Reviewer's report

**Title:** Human Resource Governance: What does operationalizing governance mean for the health workforce?

**Version:** 1  **Date:** 12 November 2012

**Reviewer:** Ann Phoya

**Reviewer's report:**

Comments on HRH Governance Paper

**Overall Comment.**

This is a timely and useful paper as it explores issues that are pertinent to improving issues of human resources a critical component for achieving universal coverage of high impact health interventions necessary to improve health indicators of many low income countries. Specific comments are as follows:

1. Is the question New and well defined:

   The issue of governance is not new in the area of health, however its application has been very general and not specifically on the area of human resources for health. The paper has therefore managed to pose a question on how the concept of governance can be operationalized in HRH development and management

2. Are methods appropriate and well described, sufficient to replicate the work

   There type of method described by the paper can be replicated and the tool used to assess operationalization of governance is sufficient as the tool was purposefully developed to assess different components of health systems. (It would however strengthen the paper if the lit review was a meta analysis or not) What has not been mentioned is whether the tool used is the only tool available for this type of assessment; and if there are other tools that exist for this type of assessment why were not been relevant for this study. There may be also need to mention issues of reliability and validity of the tool to justify the results.

3. Are data sound and well controlled

   The data captured from the literature review was done properly to identify relevant attributes or variables of governance as described in the health systems model.

4. Does the Manuscript adhere to relevant standards for reporting and data deposition

   Standards of reporting and description of data and findings have been properly described. The only limitation is that tables referred to in the script were not submitted to the reviewer for critical review of data presentation.

5. Adequacy of discussion and conclusion and supported by data

   The discussion and conclusion have used the data to demonstrate, how the
governance concept has been operationalised by the different countries that were assessed and the challenges being faced including actions that can be taken to improve the identified gaps and challenges. A strong case has therefore been made on why governance issues should be integrated in HRH interventions.

6. Do the Title and Abstract accurately convey what has been found

The abstract has presented the question/problem being examined, and what framework was used to collect data to answer the question. There is however need to refocus the background statement as in its current status portrays the notion of presenting the Health Systems framework as the main focus of the study. The main focus of the study was to examine institutionalization or operationalization of the governance concept in HRH management. The HSS framework assisted in determining governance indicators to be measures.

7. Is the writing acceptable.

The paper has been written in a professional manner, it could be improved by writing in the third person

**Level of interest:** An article of outstanding merit and interest 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