

THE UNITED REPUBLIC OF TANZANIA

MINISTRY OF HEALTH COMMUNITY DEVELOPMENT GENDER
ELDERLY AND CHILDREN

HUMAN RESOURCES FOR HEALTH SITUATION IN THE COUNTRY

HRH TWG 2

November, 2018

Outline

1. Actual HRH requirements in Tanzania
2. HRH Available
3. HRH Shortage
4. Progress to Address HRH Shortage
5. Challenges
6. Way forward

1. ACTUAL HRH REQUIREMENTS IN TANZANIA

- The total requirement of HRH in the Country is **197,932** Health Workers for **7,397** Health service delivery facilities across the country.
- Available HRH is **90,873** equivalent to **46%** of the requirement and shortage is **54%**
- The actual HRH requirement per levels of facilities and ownership is as follows:-

1. ACTUAL HRH REQUIREMENTS

Facility Level	Facilities Available				HRH Required For Health Facilities			
	Public	FBOs/ NGOs	Private For Profit	Total	Public	FBOs/ NGOs	Private For Profit	Total
Dispensaries	4,900	654	779	6,333	73,500	9,810	11,685	94,995
Health Centers	525	162	115	802	20,475	6,318	4,485	31,278
Other Hospitals	28	59	43	130	5,600	11,800	8,600	26,000
District Hospitals	61	36	-	97	12,200	7,200	-	19,400
Reg. R Hospitals	28	-	-	25	11,750	-	-	11,750
National, Zonal and Special Hospitals	7	3	-	10	9,721	4,788	-	14,509
Grand Total	5,546	914	937	7,397	133,246	39,916	24,770	197,932
Percent (%)	75.0%	12.4%	12.7%	100.0%	67.3%	20.2%	12.5%	100.0%

Source: HFR 2018 & Staffing Levels 2014 - 2019

2. HRH AVAILABLE

Facility Levels	HRH in Public Health Facilities	HRH in Private Health Facilities		Total HRH	Percent
		FBO/NGOs	Private For Profit		
Dispensary	24,255	2,075	2,022	28,352	31.2%
Health Centre	14,782	1,600	670	17,052	18.8%
Other Hospital	3,969	6,572	470	11,011	12.1%
District Hospital	10,519	3,664		14,183	15.6%
Regional Hospital	10,338			10,338	11.4%
National, Zonal, Spec. Hospital	7,074	2,863		9,937	10.9%
Grand Total	72,800	14,825	3,248	90,873	100.0%
Percent	80.1%	16.3%	3.6%	100.0%	

3. HRH SHORTAGE

Facility Levels	HRH Available	HRH Required	Shortage	Percent Available	Shortage by Percent
Dispensary	28,352	94,995	66,643	30%	70%
Health Centre	17,052	31,278	14,226	55%	45%
Other Hospital	11,011	26,000	14,989	42%	58%
District Hospital	14,183	19,400	5,217	73%	27%
Regional Hospital	10,338	11,750	1,412	88%	12%
National, Zonal, Spec. Hospital	9,937	14,509	4,572	68%	32%
Grand Total	90,873	197,932	107,059	46%	54%

4. PROGRESS MADE TO ADDRESS SHORTAGE

1. Employment of 7,680 new H/workers in 2018
 - Increased Sector Workforce from 90,873 to 98,553
 - Decrease overall shortage from 54% to 52%
 - Public Sector HRH increased from 72,800 to 80,480
 - Decrease shortage from 45% to 41%

4. PROGRESS MADE TO ADDRESS SHORTAGE

2. Increase enrolment from 4,914 in 2005 up to 11,376 in 2017
3. Introducing Task Sharing Policy Guideline and Implementation Strategy
4. Preparation of the HRH requirement and recruitment plan
5. Strengthening PPP

5. CHALLENGES

- Insufficient enablers
- Insufficient budget allocation at all levels for
 - HRH Production,
 - Recruitment,
 - Management
 - HRH Retention
- Mal distribution of existing H/workers

6. WAY FORWARD

- Government and HRH Stakeholders should increase budget for HRH
 - production,
 - Recruitment,
 - management,
 - development and retention
- HRH Mal distribution should be addressed by
 - Recruiting more staff in areas with greatest shortage
 - Equitably redistributing available staff

THE END
THANK YOU