Reviewer's report

Title: Tracking and Monitoring the Nursing and Midwifery Workforce: Implementation and Analysis of a New Human Resources Information System (HRIS) in Uganda

Version: 1 Date: 17 May 2010

Reviewer: Jennifer Nyoni

Reviewer's report:

The subject is an interesting one and one of the HRH areas that has little information on in publications. The subject is well defined and the methods are well defined and the details are okay and can be repeated elsewhere with the following suggestions for improvement.

1. Minor essential revisions

The title and the abstract initially give the impression that the HRIS being discussed covers all categories of health workers to be used for HRH planning including other aspects of HR details normally found in the HRIS until one reads the results and the last part of the methods that it is focused more on registration and licensure with the council. I would therefore suggest that the title be revised to reflect that. The suggestion for the title could be something like “Tracking and monitoring ………at the UNMC in Uganda”

The writing is acceptable, simply put and clear -with the following suggestions for improvement:

- There is a mix of past and present tenses in some of the sentences that can confuse the reader that the authors may consider reviewing. The examples of these are third paragraph in the introduction;

- The use of wrong words e.g.:
  o First chapter on introduction, second sentence where there is ‘distribute’ instead of administer (I think health workers do more than just distribute medicines)

- Fourth paragraph last sentence recommendations were ‘passed’ instead of made. Normally resolutions are passed and recommendations are made

- The second sentence in the first paragraph- ‘building HRIS stakeholder leadership’. The sentence on the Malawi example is misplaced as it confuse the flow. It can come later in the paragraph

2. Discretionary revisions

A bit more information on how the SLG contributed to the exercise and how the
SLG benefitted also on this process so that replication can be clear on how they played their role. A bit more can be shared on how the MOH is benefiting from the much improved HRIS for the council for the broader HRIS nationally as this would be useful for other countries those who would like to replicate or are already in the process.

**Level of interest:** An article of importance in its field

**Quality of written English:** Acceptable

**Statistical review:** Yes, and I have assessed the statistics in my report.

**Declaration of competing interests:**

I declare that I have no competing interests