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

Version: 4 Date: 15 December 2013

Reviewer: Edson Araujo

Reviewer's report:

Although e paper is improved from the previous version, both in terms of analysis and language, there still some issues to be clarified/improved in order to be published. My comments below address these issues:

- throughout the paper "satisfaction" is used in different means, it would be good to differentiate when it means job satisfaction and satisfaction with specific job related factors (management, salary, etc.);

- on page 5, last paragraph authors mentioned studies are "rarely conducted", does this mean other studies have been conducted in China to address the same issues? If so, please cite. If not, please just re-write the sentence;

- please explain in the methods section how you did cluster the satisfaction variable (from 5 to binary), only in the results section you do that;

- a general question is how did you control for the place of work, i.e. pilot and non-pilot hospitals, how this was considered in the regression? Reading the paper and looking at the results table (table 4) I could not find it;

- some of the results you just mentioned the variable of interest was related to the outcome, satisfaction, but you do not say positively or negatively;

- in page 10, last paragraph, you mentioned a "previous study". Does it mean previous analysis or actually another study? If the later is true please cite this study;

- the paper now explores much more in-depth the independent variables. However, it would be good to have some type of explanation of why they were included, was any criteria (statistical or policy related) to include or exclude variables? On a related aspect, the survey included respondents from different counties and hospitals, did the author considered any variables that could assessed to county characteristics that could potentially affect the results? If so, were they considered in the analysis? How?

- one of the conclusions is related to salary levels. Although health workers reports that salary levels are insufficient, suggest that salary should be included may not be 100% true or feasible - would be good to consider, for example,
whether salaries for health workers in this hospitals are below or above the average salary for other professional categories in China.

- the are still some sentences that needs to be edited and re-written.

Thank you

**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:**

No conflict of interests.