Reviewer's report

Title: Information systems on human resources for health: a global review

Version: 2 Date: 20 September 2011

Reviewer: Amani Siyam

Reviewer's report:

Minor essential revisions:
1. In Figure 1, I suggest to the authors to tag the 5 indicators that were not quantifiable with an asterisk and a footnote to read "overall documentation was insufficient for quantification".

2. In the grouping of Figure 4, the indicator 14 "the HRH data are synthesized in written material that is disseminated to end users" belongs to the "Data management category" rather than "Data Utilization" one.

Discretionary Revisions

3. The authors state that the systematic review was conducted in four languages and focused HRIS reports published in scientific journals, it seems somewhat questionable that no articles were retrievable for countries such as France (http://www.irdes.fr/EspaceRecherche/RapportsArticles.html; http://www.ecosante.fr/), Australia (http://www.hwa.gov.au/; http://www.clinicalsenate.health.wa.gov.au/presentations/doc/J_McGinty_presentation_20August2010.pdf; http://www.ahwo.gov.au/publications.asp), Finland (http://www.stm.fi/en/publications/all) which may lead to an incomplete picture of key findings. Although the authors clearly state that "some areas of the world may not have been well captured", there could be some loss of knowledge due to that incomplete coverage and to the fact that good models of HRIS are embedded within national Health information systems and would have required more terms to be added in the HRIS abstraction tool.

4. Among the indicators displayed by figure 1, it would have been informative to include indicators to rate whether the HRIS is used for assessing HRH performance and recruitment.

5. A worrisome finding is that for the two indicators of sustainability and ownership, the authors could not draw informative results - for example, how informative is the data gleaned by Indicator 18. "Data used from the system for HR planning and/or evaluation of HR Interventions" that shows a "Yes" response of 30% in Non-crisis countries and 20% in non-crisis countries when the analyses can not clearly ascertain the ownership of the system.

Level of interest: An article of importance in its field
**Quality of written English:** Acceptable

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

**Declaration of competing interests:**

I declare that I have no competing interests