Reviewer's report

**Title:** Strengthening Transparency and Efficiency in the Health Worker Recruitment and Deployment Process: The Emergency Hiring Program in Kenya

**Version:** 1 **Date:** 25 August 2008

**Reviewer:** Alexandre Goubarev

**Reviewer's report:**

The article is "a success story" from the country (Kenya) facing serious problems with employment of available health staff.

Using a private-sector a fast-track hiring and deployment model, a stakeholder group formed, managed to shorten the recruitment process from one to two years to less than three months.

Recruiting health staff from targeted local areas and using a deployment plan to address gaps in coverage, as well as adopting fair and transparent hiring and deployment practices all lessened the risk of transfer or resignation.

The introduced programme increased employee retention and satisfaction by providing job orientation and on-time pay checks.

The comprehensive package was developed in line with MOH standards and terms and condition of service. All the health workers employed will be absorbed into the government system after three years based on negotiated agreements.

To date, 830 health staff have been hired, trained, and deployed in 219 public health facilities in Kenya within six months trough the new Emergency Hiring Programme.

The critical role of leadership in the successful hiring programme is well presented in the article.

The article is very useful, as it could serve as a good experience to be used in other developing countries straggling with similar problem with employment of health staff.

The article is well written, informative and compact.

The article is recommended to be published.

**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'