Author's response to reviews

Title: Appropriate training and retention of community doctors in rural areas: a case study from Mali

Authors:

Monique Van Dormael (mvdormael@itg.be)
Sylvie Dugas (Sylvie-dugas@orange.fr)
Yacouba Kone (yacoukone2000@yahoo.fr)
Seydou Coulibaly (santesud@afribonemali.net)
Mansour Sy (santesud@afribonemali.net)
Bruno Marchal (bmarchal@itg.be)
Dominique Desplats (santesud@wanadoo.fr)

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Dear Editor,

Thanks to the reviewer for these additional comments. There were no major compulsory revisions but well minor essential revisions and discretionary revisions.

Minor essential revisions:

The most important change was the restructuring of the section on literature review (comment 4). We included in this section a reference (Ullrich) which formerly appeared only in the discussion, to emphasise the importance of job satisfaction but also controversies about the importance of intrinsic satisfaction for retention.

We took into consideration all other comments, which pointed at wrong use of English words, coherence between abstract and main text, emphasis on self confidence and self esteem as determinants of job satisfaction, context clarifications needed to better understand sentences, and references format.

Discretionary revisions:

We introduced all changes of phrasing proposed by the reviewer (and we thank him for these suggestions).

The only suggestion we did not follow was the following: “Page 9: although the feedback on the training was through open-ended questions, were the responses coded and was there any subsequent quantification done? This would provide useful support to the claim that relevance was high.” There was no systematic quantification done, as the main focus of the evaluation was to identify qualitatively ways for improving the course.