Reviewer's report

Title: Health Sector Reforms and Human Resources in Health in Uganda and Bangladesh: mechanisms of effect

Version: 1 Date: 8 January 2007

Reviewer: Orvill Adams

Reviewer's report:

General
The article adds to the literature through its use of the Dynamic Responses Model. A better understanding of the pathways through which health workers respond to changes is critical in order to design strategies that will achieve desired outcomes.
The Bangladesh case especially demonstrates that health perceptions of reforms differ depending on their environment, organization of work etc. This strengthens the conclusion that for successful reforms health workers should be involved.

It would have been interesting to explore how the views and impressions of health workers are modified by their representative bodies. The Public Service International, WHO and ICN have done some work which may be useful in this regard.

In both countries of the study there are a large number of externally funded projects which employ local doctors and nurses. These employees may have different pathways. Similarly the private sector.

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Major Compulsory Revisions (that the author must respond to before a decision on publication can be reached)

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Minor Essential Revisions (such as missing labels on figures, or the wrong use of a term, which the author can be trusted to correct)

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Discretionary Revisions (which the author can choose to ignore)

What next?: Accept without revision

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.