Reviewer’s report

Title: Staff motivation and welfare in Adventist health facilities in Malawi: a qualitative study

Version: 8 Date: 24 January 2014

Reviewer: Tarja Suominen

Reviewer’s report:

The manuscript "Staff motivation and welfare in Adventist health facilities in Malawi: a qualitative study" has improved.

Abstract

It seems both motivating and demotivating factors have been found. In the results you may clearly write that both motivating and demotivating factors were found. Those motivating were…. and those demotivating were…. In which category fits this “Additionally, people who got employed did not stay long in the organization”?

Data collection

Here you write the interview themes in the first paragraph, also later in the paragraph starting “An interview guide….” you write the areas discussed, no need to have twice.

Results

It seem you are writing now less about those motivating factors and more about demotivating factors, but it seems to be the result what you found. However, you may start more clearly writing after the first sentence that those factors were either motivating or demotivating factors. And then you write first what are those motivating factors and of each some text.

Then you may continue writing that those demotivation factors were: staff being treated unfairly and the institution on the way to lose its purpose.

Then please start clearly of the first category presenting the subcategories. Start: Staff being treated unfairly meant poor and sometimes dangerous working conditions, poor housing facilities, dissatisfaction….missing support in times of personal difficulties.

Then you may start with the subtitle Poor and sometimes dangerous working conditions.

The institution on the way to lose its purpose is not presented so well the previous category (staff being treated unfairly). Here you may start also after the title…. e.g. The institution was on the way to lose its purpose because some facilities had lost the vision, …. which are the other categories/content areas here?
Discussion
You may here structure the discussion based motivating and demotivating sections.
Limitations of this study are still missing.

References
Some technical typing errors exist. Also some articles has yet been published, but not full information given in the reference list (look Pearce et al., Razee et al.)

**Level of interest:** An article whose findings are important to those with closely related research interests

**Quality of written English:** Acceptable

**Statistical review:** No, the manuscript does not need to be seen by a statistician.