**Group Work**

**Designing a DCE**: Employment preferences of healthcare workers in South Africa

**Literature**: Health personnel frequently migrate between public and private sectors and between facilities in urban and rural settings or move abroad. Previous studies have highlighted various push and pull factors that drive this migration, including work-related stress linked to heavy workloads, remuneration and availability of opportunities for development. Many healthcare workers (HCWs) have negative perceptions of the public health system, characterized by high patient loads, long working hours, inadequate resources and occupational hazards, all of which are cited as reasons for leaving or avoiding employment in this sector. However, government initiatives, such as the introduction of the Occupation Specific Dispensation (OSD) and a rural allowance has reduced the pay gap between the public and private sector.

**Research Objective**: Given South Africa’s transition to a national health insurance system, we conducted a study amongst multiple cadres of HCWs in both the public and private sectors to identify employment preferences that would attract HCWs to work in under-served and under-resourced areas.

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