sex and Place of Work.....	8
Annex 2: Health Personnel by Category, Sex and Health District.....	10

Table of Contents

Preface	i
List of Tables, Figures, and Annexes	ii
Table of Contents	iii
1.0 Introduction	1
2.0 Results	2
2.1 Health workforce density	2
2.2 Distribution of Public Health Workers by Occupation/Specialisation	3
2.3 Geographical Distribution and Place of Work of Public Health Workers	4
2.4 Age Sex Distribution of Public Health Workers	5
2.5 Distribution of Health Workers by Citizenship and Type of Occupation	5
Annexes	7

1.0 Introduction

The World Health Organization defines the 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 (SDG) agenda gives recognition to Universal Health Coverage (UHC) as key to achieving all other health targets. SDG 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 the least developed countries and small Island developing States. The World Health Organization states that in order to achieve UHC and the Sustainable Development Goals, there must be around 45 doctors, nurses, and midwives per 10,000 people.

This report describes the size and distribution of the public sector health workers in Botswana in 2019. The report does not include Armed Forces, Non-governmental Organisations(NGO's); Faith Based Organisations(FBO's) and Private health facilities. It further describes the number of health workers, their distribution across the country and their skills. The data used is solely from the Ministry of Health Establishment register. Data at the district level might not be a true reflection of what is on the ground because of routine transfers and the need for assisting other districts when the need arises.

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

2.0 Results

2.1 Health Workforce Density

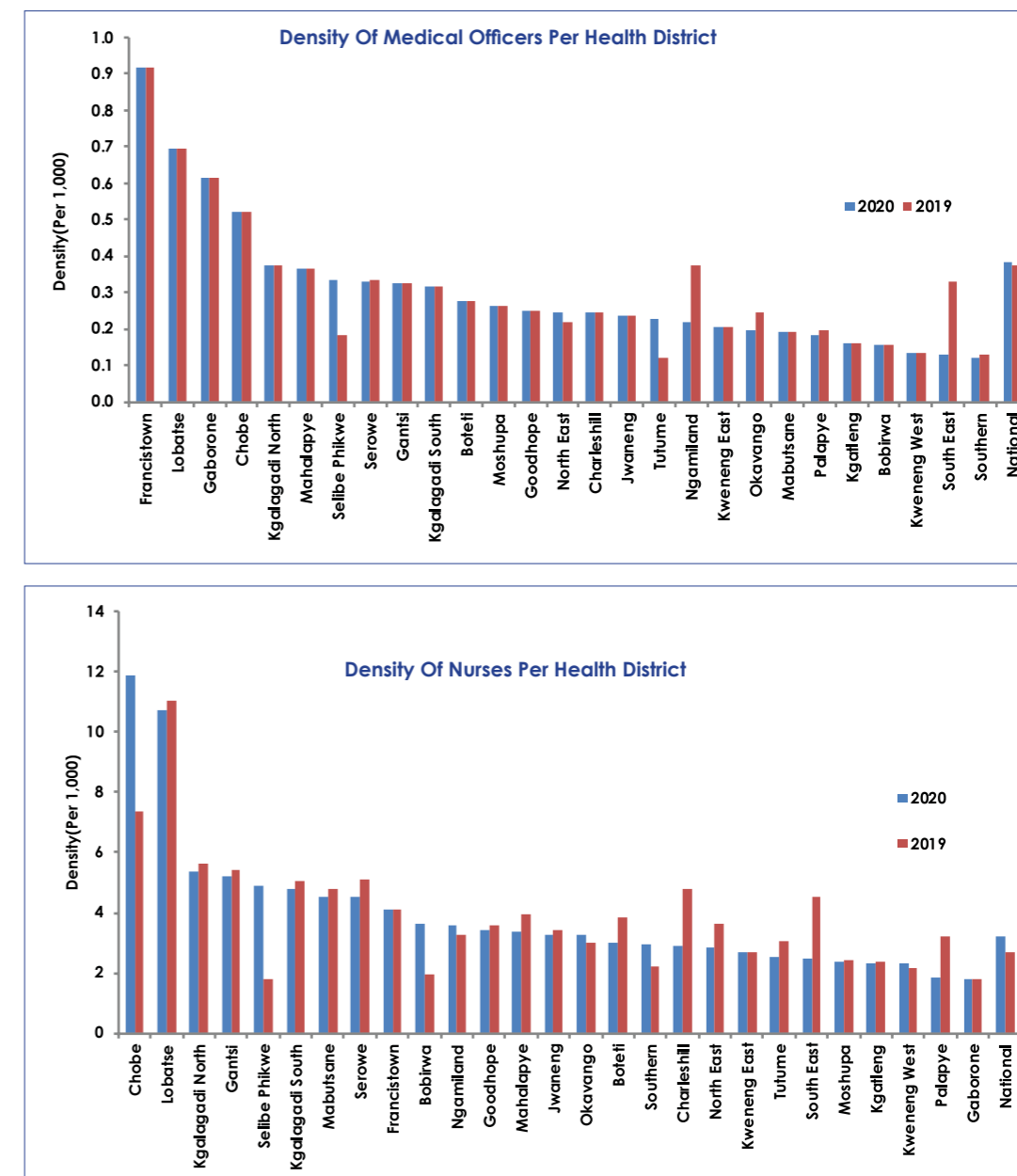
The density of Medical doctors is defined as the number of Medical doctors, including generalists and specialist medical practitioners per 10,000 people whilst density of Nurses is defined as the number of nursing and midwifery personnel per 10,000 people in a given national and/or subnational area. The total number of public sector Nurses and Medical doctors has been increasing over the years. Medical Doctors increased from 888 in 2019 to 906 in 2020 whilst the Nurses increased from 7,663 to 7,679.

Table 1, 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. Figure 1 further shows estimates per Health district for 2019 and 2020. Nationally and across the districts, there is a higher scarcity of doctors than nurses. However, there are some districts that have reached the threshold of 45 Nurses per 10,000 population in 2020 notably Chobe, Lobatse, Kgalagadi North, Gantsi, Kgalagadi South, Mabutsane, Selibe Phikwe and Serowe. Both doctors and nurses ratio per given population have been below the WHO recommended threshold of 45 per 10,000 population in Botswana.

Table 1: Number Of Doctors/Nurses Per 1,000 Population For Botswana ,2020

Indicators	2017	2018	2019	2020
"Projected Total Population (Low Scenario)"	2,254,021	2,288,651	2,323,493	2,358,445
Doctors				
Total Number of Medical doctors	772	875	888	906
Density of Medical Doctors	0.34	0.38	0.38	0.38
Nurses				
Total Number of Nurses	7,290	7,634	7,663	7,679
Density of Nurses	3.23	3.34	3.30	3.26

Figure 1: Density of Doctors and Nurses Per Health District, 2019 -2020



2.2 Distribution of Public Health Workers by Occupation/Specialisation

Table 2, shows the number of public health workers according to occupation/specialisation category. Service providers are health workers who are engaged in the 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). Health Service providers account for 75 percent of all public sector health workers in Botswana. Professionals account for 58 percent of all health workers, followed by Technicians and Associate Professionals (18%) and Elementary Occupation (10%) and the least are Craft and Related Trades Workers (0.3%). Annex 1, further shows all health workers by district and skill mix.

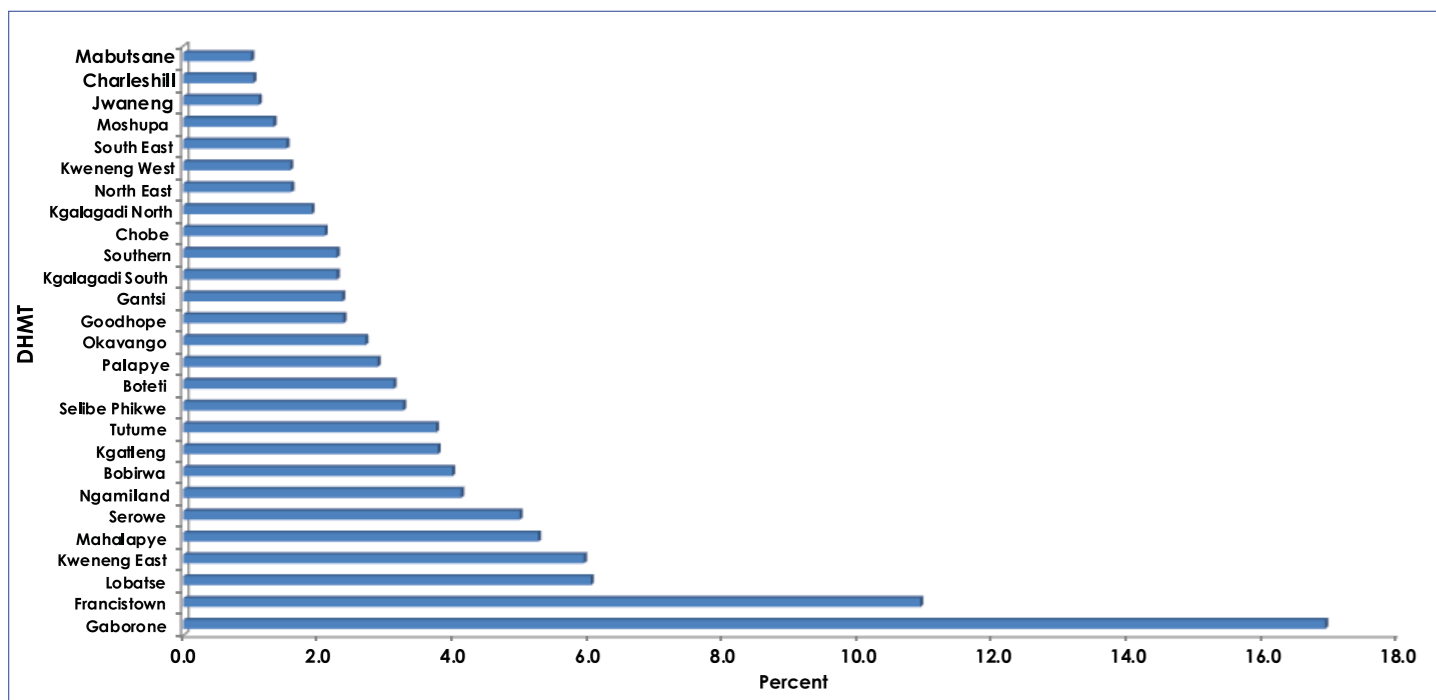
Table 2: Total Public Health Workers by Category, 2020

BOSCO 2008 - Category	Service Providers	Health Management and Support Workers	Grand Total
1 - Managers	0	69	69
2 - Professionals	9,973	651	10,624
3 - Technicians and Associate Professionals	2,525	272	2,797
4 - Clerical Support Services	0	258	258
5 - Services and Sales Workers	1,184	348	1,532
7 - Craft and Related Trades Workers	0	50	50
8 - Plant and Machine Operators assemblies	0	1,242	1,242
9 - Elementary Occupation	0	1,747	1,747
Grand Total	13,682	4,637	18,319

2.3 Geographic Distribution And Place Of Work Of Public Health Workers

Figure 2, shows the geographic distribution of public health workers across the country and their places of work. Most of the health workers are based in Gaborone (16.0%), followed by Francistown (10.9%) and Lobatse (6.0%). The top four Health Districts with the highest number of employees are host to Botswana's three referral hospitals. About 92 percent of the health workers are based at DHMTs where there are Hospitals, clinics and Health posts. This is followed by those based at the Ministry of Health and wellness Head Quarters (HQ) at 5 percent. Very few are from secondary schools, Nursing Council, National Health Lab (NHL), UB Academic Hospital and Central Medical Stores (CMS). Annex 1, further shows all health workers by district and skill mix.

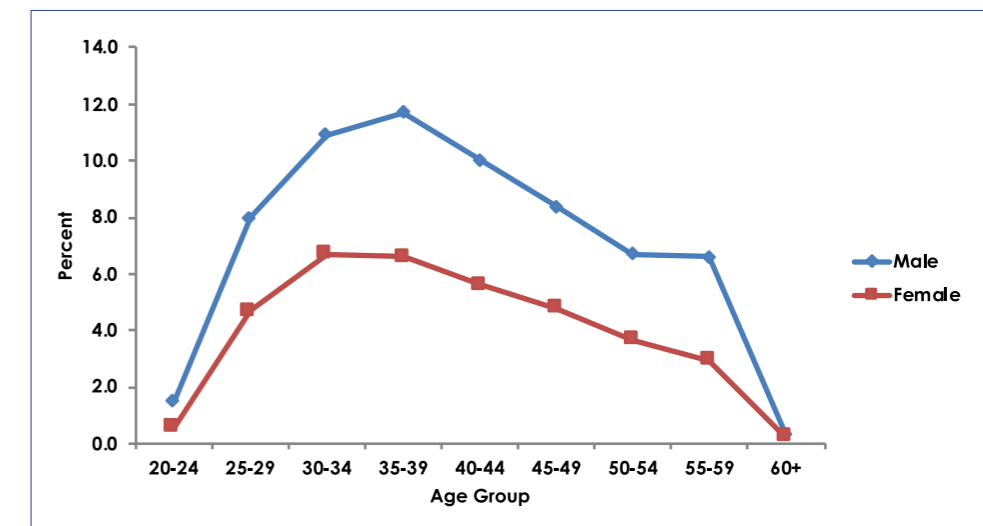
Figure 2 : Geographic Distribution of Public Health Workers per DHMT, 2020



2.4 Age And Sex Distribution of Public Health Workers

Figure 3, shows the age and sex distribution of public health workers. Females account for 64 percent of all health workers and males 36 percent. Health workforce increase with age until they reach a peak at age 35-39 years then reducing in subsequent age groups. The Majority of the health workers are in the age group 35-39 years (18.3%), followed by 30-34 (17.6%) then 40-44 (15.6%). The minimum age is 20 years and the maximum age is 69 years. All workers aged 60+ are on a contract basis. In all the age groups, females are higher than males.

Figure 3: Age And Sex Distribution of Public Health Workers



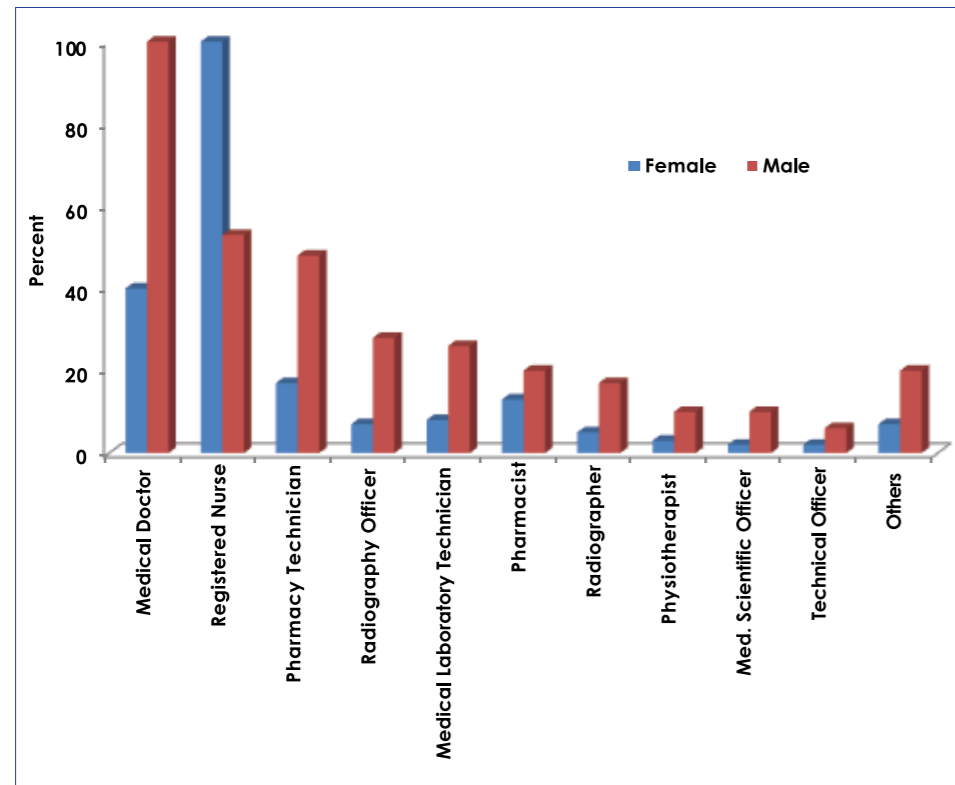
2.5 Distribution Of Health Workers By Citizenship And Type Of Occupation

Table 3, shows the distribution of public health workers by occupation and category. About 96 percent of public health workers are Citizens and 4 percent are Non-Citizens. Among the Non Citizens most of the staff are employed as Health professionals (71%) followed by Technicians and Associate professionals (27%) and Managers (2%). There are no Non-citizens workers among other categories of clerical support staff, Craft and related trades workers, Elementary Occupation, Plant and Machine operators and Services and Sales Workers. Figure 4 shows the top 10 most common cadres among Non citizens. Most of the Non-Citizens are Medical Doctors(32%), Followed by Nurses(28%) and Pharmacy Technicians(10%).

Table 3: Health Workers by Citizenship and Type of Occupation, 2020

BOSCO,2008 - Category	Citizen	Non citizen	Grand Total
1 - Managers	65	4	69
2 - Professionals	9,975	649	10,624
3 - Associate Professionals	2,789	8	2,797
4 - Clerical Support Services	258	0	258
5 - Services and Sales Workers	1,532	0	1,532
7 - Craft and Related Trades Workers	50	0	50
8 - Plant and Machine Operators assemblies	1,242	0	1,242
9 - Elementary Occupation	1,747	0	1,747
Grand Total	17,658	661	18,319

Figure 4: Most common Cadres Among Non Citizens by Sex, 2020



Annexes

Annex 1: Health Personnel by Category , Sex and Place of Work - 2020

BOSCO 2008 - Cadre	Botswana Nursing Council(BNS)		Central Medical Stores(CMS)		District Health Management Teams		Head Office		National Health Lab		Secondary Schools		UB Academic Hospital		N/S	Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
1 - Managers																
111 - Legislators and Senior Government Officials	0	0	0	0	0	0	2	3	0	0	0	0	0	0	0	5
121 - Business services and Administration Manger	0	0	1	0	1	0	13	10	0	0	0	0	0	0	0	25
134 - Professional Services Manager	1	0	0	0	19	13	2	4	0	0	0	0	0	0	0	39
Total	1	0	1	0	20	13	17	17	0	0	0	0	0	0	0	69
2 - Professionals																
213 - Life Science Professionals	0	0	0	0	3	9	0	1	0	0	0	0	0	0	0	13
214 - Engineering professionals	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	3
216 - Architects,Planners ,Surveyors and Designers	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2
221 - Medical Doctors	0	0	0	0	347	497	8	7	0	0	0	0	15	11	21	906
222 - Nursing and Midwifery Professionals	0	0	0	0	5,248	2,339	18	6	17	4	9	2	25	11	0	7,679
226 - Other Health Professionals	0	0	3	2	629	574	60	34	32	30	0	0	9	6	9	1,388
241 - Finance Professionals	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	3
242 - Administrative Professionals	0	0	0	0	226	71	212	96	4	0	0	0	13	8	0	630
Total	0	0	3	2	6,453	3,490	298	152	53	34	9	2	62	36	30	10,624
3 - Associate Professionals																
311 - Physical and Engineering Science Technicians	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
325 - Other Health Associate Professionals	0	0	0	0	1,594	593	124	75	17	4	0	0	76	4	0	2,487
332- Sales and Purchasing Agents and Brokers	0	0	0	0	9	6	3	1	0	0	0	0	0	0	0	19
333 - Business Services Agents	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	2
334- Administrative and Specialised Secretaries	2	1	0	0	135	54	43	11	1	1	0	0	1	1	0	250
343 - Culinary Associate Professionals	0	0	0	0	35	3	0	0	0	0	0	0	0	0	0	38
Total	2	1	0	0	1,775	657	170	87	18	5	0	0	77	5	0	2,797
4 - Clerical Support Services																
413 - Keyboard Operators	1	1	0	0	46	1	17	0	1	0	0	0	0	0	0	67
422 - Client Information Workers	0	0	0	0	58	20	7	3	1	0	0	0	0	0	0	89
432 - Numerical and Material Recording Clerks	0	0	0	0	53	20	14	10	1	4	0	0	0	0	0	102
Total	1	1	0	0	157	41	38	13	3	4	0	0	0	0	0	258
5 - Services and Sales Workers																
512 - Cooks	0	0	0	0	168	47	0	0	0	0	0	0	0	0	0	215
532 - Personal Care In Health Services	0	0	0	0	778	174	8	1	7	0	0	0	1	0	0	969
541 - Protective Services Workers	0	0	0	0	23	322	0	2	0	1	0	0	0	0	0	348
Total	0	0	0	0	969	543	8	3	7	1	0	0	1	0	0	1,532
7 - Craft and Related Trades Workers																
711- Building Frame and Related Trade Workers	0	0	0	0	1	5	0	0	0	0	0	0	0	0	0	6
712 - Building and related Trades Work	0	0	0	0	1	3	0	0	0	0	0	0	0	0	0	4
721 - Moulders and Welders	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2
753 - Garment and Related Tradeswork	0	0	0	0	28	2	0	0	0	0	0	0	0	0	0	30
754 - Other craft and related trades work	0	0	0	0	1	7	0	0	0	0	0	0	0	0	0	8
Total	0	0	0	0	31	19	0	0	0	0	0	0	0	0	0	50

Annex 1 Cont'd: Health Personnel by Category , Sex and Place of Work - 2020

BOSCO 2008 - Cadre	Botswana Nursing Council(BNS)		Central Medical Stores(CMS)		District Health Management Teams		Head Office		National Health Lab		Secondary Schools		UB Academic Hospital		N/S	Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
8 - Plant and Machine Operators assemblies																
832 - Car and Van Drivers	0	0	0	0	198	707	8	45	2	5	0	0	0	0	0	965
833 - Heavy Duty Drivers	0	0	0	0	13	196	0	1	0	0	0	0	0	0	0	210
834 - Mobile Plant and Machine Operators	0	0	0	0	22	43	1	1	0	0	0	0	0	0	0	67
Total	0	0	0	0	233	946	9	47	2	5	0	0	0	0	0	1,242
9 - Elementary Occupation																
911 - Office Cleaners	1	1	0	0	1,078	183	47	2	7	1	0	0	0	0	0	1,320
912 - Laundry Cleaning Workers	0	0	0	0	44	35	0	0	0	0	0	0	0	0	0	79
921 - Agriculture ,Fishery and Forestry Labourers	0	0	0	0	75	124	3	5	0	1	0	0	0	0	0	208
931 - Construction Labourers	0	0	0	0	8	17	0	0	0	0	0	0	0	0	0	25
961 - Refuse Workers	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
962 - Other Elementary Workers	1	0	0	0	41	36	23	11	1	1	0	0	0	0	0	114
Total	2	1	0	0	1,247	395	73	18	8	3	0	0	0	0	0	1,747
Grand Total	6	3	4	2	10,885	6,104	613	337	91	52	9	2	140	41	0	18,319

Annex 2: Health Personnel by Category, Sex and Health District

BOSCO 2008 - Cadre	Bobirwa		Boteti		Charleshill		Chobe		Francistown		Gaborone		Gantsi		Goodhope		Jwaneng		Kgalagadi North		Kgalagadi South		Kgatleng		Kweneng East		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
1 - Managers																											
111 - Legislators and Senior Government Officials	0	0	0	0	0	0	0	0	0	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
121 - Business services and Administration Manger	0	0	0	0	0	0	0	0	1	0	14	10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
134 - Professional Services Manager	0	0	0	0	0	0	0	1	2	1	5	6	1	0	0	0	0	0	1	0	0	0	1	2	1	1	1
Total	0	0	0	0	0	0	0	1	3	1	21	19	1	0	0	0	0	0	1	0	0	0	1	2	1	1	
2 - Professionals																											
213 - Life Science Professionals	0	0	0	0	0	0	0	0	1	1	0	4	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2
214 - Engineering professionals	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
216 - Architects,Planners ,Surveyors and Designers	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
221 - Medical Doctors	12	9	9	8	3	1	5	10	76	92	128	160	7	9	5	9	5	3	3	8	2	7	6	16	20	22	
222 - Nursing and Midwifery Professionals	224	86	170	82	49	30	133	62	621	210	583	205	114	65	147	46	77	21	92	54	107	61	178	74	322	162	
226 - Other Health Professionals	21	35	13	18	6	4	8	15	90	85	186	125	17	17	12	8	9	1	14	11	13	11	31	19	42	33	
241 - Finance Professionals	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
242 - Administrative Professionals	11	4	8	3	2	2	6	2	25	5	249	110	4	1	8	1	5	0	9	0	6	3	6	1	14	5	
Total	268	134	200	111	60	37	152	89	813	393	1,146	612	142	92	172	64	96	25	118	73	128	82	221	110	399	224	
3 - Associate Professionals																											
311 - Physical and Engineering Science Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
325 - Other Health Associate Professionals	60	18	49	18	26	18	35	22	264	69	348	149	50	24	45	13	22	3	21	19	43	17	67	20	104	30	
332- Sales and Purchasing Agents and Brokers	1	1	0	1	0	0	2	0	2	0	4	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
333 - Business Services Agents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
334- Administrative and Specialised Secretaries	9	4	4	2	0	1	4	0	18	8	55	16	5	1	3	2	1	1	3	1	3	2	3	2	10	2	
343 - Culinary Associate Professionals	4	0	2	0	0	0	1	0	2	0	3	0	1	0	1	0	0	0	2	1	0	1	1	0	4	0	
Total	74	23	55	21	26	19	42	22	286	77	410	167	56	25	49	15	23	4	27	21	46	20	72	22	118	32	
4 - Clerical Support Services																											
413 - Keyboard Operators	4	0	3	0	0	0	0	0	7	0	21	1	0	0	0	0	1	0	1	0	0	0	4	0	5	1	
422 - Client Information Workers	4	0	2	0	0	0	1	0	2	3	15	6	0	1	2	0	2	0	1	0	1	1	4	0	4	2	
432 - Numerical and Material Recording Clerks	3	1	2	1	0	1	0	0	11	0	19	17	0	1	1	0	1	0	1	1	0	1	2	0	5	4	
Total	11	1	7	1	0	1	1	0	20	3	55	24	0	2	3	0	4	0	3	1	2	10	0	14	7		

Annex 2 Cont'd: Health Personnel by Category, Sex and Health District

BOSCO 2008 - Cadre	Kweneng West		Lobatse		Mabutsane		Mahalapye		Moshupa		Ngamiland		North East		Okavango		Palapye		Selibe Phikwe		Serowe		South East		Southern		Tutume		NS	Grand Total	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
1 - Managers																															
111 - Legislators and Senior Government Officials	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
121 - Business services and Administration Manger	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25	
134 - Professional Services Manager	0	0	3	1	0	0	1	2	0	0	3	0	1	0	0	0	0	0	0	3	2	0	0	0	1	0	0	0	39		
Total	0	0	3	1	0	0	1	2	0	0	3	0	1	0	0	0	0	0	3	2	0	0	0	1	0	0	0	0	69		
2 - Professionals																															
213 - Life Science Professionals	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	13		
214 - Engineering professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3		
216 - Architects,Planners ,Surveyors and Designers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2		
221 - Medical Doctors	3	5	13	20	2	5	11	27	2	5	14	14	9	7	5	11	7	12	4	13	10	20	2	3	2	5	5	14	906		
222 - Nursing and Midwifery Professionals	70	54	391	173	51	22	318	144	73	37	268	119	92	49	148	90	135	58	195	88	305	155	96	42	176	76	182	97	7,679		
226 - Other Health Professionals	5	8	47	24	5	6	26	39	7	4	31	26	16	13	14	18	19	19	21	23	41	37	10	10	10	11	19	26	1,388		
241 - Finance Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3		
242 - Administrative Professionals	2	0	14	4	5	1	8	4	3	2	10	2	4	2	5	0	7	6	7	5	10	4	8	2	6	2	13	4	630		
Total	80	67	466	222	63	34	363	215	85	48	323	161	121	71	172	119	168	95	227	129	366	217	116	57	194	94	219	141	0	10,624	
3 - Associate Professionals																															
311 - Physical and Engineering Science Technicians	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1		
325 - Other Health Associate Professionals	35	11	73	39	22	9	77	38	28	11	47	24	37	8	45	16	49	21	62	14	57	23	33	11	41	6	71	25	2,487		
332- Sales and Purchasing Agents and Brokers	0	0	0	2	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	19		
333 - Business Services Agents	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2		
334- Administrative and Specialised Secretaries	0	1	9	6	3	2	6	2	0	0	4	0	2	1	2	2	7	1	7	3	5	3	2	1	9	3	8	1	250		
343 - Culinary Associate Professionals	0	0	3	1	0	0	1	0	0	0	0	0	1	0	1	0	1	0	2	0	1	0	2	0	1	0	1	0	38		
Total	35	12	86	49	25	11	84	40	28	11	51	24	41	9	48	18	57	23	71	17	63	26	37	12	51	9	81	26	0	2,797	
4 - Clerical Support Services																															
413 - Keyboard Operators	0	0	1	0	0	0	2	0	2	0	1	0	0	0	1	0	0	0	3	0	3	0	3	0	1	0	2	0	67		
422 - Client Information Workers	0	0	6	4	1	0	2	1	0	0	3	1	1	0	2	1	4	0	3	1	4	1	1	0	0	0	1	1	89		
432 - Numerical and Material Recording Clerks	0	0	4	0	0	1	5	0	0	0	1	0	2	0	1	2	2	0	1	1	4	2	1	0	1	0	1	1	102		
Total	0	0	11	4	1	1	9	1	2	0	5	1	3	0	4	3	6	0	7	2	11	3	5	0	2	0	4	2	0	258	

Annex 2 Cont'd: Health Personnel by Category, Sex and Health District

BOSCO 2008 - Cadre	Bobirwa		Boteti		Charleshill		Chobe		Francistown		Gaborone		Gantsi		Goodhope		Jwaneng		Kgalagadi North		Kgalagadi South		Kgatleng		Kweneng East	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
5 - Services and Sales Workers																										
512 - Cooks	15	3	7	4	0	0	3	0	2	2	15	3	4	1	2	1	1	0	5	1	3	1	13	2	20	4
532 - Personal Care In Health Services	30	5	27	3	1	0	16	2	86	13	139	18	22	5	10	1	8	2	7	2	16	0	34	9	52	21
541 - Protective Services Workers	1	7	0	2	4	7	0	0	0	14	0	3	1	7	1	26	0	7	1	20	1	26	0	4	0	18
Total	46	15	34	9	5	7	19	2	88	29	154	24	27	13	13	28	9	9	13	23	20	27	47	15	72	43
7 - Craft and Related Trades Workers																										
711-Building Frame and Related Trade Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0
712 - Building and related Trades Work	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
721 - Moulders and Welders	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
753 - Garment and Related Tradeswork	2	0	2	0	0	0	1	0	3	0	3	0	1	0	0	0	0	0	1	0	1	0	2	0	0	1
754 - Other craft and related trades work	0	0	0	0	0	0	0	0	0	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total	2	0	2	0	0	0	1	0	4	2	4	3	1	0	0	0	0	0	1	0	1	0	3	3	0	3
8 - Plant and Machine Operators assemblies																										
832 - Car and Van Drivers	5	30	9	31	2	16	5	17	31	63	30	98	5	16	4	23	6	12	6	18	3	19	5	43	7	45
833 - Heavy Duty Drivers	2	15	0	9	0	0	0	7	3	16	1	16	0	8	0	6	0	1	0	4	0	16	0	7	0	16
834 - Mobile Plant and Machine Operators	2	2	0	0	0	0	0	0	0	3	1	6	0	4	0	1	0	0	0	1	0	0	0	2	8	5
Total	9	47	9	40	2	16	5	24	34	82	32	120	5	28	4	30	6	13	6	23	3	35	5	52	15	66
9 - Elementary Occupation																										
911 - Office Cleaners	58	6	46	4	17	0	16	2	128	13	183	33	28	1	35	13	12	2	30	0	31	5	84	6	52	9
912 - Laundry Cleaning Workers	7	1	6	1	0	0	0	1	2	3	3	2	4	2	0	0	0	0	0	1	1	2	4	8	3	2
921 - Agriculture ,Fishery and Forestry Labourers	8	9	6	13	0	0	0	5	0	2	12	11	2	0	1	6	0	1	2	2	4	7	4	13	11	3
931 - Construction Labourers	0	0	0	1	0	0	0	0	0	3	1	3	0	0	0	0	0	0	0	1	0	0	0	2	1	3
961 - Refuse Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
962 - Other Elementary Workers	3	2	2	2	0	0	2	0	3	1	30	21	0	2	0	1	0	1	1	0	0	1	4	2	3	2
Total	76	18	60	21	17	0	18	8	133	22	229	70	34	5	36	20	12	4	33	4	36	15	96	31	70	19
Grand Total	486	238	367	203	110	80	238	146	1,381	609	2,051	1,039	266	165	277	157	150	55	202	145	235	181	455	235	689	395

Annex 2 Cont'd: Health Personnel by Category, Sex and Health District

BOSCO 2008 - Cadre	Kweneng West		Lobatse		Mabutsane		Mahalapye		Moshupa		Ngamiland		North East		Okavango		Palapye		Selibe Phikwe		Serowe		South East		Southern		Tutume		NS	Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
5 - Services and Sales Workers																														
512 - Cooks	0	0	9	7	0	0	10	2	0	0	9	3	5	0	6	0	3	0	6	6	19	2	1	0	1	0	9	5	0	215
532 - Personal Care In Health Services	2	1	50	30	2	3	48	19	1	0	62	13	6	0	18	4	19	2	34	5	69	14	6	1	1	0	28	2	0	969
541 - Protective Services Workers	0	20	0	5	0	9	1	31	0	20	0	1	0	0	0	2	6	40	0	0	1	10	0	3	1	10	5	33	0	348
Total	2	21	59	42	2	12	59	52	1	20	71	17	11	0	24	6	28	42	40	11	89	26	7	4	3	10	42	40	0	1,532
7 - Craft and Related Trades Workers																														
711-Building Frame and Related Trade Workers	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6
712 - Building and related Trades Work	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
721 - Moulders and Welders	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
753 - Garment and Related Tradeswork	0	0	4	1	0	0	1	0	0	0	0	0	1	0	1	0	0	0	1	0	2	0	0	0	0	0	2	0	0	30
754 - Other craft and related trades work	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	8
Total	0	0	4	6	0	0	1	0	0	0	0	0	1	0	1	0	0	0	1	0	2	2	0	0	0	0	2	0	0	50
8 - Plant and Machine Operators assemblies																														
832 - Car and Van Drivers	4	38	4	28	1	14	10	48	3	19	7	27	1	7	1	30	10	18	13	19	6	24	7	13	8	10	15	31	0	965
833 - Heavy Duty Drivers	1	1	0	9	0	1	0	10	0	0	2	6	0	7	0	6	1	17	1	4	2	8	0	0	0	1	0	6	0	210
834 - Mobile Plant and Machine Operators	0	0	1	6	0	2	3	2	0	0	2	4	0	1	0	2	1	0	0	0	5	3	0	0	0	0	0	0	0	67
Total	5	39	5	43	1	17	13	60	3	19	11	37	1	15	1	38	12	35	14	23	13	35	7	13	8	11	15	37	0	1,242
9 - Elementary Occupation																														
911 - Office Cleaners	27	2	53	31	9	3	38	5	26	0	20	6	8	3	38	8	45	6	31	7	27	11	19	1	24	4	48	6	0	1,320
912 - Laundry Cleaning Workers	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	0	4	1	2	5	0	1	0	0	0	0	4	3	0	79
921 - Agriculture ,Fishery and Forestry Labourers	0	0	3	8	2	3	2	9	1	1	1	15	0	1	3	6	2	2	2	2	5	5	0	0	2	3	5	3	0	208
931 - Construction Labourers	0	0	1	0	0	0	0	1	0	0	2	1	0	0	1	0	0	0	0	1	2	0	0	0	0	0	0	1	0	25
961 - Refuse Workers	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
962 - Other Elementary Workers	0	0	3	3	0	0	2	2	0	0	1	3	3	0	0	1	1	0	0	0	3	3	1	0	0	0	4	1	0	114
Total	27	2	60	42	11	6	43	17	27	1	24	25	13	6	44	15	52	9	35	15	37	20	20	1	26	7	61	14	0	1,747
Grand Total	149	141	694	409	103	81	573	387	146	99	488	265	192	101	294	199	323	204	395	200	583	329	192	87	285	131	424	260	0	18,319



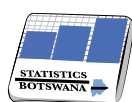
Private Bag 0024, Gaborone
Tel: 3671300 **Fax:** 3952201
Toll Free: 0800 600 200

Private Bag F193,
Francistown
Tel: 241 5848 **Fax:** 241 7540

Private Bag 32
Ghanzi
Tel: 371 5723 **Fax:** 659 7506

Private Bag 47
Maun
Tel: 371 5716 **Fax:** 686 4327

E-mail: info@statsbots.org.bw **Website:** <http://www.statsbots.org.bw>



STATISTICS BOTSWANA