

Reviewer's report

Title: Training and deployment of medical doctors in Tanzania post-1990s health sector reforms: Assessing the achievements

Version: 0 Date: 11 Jul 2016

Reviewer: Jennifer Nyoni

Reviewer's report:

There are a number of issues the authors need to clarify though in a number of places in the article and the abstract if accepted will be revised accordingly

Specific comments

1. A careful look on the use of language/words -examples
 - o Page 3 Under introduction lines 58 and 59-the word 'habours' could be changed to something else like hosts-the current word normally is negative
 - o Page 6 Line 129 under the deployment of medical doctors section the word 'found' MDs to fill vacancies -could be better reflected as a recruitment process-did they advertise to get them or headhunted?
 - o Page 7 line 151 and 153 the word 'dominions' -not familiar used in this context -any other word to express the same sense the word is meant?
 - o Page 7 line 155-the government send employees. Is it secondment or actual appointment directly to them for good?
2. Page 4 in the introduction, Line 68 reference to the WHO "WHO Global Code of Practice on the International Recruitment of Health Personnel" should be referred to correctly even with the provided reference
3. There are a number of references in the document about the failure to absorb the graduates but it doesn't come out clearly on the numbers even in estimates (e.g page 23) and capacity to deploy
4. Page 6 Line 133 under the under the deployment of medical doctors section, the employments permits are for expatriates or for all HWs or given to districts to employ-a bit of clarification there.
5. Page 7 section on deployment in the private sector -any known numbers to these FBOs would be appropriate here to have a sense of significance of these

6. Page 9 materials and methods -setting -it will be helpful in this section on the zones and regions to add a sentence or two on which towns/cities are considered, large (apart from Dar es salaam know as it's the capital) and which zones are mostly rural given that in the texts later there are statements on rural versus urban and reference to large cities

7. Please clarify Page 12 and page 16 the reference to 'consultant' hospital in the document is this-if it is not a specialist or referral hospital or regional, what is ? it appears again on the listings of facilities on table

8. Page 13 last paragraph and page 14 last paragraph -it is not clear to me whether the specialist doctors who were part of the survey are excluded or included in the rest of the document when referring to MDs as they are listed separately in the survey

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Not essential:

Page 7 second paragraph-it will be interesting to show some evidence if distribution has improved since 2006-ten years since the change in policy for deployment

Page 21 last paragraph reference to the retrenchment policy (and sometimes even the staff freeze) -in some countries this policy normally has exceptions to critical categories of staff to safeguard essential services and normally includes doctors and nurses-it would be interesting to confirm if this included all staff of the civil service without exception

Level of interest

Please indicate how interesting you found the manuscript:

An article of importance in its field

Quality of written English

Please indicate the quality of language in the manuscript:

Needs some language corrections before being published

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