Reviewer's report

Title: Health worker motivation and quality healthcare in Ghana

Version: 1 Date: 5 March 2013

Reviewer: Stuart Whittaker

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Major Compulsory Revisions:
1. The manuscript does not adhere to the relevant standards for reporting and data deposition.

The report is overly long and difficult to interpret. In particular, the tables contain detailed technical and statistical data that could be more appropriately summarized, without losing meaning, and related directly to providing answers to the research questions.

2. The discussion and conclusions are not well balanced.

In general, although the data is satisfactorily described in the discussion, the description is long and verbose. Previous studies are appropriately referred to as a means of substantiating findings; however, these references are again often long and verbose. The reference to a Lesotho study is questionable and some of the references may be more correctly placed in the Methods section. Reworking of the discussion is recommended.

The conclusion is confusing and seems to include recommendations which may be more appropriately included in a separate section. For example, the intent and meaning of the following concluding sentences are unclear:

“It is concluded that quality improvement interventions integrate more comprehensive staff motivation packages and reconsider the routine increment of salaries as the mainstream motivation strategy. Sole financial incentives by themselves have proven to be non-motivating and sometimes counterproductive.”

It is recommended that the conclusion be reworked, clarified, edited and related directly to answering the research questions.

3. The title and abstract does not accurately convey what has been found, nor does the conclusion.

This should be amended.

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

Quality of written English: Not suitable for publication unless extensively edited
Statistical review: Yes, and I have assessed the statistics in my report.

Declaration of competing interests:
I have no competing interests.