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**Study Of Factors Leading To Migration Of Health Care Providers From  
The Public Health Sector In Lusaka Province, Zambia.**

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## **ABSTRACT**

The study aimed at finding the Factors that lead to Migration of Health Care Providers in the Public Health Sector of Lusaka Province.

Loss of Health Care Providers through Migration abroad impacts negatively on Health Delivery Systems in Sub Saharan Africa and Zambia in particular. As more Health Care Providers migrate from the Public Health Sector in Sub Saharan African, more work is dropped on the shoulders of Health Care Providers who remain. In turn the effects lead to a further demotivated workforce among many other causes.

The study explored the endogenous and exogenous Push factors associated with migration. These were Salary, Working Conditions and Study Overseas.

Fifty respondents took part in the study from 17 from Health Facilities in Lusaka Province. The respondents composed of 22 Females and 28 Males. These were purposively selected and took into account the interest of each category of the study population.

The findings showed that the factors had variation in relationship to migration among the Study Population; Doctors, Clinical Officers, Nurses and Health Care Managers.

The Mean Monthly Salary for the Medical Doctor was K4.9 million (U\$1,361), Nurse K1.28million (U\$354) and Clinical Officer K1.18million (U\$326). The study showed a relationship between Salary and Migration of Nurses and Clinical Officers.

Salary had little significance in relationship to migration of Doctors. The Medical Doctor Monthly Salary was twice to three times higher than the minimum income required per month to meet the Basic Food Basket of ZMK1.5m (\$361) for a family of six.

Inadequate diagnostic equipment and supplies had a relationship to migration among all the Health Care Providers.

Long working hours due to shortage of Health Care Providers also had bearing on inducing migration among all the Study Population.

The study revealed no relationship between Studies Overseas and Migration.

Other significant findings were that the Bonding System for Health Care Providers being trained by government was not functioning well.

According to the recent report by World Health Organization Report of 2006, about 1,198 Nurses were working in seven European countries under the Organization for Economic Cooperation and Development (OECD). It represents 5 percent of the total number of Nurses in Zambia.

The implications for Zambia are that there is huge capital loss for the country considering the training investment the government put into this important Human Resource. On the other hand, experience required to mentor new graduates is lost leading to a weakened Public Health Sector remaining with quite a large number of inexperienced Health Care Providers. This causes job dissatisfaction and low morale which in turn lead to migration

To mitigate migration from the Public Health Sector in Lusaka, it is recommended that the government improve upon the Salaries and Working Conditions in the Public Health Sector in order to motivate and retain Health Care Providers.