Reviewer’s report

Title: Assessing the implementation of performance management of healthcare workers in Uganda

Version: 1 Date: 12 July 2013

Reviewer: Jennifer Nyoni

Reviewer’s report:

1. Major compulsory revisions
   • In order to keep the current title, there should be a mention in the methods or towards the end of the background on the total number of districts in Uganda to enable the reader better appreciate the sampling of the four districts. To illustrate this, the sentences towards the end of the second paragraph of the background where “many districts” are quoted the reader would have an impression of out what number this is referring to.
   • The limitations of the study have mentioned this limitation of the four districts but even there the total number of the districts should be mentioned including the fact the districts studied are all from surrounding area of the same part of the country.

2. Minor essential revisions
   • The word ‘fourty’ spelling needs to be corrected where it appears e.g. last sentence on second paragraph of the Methods section; last sentence of the third paragraph of the section on performance improvement; etc
   • The word ‘organization’ means ‘facility or hospital’ or Ministry? On the third sentence of the first paragraph in the section on performance measurement –it’s a bit confusing

3. Discretionary revisions
   • The discussion aspect about using performance results for sanctioning poor performance is not equally discussed compared to the rewarding of performance. I think both are important as the better performers eventually get discouraged if rewards are given to all regardless of the rate of performance

Level of interest: An article of importance in its field

Quality of written English: Needs some language corrections before being published

Statistical review: Yes, and I have assessed the statistics in my report.

Declaration of competing interests:
I declare that I have no competing interests