Reviewer's report

Title: Trends of Cross-border mobility of physicians and nurses between Portugal and Spain

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Reviewer: Pascal Zurn

Reviewer's report:

The authors address an interesting issue which is cross border mobility of physicians and nurses between Portugal and Spain. The authors provide some interesting information, but at the same time the article is a bit confusing and some important points regarding such study were not really addressed.

The confusion comes notably from the explanation of the methodology, the presentation of the results, the inconsistency of the listing of Tables in the text with respect to the actual Table at presented at the end of the document, the fact that the section "discussion" is not really a discussion but just new sections, and finally, because we also miss a global picture of the importance in quantitative terms of such migration with respect to the total number of doctors or nurses working (and other doctors and nurse migrants) in the hospitals.

On this basis, I would suggest the following:

1) Review the structure of the paper according to the objectives of the paper:
   . in addition to context, and methods, in the results section to have sub-section on: characterization of HRH..., reasons for mobility, reasons for hiring..., consequences..., incentives...

For the method: it would be good to have an idea of how representative that sample of hospitals were for each region. Also, it is not clear what was finally included in the sample. In the abstract, it is mentionned "4 health units of each country were included in the sample", whereas in the section "methodology" it is mentionned 4 hospitals for Portugal, and 12 units in Spain. The authors refer to hospital and health units, and even units, which leas to some confusion.

The results should also be presented more clearly, for each hospital/health unit in the sample, information on the number of doctors or nurses should be included even if is zero, and also what percentage do they represent with respect to total migrant doctors or nurses in those hospitals/health units, and which share do they represent with respect to the total number of doctors or nurse in those hospitals.

Listing of table is confusing: first table listed in the text is table 3, no reference of table 1 and 2. At the end of the text, Table 1 and 2 are presented but not table 3, Confusion also about figures presented in the text and at the end of the text.
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' below