Reviewer's report

Title: What interventions do rural doctors think will increase recruitment in rural areas: A survey of 2778 health workers in Beijing

Version: 1 Date: 24 September 2012

Reviewer: Marisa Gilles

Reviewer's report:

Major compulsory revisions

1. Put more detail in the background with respect to the interventions that have already been put in place. That is

What is the New Rural Cooperative Medical scheme introduced in 2003?
Who does pay the rural doctors?
What did the “New Rural Cooperative Medical Care System” launched in 2005 involve?

2. Move the description of the Beijing Municipal Health Bureau into the Background from the methods

3. Explore the findings with respect to the 201 qualified rural doctors who have decided to work in the country. What are their characteristics?

4. Discuss the results around the impact of the clinical training on recruitment and retention further.

Minor revisions

1. The whole paper would benefit from editing with input from an English speaker as at times it does not quite make sense.

Discretionary revisions

In the discussion there is mention of the social status associated with being a rural doctor this could have been explored further in the questionnaire but there does not appear to have been a question on this.

I am intrigued as to why the 201 qualified rural doctors chose to work in the country when the salary is less than half and there is no pension involved. Surely this is what needs to be explored further. Maybe some qualitative research with this minority group might shed some light on the question and provide some more answers.

Both these issues would be interesting to include in the paper if there is space.
Level of interest: An article whose findings are important to those with closely related research interests

Quality of written English: Needs some language corrections before being published

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