Reviewer's report

Title: Developing a tool to measure satisfaction among health professionals in Africa

Version: 1 Date: 1 October 2012

Reviewer: James Buchan

Reviewer's report:

Major Compulsory Revisions
none

Minor Essential Revisions
Abstract should note the main limitation in the paper - related to reliability
Background, p3, line 4 should add "which often offer..."

P 3, second para, line 2 CHECK - is it "three times as many" or is it "three times higher ratio of professionals to population"?

p3, second para, 12th line "and the turnover" requires clarification - is it "and higher turnover"?

p3, final line - ref 16 is almost 10 years old, and is used to justify that "many were developed many years ago" - is this correct - the paper itself refers to several more recent studies

what exactly is the "African context" [p5 and elsewhere] in the context of this study - elsewhere the authors also refer to sub Saharan Africa as the focus

p6 development of the instrument - what exactly were the motivations/driver to develop the instrument - these are not stated

p6 the two source instruments are from the US and from the period 1985-1990 - how does this match the authors statement about a "purpose built" tool for "Africa"?

p6 and elsewhere - who are "the experts" that were consulted during development of the tool?

p6- is "moral satisfaction" "morale"?

p6 define what exactly "job stability " refers to in the context of the study

p10 first text paragraph - is a partial repeat of earlier text - could be edited down

p12 first para, line 12 "bases" should be "basis"
p13 key weakness of study should be noted in the abstract

Discretionary Revisions

**Level of interest:** An article of importance in its field

**Quality of written English:** Acceptable

**Statistical review:** Yes, but I do not feel adequately qualified to assess the statistics.

**Declaration of competing interests:**

'I declare that I have no competing interests'