Author's response to reviews

Title: Perceptions and factors influencing job satisfaction of health workers working on HIV/AIDS in Vietnam: a qualitative study

Authors:

Pham N Ha (phamnguyenha05@yahoo.com)
Protsiv Myroslava (miroslava.nazarchuk@gmail.com)
Larsson Mattias (mattias.larsson@ki.se)
Ho T Hien (hth1@hshp.edu.vn)
de Vries H Daniel (d.h.devries@uva.nl)
Thorson Anna (anna.thorson@ki.se)

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BMC Health Services Research

Ms Elaine Patricia Cruz

Journal Editorial Office

Dear Ms Elaine Patricia Cruz

Thank you for your kind instructions for improvement of our manuscript for a possible review. Below we describe what we have implemented your instructions and the changes which have been made in the revised version, for your consideration.

1) Title page: We have prepared a title page with information of all authors and full postal address of the submitting author.

2) Ethics statement: On 30/5, we sent the following documents for your consideration:

- The letter of Vice Minister of Health Vietnam Nguyen Thanh Long to confirm that the study was approved by Vietnam Administration of AIDS Control (VAAC) and IntraHealth International.

- Approvals to use data of Capacity Project for the study by VAAC and IntraHealth International
- Permission to submit the manuscript to international journals by IntraHealth

We hope the documents are useful for your processing.

3) Adherence of RATS guidelines

We studied carefully all the points in RATS and compared with what have been written in the manuscript. We found that all the main points such as study group; settings; researcher team; analytical approach; description of the quotes to be chosen; method of reliability and limitations of the study, have been included in the manuscript. However, in order to have a short and concise manuscript, we have revised the manuscript substantially and included only the most important information. We keep a long version of manuscript with all the detailed information and ready to provide more information as requested by the journal editors and/or reviewers.

Some concrete changes have been made:

Research question: We added two research questions under Background

Selection of participants: We emphasized that the study participants were purposively selected from national and provincial agencies. The participants constituted a diverse group of middle and senior managers who provided diversity of opinion.

Guide for interviews and group discussions: The guide was developed based on WHO Human Resources for Health Action Framework, has been revised by the study team in consultation with VAAC and IntraHealth International.

Quotes: Many quotes have been considered and shortened to represent the main points.

Discussion has been revised substantially.

We would appreciate your consideration of our manuscript for the review and publication in your journal. Therefore we re-submit it for your consideration.

Yours sincerely,

On behalf of the authors

Pham Nguyen Ha, MD, PhD Student

Division of International Health (IHCAR), Department of Public Health Sciences,
Karolinska Institutet, Stockholm, Sweden

Postal address: World Health Organization

Country Office for Vietnam, 63 Tran Hung Dao, Hanoi, Vietnam

Tel: (84-4) 39433734, Ext 83892; Fax: (84-4) 39433740

Email: phamnguyenha05@yahoo.com