Author's response to reviews

Title: Removing financial barriers to access reproductive, maternal and newborn health services - the challenges and policy implications for human resources for health in Zimbabwe

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Author's response to reviews: see over
Dear Madam/Sir

Re: MS: 1991027823751317

Research article

Removing financial barriers to access reproductive, maternal and newborn health services the challenges and policy implications for human resources for health in Zimbabwe.

Thankyou very much for the comments that you made on the above article. I have effected all the revisions based on the comments in your communication to me on 27 June 2012.
There were four areas that you raised and we detail the revisions done on the four areas below.

1.) **Background section of abstract needs aims of study**

The aim of the study has been included in the background section of the abstract and reads thus:

- This study aimed to examine the inter-linkages in Zimbabwe in order to generate lessons for HRH and fee policies, with particular respect to reproductive, maternal and newborn health (RMNH).

2.) **Competing Interest needs separate section heading.**

This has been done and has a section heading

3.) **Authors Contribution section needs formatting so that each author is mentioned specifically.**

This section has been redone as advised and now looks like this:

- YC led the research group, including participation in data collection, analysis and drafting of final article. SW led on overall study design, participated in data collection and led on analysis and drafting. MM participated in data gathering and analysis, focussing on secondary data. WM participated in data gathering and analysis, focussing on fieldwork. TE participated in study design and led on analysis of workload and need for HRH data. BM led on overall international study design and
analysis of remuneration data. SM led the Zimbabwe team and contributed to study design. All authors have approved the final version of the article.

4.) Ethics:

We did not obtain ethical approval as this was not an experimental design type of study, but a study based largely on secondary data and interviews with officials. There was no contact with patients.

All the changes have been effected in the article.

Yours Sincerely

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