Reviewer’s report

Title: Applying the Workload Indicators of Staffing Need (WISN) Method in Namibia: Challenges and Implications for Human Resources for Health Policy

Version: 1 Date: 5 November 2013

Reviewer: Eva Naznin

Reviewer’s report:

Minor:
1. WISN has been used twice as key words.
2. Introduction, second paragraph, second sentence should be changed without informing name.
3. WISN findings: first paragraph, last sentence: a reference will be helpful to support this sentence. Again, the doctor nurse ratio will be helpful to understand the health care system.

Major:
1. Challenges in applying WISN method, software challenges: The description seems that author is interested to criticize WISN software and its availability, though this was not the objective of the manuscript at all. The other program needs to discuss a little bit for validity reason i.e. how it is developed and work. The word “culprit” needs to modify.
2. Challenges in applying WISN method, software challenges: it would be helpful to include a brief explanation of the steps to collect missing data.
3. It would be helpful if the author explain the WISN methodology in brief and show the analysis of determining the nurse surplus and/or shortage. It is difficult for many readers to understand WISN as manuscript using WISN method is not huge.

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 declare that I have no competing interests