Reviewer's report

Title: Payday, ponchos, and promotions: a qualitative analysis of perspectives from non-governmental organization program managers on community health workers motivation and incentives

Version: 1 Date: 30 May 2014

Reviewer: Hannah Sarah F. Dini

Reviewer's report:

Major Compulsory Revisions

- Methods, paragraph 2: need to clarify that the 17 interviews conducted represented how many different NGOs and countries? Further details on the sample selection would also be helpful, e.g. how comparable are the programs (and operational contexts) that each interviewee manages? (e.g. in terms of # of CHWs, population served, type of employment including # of hours, scope and type of health services included in the program, degree of collaboration with public sector, etc.)
- Results: at least some (and ideally all) sections of the resultant qualitative data from the interviews should be presented in a table format, to illustrate at the minimum which questions were addressed by the most interviews and reveal areas of emergent consensus

Minor Essential Revisions

The author can be trusted to make these. For example, missing labels on figures, the wrong use of a term, spelling mistakes.
- Title: should be either “… community health workers' motivation” or “… community health worker motivation”
- Abstract: “policing bodies”? maybe should be “policy bodies”
- Introduction, paragraph 1: “their role rallies” – incorrect verb; “core principals of Alma Ata – should be “principles”
- Background, paragraph 2: This is an editorial comment, but I do not consider “ID badges and T-shirts” to be “small incentives”; rather then are equipment needed in order to carry out the job.
- Methods, paragraph 1: “generate in” should be “generate”
- Results, “Pay for work as a right: typo, “hear’ts” should be “hearts””

Discretionary Revisions

- Suggest including reference to this article with reference to CHWs in developed country settings:

**Level of interest:** An article of outstanding merit and interest in its field

**Quality of written English:** Needs some language corrections before being published

**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.