Reviewer's report

Title: Using a human resource management approach to support community health workers: experiences from five African countries

Version: 3 Date: 7 April 2015

Reviewer: James Buchan

Reviewer's report:

The authors have responded to the majority of reviewer points. The MS is much improved. There are however a small number of points requiring further attention:

1) the title of section at top of page 22 does not read easily- suggest considering a re-wording

2) the final para on page 23, immediately above the Conclusion section does not scan well- consider a re-write

3) given that reviewers had identified the relatively small overall sample, and the single location coverage in 5 different countries, as limitations, and the authors had acknowledged both that this was a result of limited time/ resources and client requirement to cover 5 countries, I think this needs to be more clearly highlighted as a limitation in interpreting the results- perhaps by having a limitations paragraph towards the end of the paper

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.

Declaration of competing interests:

'I declare that I have no competing interests'