Reviewer's report

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

**Version:** 1 **Date:** 13 November 2012

**Reviewer:** Jennifer Nyoni

**Reviewer's report:**

1. **Minor Essential Revisions:**
   - Reflect the LMIC as the focus of the study in the abstract if it can not be mentioned in the title
   - The reference to table 2 on the names of the countries could come earlier before the methods so the reader is not kept wondering which 19 countries are being referred to
   - The reference to Tanzania on page nine the second paragraph is not clear in terms of it being discussed as a country with or without the HRH strategic plan (have one valid 2008-2013); and if the sentence is referring to the weakness in the plan or the implementation
   - The overall context is the 19 HSA countries reviewed but the analysis brings in Cote D'Ivoire twice on pages 10 and 16 as if it is one of the 19 countries, Mozambique as well on page 17; whereas the reference to Rwanda on page 19 is clear on the context and is ok for example as is for others. You may consider rewording for the two countries

2. **Discretionary Revisions:**
   You may consider creating a table or figure reflecting which countries have HRH strategic plan or not for the 19 countries since in lieu of a matrix with the five governance principles highlighting the elements of the analysis just to break the text content for the article

**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