Reviewer's report

Title: What is the working situation and satisfaction of medical staff in pilot county hospitals and their understanding and perspective of the reform: A study of public hospital reform in Hubei province of China

Version: 3 Date: 26 August 2013

Reviewer: Edson Araujo

Reviewer's report:

The paper has improved considerably from the previous version, both in terms of writing style and statistical analysis. However, both aspects could still be improved in order to justify publication.

Writing style: the text does not flow as expected and some terms could be changed to be aligned to the HRH literature (for example, “job satisfaction” instead of “working satisfaction” – there are other examples throughout the text).

Statistical analysis: it has improved significantly from previous version of the paper, though it still not “publishable”. In the regression analysis, why not include socio-demographic characteristics of medical staff? They may affect they job satisfaction. Additionally, job characteristics such as time in the position, experience, specialty, and etc., they all may have influence on job satisfaction.

Finally, some of the findings/conclusions are very much similar to other studies on HRH (importance of management and training opportunities, remuneration, etc.), in this sense it would be good to draw a parallel or at least mention earlier literature on HRH job satisfaction and motivation, it would strengthen the paper and highlights the peculiarities from Chinese hospital health reform that informs the general HRH literature.

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

Quality of written English: Needs some language corrections before being published

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

Declaration of competing interests:

not to all above.