Reviewer's report

Title: Managing the Effects of Health Worker Outmigration: A Study of Philippine Policy Responses to Nurse Brain Drain

Version: 1 Date: 26 July 2012

Reviewer: Denise Spitzer

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Major Compulsory Revisions:
First, the authors, and their readers, would benefit from a critical examination of the structural issues that pertain to nursing migration in the Philippines. As a labour brokerage state (see R. Rodriguez, Migrants for Export), the Philippines employs out-migration as a major economic strategy. Nursing programs purposefully train 'excess' nurses for export, and overseas jobs for nurses are so lucrative as to persuade physicians to leave the medical profession to enter nursing schools. Efforts to encourage the circulation of migrant workers and/or mitigate the problems pertaining to their absence must be situated within this broader context. In addition, there needs to be a more critical examination of the entrepreneurial discourse employed by policymakers.

Second, the development of a conceptual model as promised in the abstract is weak. It needs further elaboration in the discussion and conclusion.

Minor Essential Revisions:
On page 6, it would be useful to briefly explicate the 'realist evaluation model' and to return to it in the discussion to demonstrate how you have revised it in your conceptual model.

Discretionary Revisions:
On page 3, the authors need to provide a segue between the first and second paragraphs.

Level of interest: An article whose findings are important to those with closely related research interests

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

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.