Reviewer's report

Title: Human resource development for community based Health Extension Program: Case study from Ethiopia

Version: 2 Date: 22 March 2013

Reviewer: Mwansa Annette Nkowane

Reviewer's report:

Major compulsory revisions

The paper is needed at this point in time when evidence is being sought on effectiveness of workforce strategies. However, this article has not vigorously explored the issue under discussion. The key issues to address:

1. The objectives of the study are not clear
2. The study methodology is not clear
3. The health extension workers scope of work is not clear. At times it is described as promotion of health and disease prevention and at times they are being described as being able to undertake treatment. This brings into question the regulations that govern their practice. This issue needs to be explored
4. This cadre had not contributed to reduction of maternal and child mortality so the point of argument is not clear as the objective was to have this cadres help in the strive to achieve MDGs. This compromises the gains on access to health services.

Therefore I believe these issues are critical to address.

Essential minor revisions

Explain how the improvement in health indicators are attributable to HEWs. What specific roles in their functions led to this improvement

Too many acronyms. This makes it difficult to read

Too little information on the profile of the HEWs

There is little discussion on accreditation and regulation all which are pertinent to workforce development and quality service delivery.

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

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