Reviewer's report

Title: Identification of Recruitment and Retention Strategies for Rehabilitation Professionals in Ontario, Canada: Results from Expert Panels

Version: 1 Date: 23 April 2008

Reviewer: Marie-Pierre Gagnon

Reviewer's report:

This manuscript presents an original work on the identification of recruitment and retention strategies for rehabilitation professionals in Ontario. This somewhat narrow focus is justified by the fact that the study aimed to propose strategies to inform the development of health human resources (HHR) in this province, it would have been interesting to discuss the transferability of these results to other jurisdictions in Canada or in other countries with similar HHR shortage. The methods consisted in a literature review and an expert panel.

Minor essential revisions:

1- Please justify why only CINAHL and Medline have been searched for relevant studies (what about ERIC, PsychInfo, or specific databases in rehabilitation such as Rehabdata and Cirrie database)? Also, why the search starts in 1982 and 1996 in CINAHL and Medline respectively?

2- On page 5, in the first paragraph, it is mentioned that Recruitment and retention panel were sent an electronic survey, but it is not specified if the Education panel survey was also electronic. This sentence is not very clear.

3- In the limitations section, it is reported that most of the strategies identified were not specific to rehabilitation professionals. It would be interesting to discuss the implications for that.

4- It would be interesting to have the list of all 40 strategies identified through the literature review with their rating, not only those that had highest ratings. Perhaps a list of all strategies and their ratings could be provided as an additional file?

5- There are a lot of typos in the reference list (e.g. the word "City" appears everywhere), probably due to a compatibility problem with the reference program used.

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.

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