Author's response to reviews

Title: Health worker motivation in Africa: The role of non-financial incentives and human resource management tools

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Author's response to reviews:

Dear Madam or Sir,

We would like to thank the two reviewers for their comments and recommendations. They have been most interesting and helpful. The reviews have supported Dr. Mathauer and I in our decision to try and publish this paper - as has the decision by WHO to cite a draft of the paper in the World Health Report 2006.

On Dr. Dare's comments: The concern and need to look at the costs of non-financial incentives and include them in governments' health sector budgeting is an important issue that had not previously been adequately addressed by the manuscript. It should play a more central role in future discussions regarding the systematic application of HRM tools and non-financial incentives in low-income countries. A paragraph on this matter has been included in the final section (conclusion).

On Prof. Liese's comments: The body of literature on human resources management (HRM) is indeed vast. Any comprehensive discussion would transcend the confines of the current paper. Therefore, in Section 2, we acknowledge the existence of a well-developed HRM literature and refer to a review article. Several additional references are included in the Management part of Section 4.

We hope that with these modifications the manuscript will qualify for the publication in "human resources for health".

Yours sincerely,

Ingo Imhoff

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