Reviewer's report

Title: Supervision of community health workers in Mozambique: a qualitative study of factors influencing motivation and performance

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Reviewer: Donald Simpson

Reviewer's report:

The authors are to be commended forshouldering such an important and high impact topic. Anything to enhance support and throughput of the CHW (APE) process is commendable.

Perhaps my few comments about what was presented will help with revisions, or generate additional thoughts for sharing.

Methods: Data was collected through consortium of trained interviewers and transcripts were coded. Was a random sample of completed transcripts evaluated for accuracy? It was assumed that a quality process was utilized for interviewing and coding transcripts. Additional rigor to assure data quality is preferred.

Results: Interviewed were 18 CHWs; 6 community leaders; and 5 supervisors. Key themes that emerged focused on 1) supervision structure and support, 2) supervision skills, 3) frequency and funding of supervision, and 4) role of community supervision. A very small sample was utilized. Was this the total population of individuals serving in this capacity or was the potential to include more workers possible? It seems that a convenience sample was obtained rather than utilizing a randomization process for inclusion.

Conclusions: Were appropriate and the need for supervising the supervisors documented. A training of sorts is certainly in order.

Overall I think that the information presented in this article would support a pre/post study design. I recommend these data serve as a baseline; conduct an intervention to positively impact the structure of supervision; and do a post-assessment to see if improvement occurred.

Building on what has been done thus far will also lend itself to creating tables and figures, and conducting appropriate statistical testing.

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. Thank you for the opportunity to review this manuscript and serve in this capacity.