Reviewer's report

**Title:** Sources of community health worker motivation: A qualitative study in Morogoro Region, Tanzania

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**Reviewer:** Karen Daniels

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Authors:
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**General comment:**
This is a well written and well conducted paper on an important area for HRH.

**Specific comments:**
Table One: I don’t know if something happened in the uploading or conversion to PDF, but the table I saw only had data/text in the far right and left columns, as well as the two top rows. The rest of the table (i.e. the middle section) is completely empty. As such I don’t understand it.

Page 6 para one, last sentence: Table 1 should be Table 3

Methods: What do you mean by thematic analysis? How was this different to the coding? The step between the deductive coding and the thematic analysis is not clear.

Results, Page 9: Is it true that some CHWs only worked 4 days a year? Should this not be 4 days a month?

Four sources of motivation: The authors attribute the source of the original idea differently throughout the text. Sometimes it is described as emerging and being found in your data. At other times it is attributed to Alam, and said to be used as a way to organise your data. Please be consistent in this. If you applied it deductively then say so, and don’t say that it emerged, because you looked for it instead of simply finding it.

References: Please check all of your references and referencing style again. There seems to have been a problem with the way your reference software formatted your references. For example please see how the WHO is referred to in 1&8. Some authors are left out in reference 6, including me #. You date Alam in the text as 2011 but in the reference list as 2012.

**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 too am doing research on CHW incentives. KLD