



PUBLIC HEALTH PERSONNEL 2024

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STATISTICS BOTSWANA

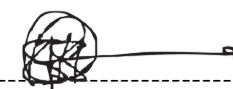
PUBLIC HEALTH PERSONNEL 2024

Preface

This statistical report analyses the Public Health Sector personnel in Botswana. The report only covers personnel under the Ministry of Health (MoH), it describes the size, distribution and skillsmix of the public health workforce across the country. The Public Health Personnel 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 assist the health management to establish 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) collaborates with the Ministry of Health to provide statistical support that facilitates collection, analysis and dissemination of high quality official statistics for evidence-based decision making, program monitoring and evaluation. 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.

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 Khaufelo Raymond Lekobane
Statistician General
September 2026

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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 jobs are 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 main essential determinant for quality in health care delivery systems.

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 calls for a substantially increase in 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 2024. 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 and their distribution based on their professional designations to provide a clear picture of the current skills-mix in public health care. The data 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 whenever a need arises hence disaggregation at district level was not done.

The report adopted the 2008 Botswana Standard Classification of Occupations (BOSCO-2008). This 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 presents the demographic profile of the public health workforce, including workforce composition by employment category (service providers and support staff), length of service, and citizenship status. It further reports the density of key health professionals—namely nurses, medical doctors, and pharmaceutical personnel—to support the Ministry of Health in monitoring progress towards the attainment of Sustainable Development Goal (SDG) Indicator 3.c.1, which measures the density and distribution of health workers.

2.1 Trends in the Number of Public Health Workers in Botswana

FIGURE 1 : TRENDS IN THE NUMBER OF PUBLIC HEALTH WORKERS

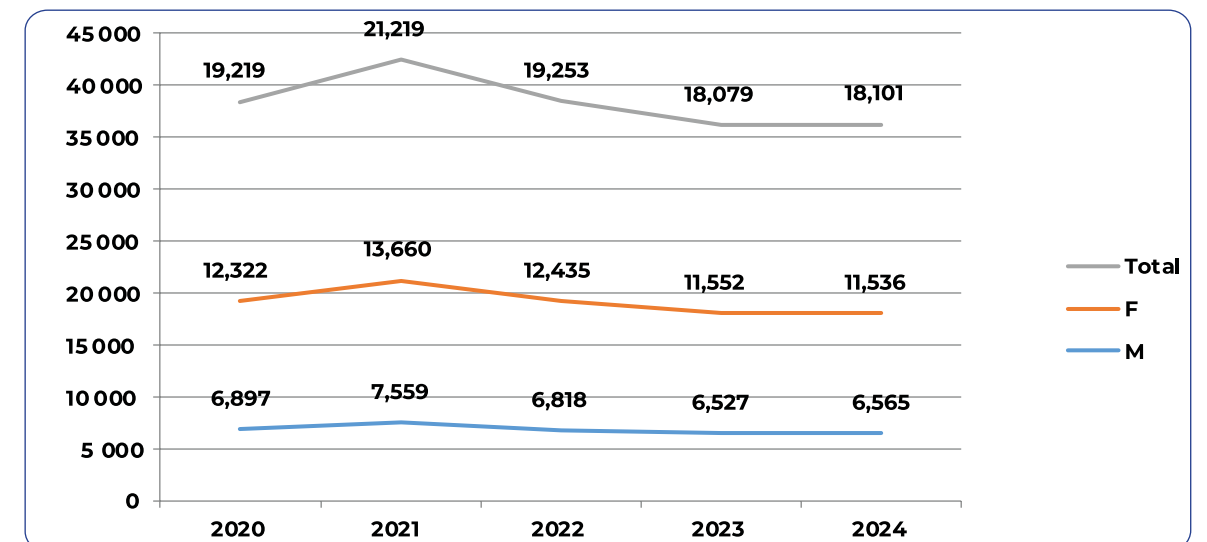
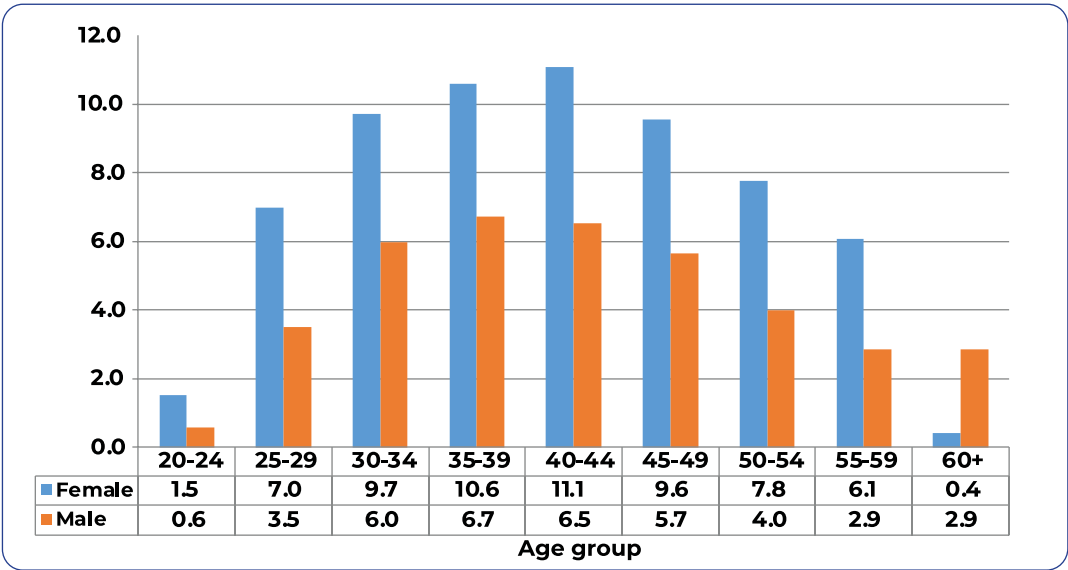


Figure 1, shows the number of public health workers in Botswana from 2020 to 2024. From 2020 to 2021 an increase in the number of health workers was observed with a peak in 2021, thereafter a decline was observed. The number of public health workers slightly increased by 0.1 percent in 2024. In all the years the number of females greatly outnumbered that of males.

2.2 Age-Sex Distribution of Public Health Workers

Figure 2, shows the age and sex distribution of public health workers. Females accounted for 63.7 percent of all health workers while Males accounted for 36.3 percent. Health workforce increased with age until they reach a peak at age 40-44 years (17.6%) then reduced in subsequent age groups. All workers aged 60+ are employed on contract basis. In all the age groups other than 60+, 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 duration an employee has served in the Ministry of Health. **Figure 3** presents the distribution of health workers by years of service from the time of appointment up to 2024. The results indicate that the workforce is predominantly composed of mid-career employees, with 37.0% of health workers having served 10–14 years, representing the largest tenure category. This is followed by employees with 5–9 years of service (18.8%) and those with less than 5 years of service (18.7%). The concentration of employees within the 10–14-year tenure bracket suggests a relatively experienced workforce, while the comparable proportions of employees in the lower tenure categories indicate sustained recruitment into the Ministry over recent years

Table 1, further shows the average number of years by various occupation categories. The majority of health workers who have served the longest period are Clerical Support (18 Years), followed by Plant and Machine operators (16 Years). Managers, and Craft and related trade workers have spent 15 years on average. **Annex 2**, further shows average length of service by various cadres.

FIGURE 3: LENGTH OF SERVICE OF PUBLIC HEALTH WORKERS

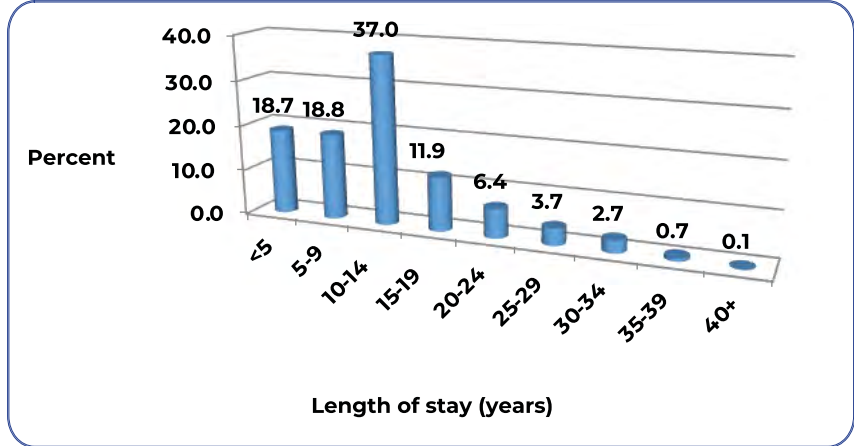


TABLE 1: AVERAGE LENGTH OF SERVICE BY OCCUPATION CATEGORY

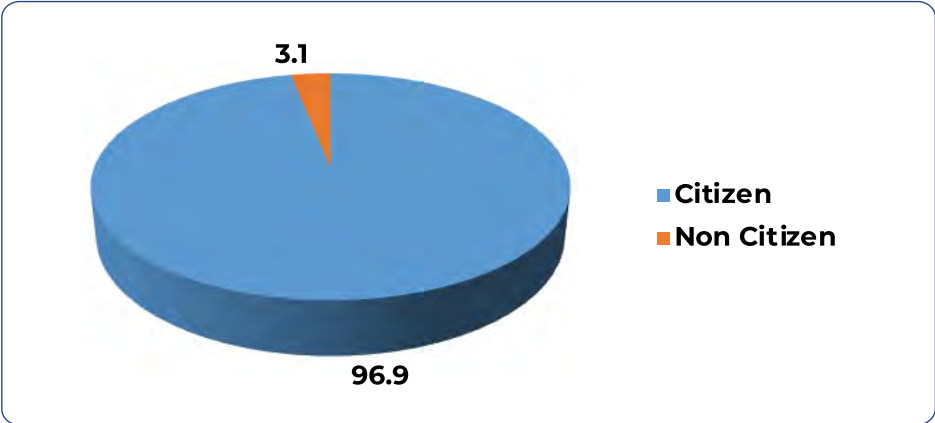
Occupation category	Females	Males	Average years of service
Clerical Support	18	18	18
Craft and Related Trades Workers	15	15	15
Elementary Occupations	13	12	12
Managers	19	14	16
Plant and Machine Operators and Assemblers	16	16	16
Professionals	11	9	10
services and Sales workers	13	14	14
Technicians and associate Professionals	12	11	11
unspecified occupations	10	11	10
Total	14	13	14

2.4 Distribution of Health Workers by Citizenship

Figure 4, shows distribution of public health workers by citizenship. About 96.9 percent of public health workers were Citizens while only 3.1 percent were Non-Citizens.

Majority of the Non-citizens are from Zimbabwe (35.0%), followed by Zambia (20.2%) and Congolese (16.8%) as shown in **Table 2**.

FIGURE 4: HEALTH WORKERS BY CITIZESHIP



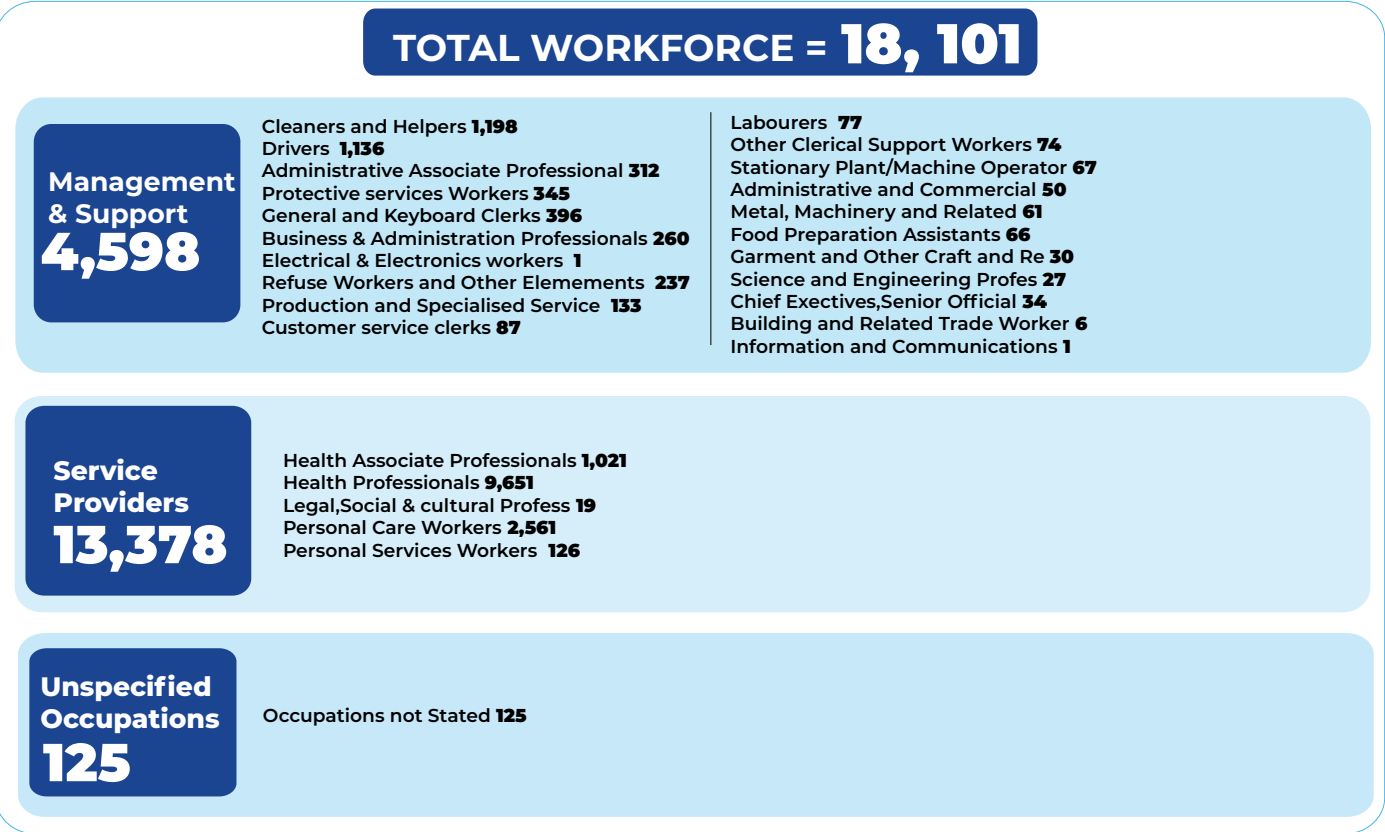
2.5 Skills Mix of Public Health Workers

TABLE 2: COMMON COUNTRIES AMONG NON CITIZENS , 2024

Rank	Nationality	Frequency	Percent
1	Zimbabwean	196	35.0
2	Zambian	112	20.0
3	Congolese	94	16.8
4	Malawi	19	3.4
5	Kenyan	17	3.0
6	Nigerian	15	2.7
7	Tanzanian	14	2.5
8	Ugandan	11	2.0
9	Bangladesh	11	2.0
10	Indian	11	2.0
Total above		500	89.3
Others		60	10.7
Total		560	100.0

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 professional health services (e.g., hospital accountants, administrative professionals, support staff, craft and trade workers). A total of 18,101 public Health Workers were reported in 2024 as per the Ministry of Health establishment register. Majority of health workers were service providers accounting for 73.9 percent (13,378), followed by management and support 25.4 percent (4,598). Annex 1, further shows all health workers skill mix by agegroup.

FIGURE 5: NUMBER OF HEALTH WORKERS BY EMPLOYMENT TYPE



2.7 Skills Mix of Non citizens

TABLE 3: MAJOR SKILLS AMONG NON-CITIZENS

Rank	Occupation Description	Non-Citizens	Percent
1	Nursing Professionals	135	24.1
2	Generalist Medical Practitioners	134	23.9
3	Other Health Professionals Not Elsewhere Classified	76	13.6
4	Pharmaceutical Technicians and Assistants	47	8.4
5	Pharmacists	38	6.8
6	Medical and Pathology Laboratory Technicians	30	5.4
7	Specialist Medical Practitioners	27	4.8
8	Occupation Not Stated	17	3.0
9	Physiotherapists	15	2.7
10	Health Services Managers	12	2.1
Total Specified Above		531	94.8
Other Health Workers		29	5.2
Grand Total		560	100.0

Table 3, shows the ten leading skills of Non Citizens working in the Public Health sector of Botswana in 2024. Most Non citizens were employed as Nursing Professionals and accounted for 24.1 percent, followed by Generalist Medical Practitioners who accounted for 23.9 percent while Pharmaceutical Technicians were 8.4 percent.

2.8 Skills-Mix of New Employees

Table 4, shows skills of new employees employed in 2024. A total of 791 new employees were employed in 2024. This represented about 4.4 percent of all the 18,101 health personnel in 2024 . More than half (58.2%) of all new employees were females. Majority of new employees were employed as Nursing Professionals (41.6%), General Medical Practitioners (22.0%) and Other unclassified Health professionals (4.7%).

TABLE 4 : MAJOR SKILLS OF NEW EMPLOYEES (YEAR 2024 ONLY) BY SEX

Rank	Occupation Description	F	M	Total	Percent
1	Nursing Professionals	222	107	329	41.6
2	Generalist Medical Practitioners	91	83	174	22.0
3	Other Health Professionals Not Elsewhere Classified	10	27	37	4.7
4	Cleaners and Helpers Offices, Hotels and Other Establishments	23	4	27	3.4
5	Pharmaceutical Technicians and Assistants	11	15	26	3.3
6	Management and Organisation Analysts	13	10	23	2.9
7	Kitchen Helpers	19		19	2.4
8	Medical and Pathology Laboratory Technicians	11	6	17	2.1
9	Pharmacists	10	7	17	2.1
10	Health Care Assistants	13	3	16	2.0
11	Garden and Horticultural Labourers	14	1	15	1.9
12	Odd-Job Persons	3	8	11	1.4
13	Messengers, Packager Deliverers, Luggage Porters and Carriers	5	5	10	1.3
14	Specialist Medical Practitioners	2	7	9	1.1
15	Health Services Managers	1	6	7	0.9
16	Physiotherapists	3	4	7	0.9
17	Cooks	4	1	5	0.6
18	Security Guards	1	4	5	0.6
19	Psychologists	3	1	4	0.5
20	Health Assosiate Professionals Not Elsewhere Classified	1	3	4	0.5
Total Specified Above		460	302	762	96.3
Other Staff		12	17	29	3.7
Grand Total		472	319	791	100.0

2.9 Health workforce density

Table 5, summarises the health workforce density for Medical doctors and Nurses over the years. Health workforce density refers to the number of health professionals (medical doctors, including general and specialist medical practitioners, nurses and midwifery personnel and pharmaceutical personnel) per 10,000 people.

The total number of public sector nurses, medical doctors, and pharmaceutical personnel has been on a declining trend since 2021. The number of medical doctors in Botswana fluctuated between 2020 and 2024, increasing from 906 in 2020 to a peak of 1,091 in 2021. This was followed by a decline to 978 in 2022, after which the number gradually recovered, reaching 1,068 in 2024. Despite this recovery, the number of medical doctors in 2024 remained below the 2021 peak. The total number of nurses also fluctuated with 7,679 in 2020, then increasing to 8,948 in 2021, then declining to 8,027 in 2022 and decreasing further to 7,641 in 2023 and 7,620 in 2024, respectively. Overall health workforce density (nurses and doctors combined) followed this trend reaching a high of 42 per 10 000 in 2021 before dropping to 35 per 10 000 in 2024 and it has been below the 45 doctors/nurses per 10,000 participants as recommended by WHO.

Density=(Total Number of Doctors, Nurses and Midwives/ Total Population) * 10,000 or 1,000

TABLE 5: NUMBER OF DOCTORS/NURSES(INCLUDING MIDWIVES)PERSONNEL PER 10,000 POPULATION FOR BOTSWANA ,2020-2024

Indicators	2020	2021	2022	2023	2024
Projected Total Population					
(Low Scenario)	2,358,445	2,393,396	2,428,241	2,462,930	2,497,435
Doctors					
Total Number of Medical doctors(including Specialists)	906	1,091	978	1,003	1,068
Density (per 10,000) of Medical Doctors	3.8	4.6	4	4.1	4.3
Nurses					
Total Number of Nurses	7,679	8,948	8,027	7,641	7620
Density (per 10,000) of Nurses	33	37	33	31	31
Health Workforce Density					
Total Number of Doctors and Nurses	8,585	10,039	9,005	8,644	8,688
Density per 10,000 people	36	42	37	35	35

Source: Population projections by Statistics Botswana

ANNEXES

3.0 ANNEXES

ANNEX 1: HEALTH PERSONNEL BY GROUPS , SEX AND AGE GROUPS

Groups	Occupation	20-24		25-29		30-34		35-39		40-44		45-49		50-54		55-59		60+		Grand Total
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Managers																				
Administration and Commercial Managers	Business services and Administration Managers NEC	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	2	1	0	6
	Finance Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	Human Resource Managers	0	0	0	0	0	0	0	0	0	0	2	2	2	1	0	2	0	0	9
	Policy and Planning Managers	0	0	0	0	0	0	2	0	9	2	8	3	5	1	1	1	0	0	32
	Research and Development Managers	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	2
	Subtotal	0	0	0	0	0	0	2	1	10	2	11	5	8	3	2	5	1	0	50
Chief Executives, Senior officials and Legislators	Legislators(e.g Members of Parliament)	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2
	Managing Directors and Chief Executives	0	0	0	0	0	0	0	0	2	4	4	7	3	1	2	3	1	1	28
	Senior Government Officials	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	0	0	1	4
	Subtotal	0	0	0	0	0	0	0	1	2	6	4	7	3	1	4	3	1	2	34
Production and Specialised services Managers	Health Services Managers	0	0	0	0	0	0	2	0	11	7	11	8	24	17	19	13	1	9	122
	Social Welfare Managers	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	2
	Supply, Distribution and Related Managers	0	0	0	0	0	0	0	0	1	2	0	2	2	0	2	0	0	0	9
	Subtotal	0	0	0	0	0	0	2	0	12	9	11	11	26	17	21	14	1	9	133
	Total	0	0	0	0	0	0	4	2	24	17	26	23	37	21	27	22	3	11	217
Health Professionals	Audiologists and Speech Therapists	0	0	1	0	2	2	1	0	1	0	2	0	1	0	1	0	0	0	11
	Dentists	0	0	2	4	11	11	19	13	9	10	3	3	2	0	0	1	0	0	88
	Dieticians and Nutritionists	0	0	1	3	13	1	7	0	16	5	18	0	12	1	1	0	1	0	79
	Generalist Medical Practitioners	19	11	160	120	153	147	72	84	33	46	9	40	5	24	1	14	3	16	957
	Environmental and Occupational Health and Hygiene Professionals	0	0	0	0	0	1	1	0	3	1	0	1	2	0	0	0	0	0	9
	Nursing Professionals	234	82	770	362	898	554	939	617	754	399	612	271	492	124	400	57	44	11	7620
	Optometrists and Ophthalmic Opticians	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	Other Health Professionals Not Elsewhere Classified	0	0	36	23	86	46	97	86	42	63	22	33	21	30	9	11	1	4	610
	Paramedical Practitioners	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
	Pharmacists	0	0	10	11	8	5	21	8	10	7	13	5	7	12	8	10	1	1	137
	Physiotherapists	0	0	1	0	6	3	6	0	1	4	1	2	2	1	0	0	0	0	27
	Specialist Medical Practitioners	0	0	0	0	5	2	12	11	21	18	4	9	3	6	1	5	1	13	111
	Subtotal	253	93	981	523	1182	772	1175	819	891	553	684	365	547	198	421	98	51	45	9651
Science and Engineering Professionals	Building Architects	0	0	0	1	1	0	0	0	0	1	0	1	0	0	0	0	0	0	4
	Cartographers and Surveyors	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Civil Engineers	0	0	0	0	0	2	0	0	0	0	0	1	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	1
	Engineering Professionals Not Elsewhere Classified (NEC)	0	0	0	0	3	3	1	4	0	0	1	0	0	0	0	1	0	0	13
	Mechanical Engineers	0	0	0	0	0	2	0	0	0	0	0	2	0	1	0	0	0	0	5
	Personnel and Careers Professionals	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2
	Subtotal	0	0	1	1	5	7	1	4	1	2	1	4	0	1	0	1	0	0	29

ANNEX 1 CONT'D: HEALTH PERSONNEL BY GROUPS , SEX AND AGE GROUPS

Groups	Occupation	20-24		25-29		30-34		35-39		40-44		45-49		50-54		55-59		60+		Grand Total
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Information and Communication Technology	Management and Organisation Analysts	0	0	4	4	27	8	28	26	39	31	36	17	14	8	11	5	0	0	258
	Systems Analysts	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
	Subtotal	0	0	4	4	27	8	28	26	39	32	36	17	14	8	11	5	0	0	259
Legal, Social and Cultural Professionals	Psychologists	0	0	0	0	3	0	5	1	2	4	1	3	0	0	0	0	0	0	19
	Subtotal	0	0	0	0	3	0	5	1	2	4	1	3	0	0	0	0	0	0	19
	Total	253	93	986	528	1217	787	1209	850	933	591	722	389	561	207	432	104	51	45	9958
Administrative Associate Professionals	Administrative and Executive Secretaries	0	0	1	0	8	5	46	15	65	27	45	10	25	7	22	4	1	0	281
	Buyers	0	0	0	0	0	1	4	1	6	1	6	1	2	0	0	0	0	0	22
	Office Supervisors	0	0	2	1	0	0	1	0	1	0	4	0	0	0	1	0	0	0	10
	Subtotal	0	0	3	1	8	6	51	16	72	28	55	11	27	7	23	4	1	0	313
Associate Health Professionals	Dental Assistants and Therapists	0	0	2	0	7	2	4	2	2	1	6	3	4	3	0	0	0	0	36
	Environmental and Occupational Health Inspectors and Associates	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	2
	Health Assosiate Professionals Not Elsewhere Classified	0	0	6	1	16	15	12	14	9	10	3	10	3	14	0	9	2	0	124
	Medical and Pathology Laboratory Technicians	0	2	23	15	48	36	51	38	17	21	12	16	5	10	6	10	0	4	323
	Medical Records and Health Information Technicians	0	0	1	0	7	4	15	3	16	6	14	2	4	2	6	2	0	0	82
	Pharmaceutical Technicians and Assistants	0	0	80	23	90	65	35	41	10	15	14	22	13	10	2	14	1	1	436
	Physiotherapy Technicians and Assistants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
	Ambulance Workers	0	0	1	0	5	1	2	1	2	2	0	1	0	0	1	0	0	0	16
	Subtotal	0	2	113	39	173	123	119	99	56	55	50	54	29	39	15	37	3	5	1020
	Total	9	2	116	40	181	129	170	115	128	83	105	65	56	46	38	41	4	5	1333
Clerical support services																				
General and keyboard Clerks	General Office Clerks	0	0	0	0	12	7	31	12	38	14	37	11	36	3	15	1	0	0	217
	Secretaries (General)	0	0	3	4	9	2	5	3	12	1	8	7	16	3	12	2	0	0	87
	Stock Clerks	0	0	6	2	9	1	3	7	29	11	35	11	28	12	19	6	0	0	179
	Subtotal	0	0	9	6	30	10	39	22	79	26	80	29	80	18	46	9	0	0	483
Other clerical support workers	Filing and Copying Clerks	0	0	3	0	6	1	6	1	11	1	14	3	12	4	7	5	0	0	74
	Subtotal		0	3	0	6	1	6	1	11	1	14	3	12	4	7	5	0	0	74
	Total	0	0	12	6	36	11	45	23	90	27	94	32	92	22	53	14	0	0	557
Services and Sales workers																				
Personal services workers	Cooks	1	0	8	2	16	9	12	5	13	4	14	3	20	4	10	5	0	0	126
Protective services workers	Security Guards	0	1	4	4	6	13	8	25	9	33	10	56	6	80	4	82	1	3	345
	Subtotal	1	1	12	6	22	22	20	30	22	37	24	59	26	84	14	87	1	3	471
Personal care workers	Health Care Assistants	0	0	9	2	129	45	255	59	485	150	353	86	216	28	105	10	3	0	1935
	Personal Care Workers in Health Services Not Elsewhere Classified	0	0	0	1	19	4	49	8	77	17	117	25	111	33	137	26	2	0	626
	Subtotal	0	0	9	3	148	49	304	67	562	167	470	111	327	61	242	36	5	0	2561
	Total	1	1	21	9	170	71	324	97	584	204	494	170	353	145	256	123	6	3	3032

ANNEX 1 CONT'D: HEALTH PERSONNEL BY GROUPS , SEX AND AGE GROUPS

Groups	Occupation	20-24		25-29		30-34		35-39		40-44		45-49		50-54		55-59		60+		Grand Total
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Craft and Related Trade Workers																				
Building and related Trade workers (excl Electricians)	Plumbers and Pipe Fitters	0	0	0	0	0	0	0	0	0	2	0	2	0	1	0	0	0	0	5
	Carpenters and Joiners	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	Craft and Related Trades Workers Not Elsewhere Classified	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	0	4
	Subtotal	0	0	0	0	0	0	0	1	0	2	0	2	0	3	0	2	0	0	10
Electrical and Elecronics Trade Workers	Metal Working Machine Tool Setters and Operators	0	0	0	0	3	4	2	4	6	14	7	7	4	3	2	3	0	0	59
	Welders and Flame-Cutters	0	0	0	0	0	0	0	0	0	2	0	1	0	0	0	0	0	0	3
	Subtotal	0	0	0	0	3	4	2	4	6	16	7	8	4	3	2	3	0	0	62
Garment and Other Craft and Related Trades Workers	Sewing, Embroidery and Related Trades Workers	0	1	1	0	1	0	1	0	7	0	8	1	4	0	2	0	0	0	26
	Subtotal	0	1	1	0	1	0	1	0	7	0	8	1	4	0	2	0	0	0	26
	Total	0	1	1	0	4	4	3	5	13	18	15	11	8	6	4	5	0	0	98
Elementary occupations																				
Cleaners and Helpers	Cleaners and Helpers Offices, Hotels and Other Establishments	7	2	49	12	107	27	106	20	139	52	172	39	197	20	215	30	4	0	1198
	Subtotal	7	2	49	12	107	27	106	20	139	52	172	39	197	20	215	30	4	0	1198
Agricultural and Forestry Labourers	Garden and Horticultural Labourers	2	0	15	6	4	4	4	5	5	4	1	7	1	9	1	9	0	0	77
	Subtotal	2	0	15	6	4	4	4	5	5	4	1	7	1	9	1	9	0	0	77
Food Preparation assistants	Kitchen Helpers	1	0	16	2	12	6	8	4	8	1	1	1	3	1	2	0	0	0	66
	Subtotal	1	0	16	2	12	6	8	4	8	1	1	1	3	1	2	0	0	0	66
	Messengers, Packager Deliverers, Luggage Porters and Carriers	2	3	9	4	12	7	11	5	17	4	18	8	23	11	20	7	1	1	163
	Odd-Job Persons	1	2	5	5	2	7	5	6	3	5	1	6	0	5	3	3	0	0	59
	Street Sweepers and Related Workers/Labourers	0	0	4	3	1	2	0	4	0	1	0	0	0	0	0	0	0	0	15
	Subtotal	3	5	18	12	15	16	16	15	20	10	19	14	23	16	23	10	1	1	237
	Total	13	7	98	32	138	53	134	44	172	67	193	61	224	46	241	49	5	1	1578
Plant and machine operators and assemblers																				
Drivers and Mobile Machine/Plant Operators	Car, Taxi and Van Drivers	0	0	0	2	5	21	18	56	37	116	67	203	53	178	36	132	1	1	926
	Heavy Truck and Lorry Drivers	0	0	0	0	0	3	3	16	4	44	0	62	5	42	5	26	0	0	210
	Subtotal	0	0	0	2	5	24	21	72	41	160	67	265	58	220	41	158	1	1	1136
Stationary Plant and Machine Operators	Laundry Machine Operators	0	0	2	1	6	4	5	2	7	6	7	3	10	7	3	2	0	0	65
	Steam Engine and Boiler Operators	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	2
	Subtotal	0	0	2	1	6	4	5	3	7	6	7	4	10	7	3	2	0	0	67
	Total	0	0	2	3	11	28	26	75	48	166	74	269	68	227	44	160	1	1	1203
Occupation not stated																				
	Occupation Not Stated	2	0	28	17	2	0	4	6	13	9	9	6	9	6	3	2	3	6	125
	Total	2	0	28	17	2	0	4	6	13	9	9	6	9	6	3	2	3	6	125
GRAND TOTAL		278	104	1264	635	1759	1083	1919	1217		1182	1732	1026	1408	726	1098	520	73	72	18101

ANNEX 2: AVERAGE YEARS OF SERVICE BY OCCUPATION OF PUBLIC HEALTH WORKERS,2024

Occupation(BOSCO)Description	Average Length of service
Administration Managers NEC	15
Administrative and Executive Secretaries	16
Ambulance Workers	11
Audiologists and Speech Therapists	7
Building Architects	7
Buyers	15
Car, Taxi and Van Drivers	16
Carpenters and Joiners	7
Cartographers and Surveyors	0
Civil Engineers	3
Cleaners and Helpers Offices, Hotels and Other Establishments	13
Cooks	11
Craft and Related Trades Workers Not Elsewhere Classified	22
Dentists	11
Dieticians and Nutritionists	13
Electrical Engineers	17
Engineering Professionals Not Elsewhere Classified (NEC)	11
Environmental and Occupational Health and Hygiene Professionals	12
Environmental and Occupational Health Inspectors and Associates	5
Filing and Copying Clerks	18
Finance Manager	14
Garden and Horticultural Labourers	8
General Office Clerks	17
Generalist Medical Practitioners	5
Health Assosiate Professionals Not Elsewhere Classified	13
Health Care Assistants	12
Health Services Managers	18
Heavy Truck and Lorry Drivers	17
Human Resource Managers	16
Kitchen Helpers	4
Laundry Machine Operators	14
Legislators(e.g Members of Parliament)	0
Management and Organisation Analysts	11
Managing Directors and Chief Executives	13
Mechanical Engineers	5
Medical and Pathology Laboratory Technicians	10
Medical Records and Health Information Technicians	11
Messengers, Packager Deliverers, Luggage Porters and Carriers	15
Metal Working Machine Tool Setters and Operators	15
Nursing Professionals	11
Occupation Not Stated	10

ANNEX 2 CONT'D: AVERAGE YEARS OF SERVICE BY OCCUPATION OF PUBLIC HEALTH WORKERS,2024

Occupation(BOSCO)Description	Average Length of service
Odd-Job Persons	10
Office Supervisors	12
Optometrists and Ophthalmic Opticians	5
Other Health Professionals Not Elsewhere Classified	10
Paramedical Practitioners	13
Personal Care Workers in Health Services Not Elsewhere Classified	18
Personnel and Careers Professionals	13
Pharmaceutical Technicians and Assistants	8
Pharmacists	9
Physiotherapists	5
Physiotherapy Technicians and Assistants	0
Plumbers and Pipe Fitters	15
Policy and Planning Managers	14
Psychologists	7
Research and Development Managers	15
Secretaries (General)	17
Security Guards	15
Senior Government Officials	0
Sewing, Embroidery and Related Trades Workers	14
Social Welfare Managers	27
Specialist Medical Practitioners	10
Steam Engine and Boiler Operators	11
Stock Clerks	19
Street Sweepers and Related Workers/Labourers	3
Supply, Distribution and Related Managers	22
Systems Analysts	0
Welders and Flame-Cutters	14
Grand Total	12

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