Reviewer’s report

Title: The current situation of human resources for health in the province of Cabinda in Angola: Is it a limitation to provide universal access to healthcare?

Version: 0 Date: 28 Jul 2016

Reviewer: Estelle Quain

Reviewer's report:

Your article provides a good description of the HRH situation/context in Cabinda province, yet does not focus on any one particular HRH constraint that can be addressed in order to improve the situation. The conclusions do not provide any particular recommendation. Your article would be more compelling if there were at least one concrete recommendation for action in HRH.

The WHR 2006 data cited on page 4 have been superseded by data published for the Third Global Forum on HRH. Please check these new data. Also, you cite the HRH shortage issue, when your article actually seems to be about HRH management and policy issues. Perhaps you should highlight these related HRH issues in your introduction and say they are just as, if not more, important than simply the number of health workers available. For example, more detail would be needed on the perception of not enough staff reported in 83% of Health Units in rural areas (p. 14). This perception may be more the result of poor management and distribution of staff than simply "not enough." You need to make a better distinction between supply and other factors affecting the HRH in the province. Likewise, it is not enough just to mention the WHO guidelines on retention in rural areas. A discussion of which of these guidelines is most applicable to the context you are describing is lacking.

The ratio of HP per 1000 population is valuable (Table 5), but remember that the WHO recommended ratios are doctors, nurses and midwives per 1000 population. Calculating HP in this way would change the ratio. Also, while there is a shortage of doctors, it may not be necessary to have doctors available if other cadres of workers are available and referrals can be made for cases needing a higher level of care. It would be valuable to have some discussion of the health needs of the population and which cadres are best suited to meet these needs.
Level of interest
Please indicate how interesting you found the manuscript:

An article of limited interest

Quality of written English
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