Reviewer's report

Title: Introducing Peer Worker roles into UK mental health service teams: a qualitative analysis of the organisational benefits and challenges

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Reviewer: Mark Hayward

Reviewer's report:

This is an excellent paper written by a team who are at the forefront of developments in the field. The role and future of Peer Workers in Mental Health Services is a key development and the associated complexities need to be understood as thoroughly as possible.

The authors make good use of existing data and utilise a robust methodology to extract the themes presented. The discussion contains many points that are of relevance and significance to the development of the workforce in Mental Health Services.

I have two (Major Compulsory) concerns about the paper:

1) the recruitment and deployment of the Peer Workers within the London site seems quite idiosyncratic. As the authors suggest in the discussion, there is a case for evaluations of Peer Workers being context/service specific. There is possibly a case for this paper being focused only upon the data from the London site.

2) I'm not convinced that the level of interpretation of the data has reached a sufficient depth. There are multiple sub-themes for all of the seven themes, and the sub-themes are to be corroborated by multiple quotes. Consequently, the results section is very long and is quite difficult to read and digest. The data clearly gives the authors a mandate to draw the important conclusions that are articulated within the discussion, but I would like to see the authors work a bit harder for the reader by analysing to a level of interpretation that can reduce the number of subthemes and quotes.

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Statistical review: No, the manuscript does not need to be seen by a statistician.