Reviewer's report

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

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Reviewer: Gerard Schmets

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The paper is much better but still need some improvement; it could be shortened (many repetitions; some sentences are copied in several paragraphs of the paper).

In my opinion, the results and conclusions in the abstract could be improved. It is clear that staff in pilot hospitals works long hour and is over stress. But they are more satisfied. They don't know a lot about the reform, but much more than in non pilot hospitals. What are the recommendations? Then you could add several recommendations you do to government and administrators:

1) regarding stress ans satisfaction:
"government officials and hospital administrators should focus on the working status of medical staff, arrange human resources, assign job assignments scientifically and reasonably, and reduce work load and work stress appropriately to promote job satisfaction and active participation of medical staff. Government officials and hospital administrators should also consider various demands at work, particularly reasonable compensation packages, which match the workload and technical value of medical staff. Furthermore, additional learning and training opportunities, physical and mental health considerations, and increase in performance appraisal system and management system of hospitals should be provided for the medical staff."

2) regarding the understanding of the reform:
".. government officials and hospital administrators should guide medical staff members to achieve the following objectives: to promote active participation in the public hospital reform; to improve knowledge and recognize public hospital reform; and to exhibit a proper attitude toward the reform."

Level of interest: An article of importance in its field

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

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'