Author's response to reviews

Title: Attraction, recruitment and distribution of health professionals in rural and remote Australia: early results of the Rural Health Professionals Program

Authors:

Anna L Scanlan (Anna.Scanlan@hwa.gov.au)
Sandra Kiem (Sandra.Kiem@hwa.gov.au)
Melanie A Millsteed (Melanie.Millsteed@hwa.gov.au)
Almerinda Pollice (Almerinda.Pollice@hwa.gov.au)

Version: 3 Date: 6 February 2014

Author's response to reviews: see over
Dear Human Resources for Health,

We would like to submit the revised manuscript "Attraction, recruitment and
distribution of health professionals in rural and remote Australia: early results of the
Rural Health Professionals Program" for publication in the thematic series "Right Time, Right Place: Improving access to health services through effective retention and
distribution of health workers.

We thank the peer-reviewer for their feedback on the manuscript, and have revised
our manuscript to address their comments. Below is a point-by-point response to the concerns raised.

Yours sincerely,

Anna L Scanlan, Sandra Kiem, Melanie A M Steele and Almerinda Pollee
**Reviewer: Deborah Schofield**

Due to the referencing system used, errors have appeared in the document when it has been converted into a PDF file. All references have been turned into "plain text" and this has resolved the majority of minor compulsory revisions.

<table>
<thead>
<tr>
<th>Minor Compulsory Revisions</th>
<th>Comments</th>
</tr>
</thead>
</table>
| P5 second paragraph stating "Several eligibility criteria apply... N/A... Tables and Captions": doesn’t bold as though it being in the manuscript | This paragraph has been restructured. The paragraph introduces the Remoteness areas. Table 1 describes the ASGC-RA classification system. Following this, details on eligibility criteria are described in-text. The paragraph now reads:  

The Remoteness Area (RA) structure within the Australian Standard Geographical Classification (ASGC) system (Reference source not found.), as identified by the Australian Bureau of Statistics [10], is used by HWA and RWAs to classify eligible and ineligible positions under the RHPP. Several eligibility criteria apply to both potential program recruits and the positions to which they can be recruited. Eligible criteria include: |
| P8 first sentence: reference error followed by half a sentence with text that seems to be missing | Referencing error fixed. Sentence reads:  

Table 2 lists the number and proportion of recruits across each of the eligible professions for the program. |
| P9 last sentence: where is the proportion of Australians by residence provided? Is there a sentence or table missing? | Referencing error fixed. Sentence reads:  

As shown in Table 4, the majority of RHPP recruits (87%, N=304) were recruited to inner-regional and outer-regional areas (ASGC-RAs 2 and 3) along with the proportion of the Australian population residing in these areas for context [12]. |

<table>
<thead>
<tr>
<th>Minor Discretionary Revisions</th>
<th>Comments</th>
</tr>
</thead>
</table>
| P11 suggesting replacing repeated words “going forward” used at lines 6 and 21 | P11 line 6 has been changed from:  

These early findings may also have some implications for the future focus and promotional activities of the program, going forward.  

To:  

These early findings may also have some implications for the future focus and promotional activities of the program. |