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?

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Reviewer: Carla A. Arena Ventura

Reviewer's report:

First, thank you very much for the opportunity to review this article. It focuses on a very important and interesting theme. However, there are some issues that need revision with the aim to enable its publication. First, the article needs to be reviewed regarding language and expressions used (eg: "medical posts", "a tiny number", "as far as it is known…"). With respect to the motivation of the study, authors affirm the study will contribute to the development of evidence based strategies that can ensure a more balanced HRH offer to the poorest villages of the province. On another hand, authors affirm that the "study focuses on the design and development of mechanisms to attract physicians to work on rural and remote areas; further intends to identify management practices and planning of HRH, study the barriers and contribute to the discussion and the construction of recommendations aimed at imporving the balance in the geographical distribution of HRH in Cabinda". I would recommend authors to review these goals, comparing with the actual content of their article.

In the methods section, authors state that they analyze in the paper the HRH in its different dimensions (policy, planning, finance, education, HRH management system). I suggest authors to review how the purpose of the article is stated considering these dimensions. In addition, in the methods section, it is not clear how the WHO document was adapted for this study and the questionnaire was constructed. Was there any process of validation? And, how the units were selected? And the key-informants? How were they recruited? How did authors elaborate the interview guide? What documents were analyzed? How were they selected? How were they analyzed?

In the results section, authors present the characterization of Cabinda Health Services, distribution of public HU in the province, distribution of private HU in the province, evolution of HRH int he public sector in Cabinda, distribution of HRH in the province of Cabinda Municipalities and HP density at the provincial level in 2014 and National in 2013 with data collected from the documents analyzed. However, they did not characterize the units studied, the participants who completed the questionnaire and the informants who were interviewed. In addition, they did not present the themes which resulted from their content analysis. Also, authors should aim to achieve a better balance between the presentation of the quantitative and qualitative results of their research. Finally, considering the amount and importance of the data, the discussions section needs to be reviewed in order to provide an in-depth analysis of the findings.
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