**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:** 3  **Date:** 19 Jul 2017

**Reviewer:** Estelle Quain

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The research and data provided in this article is very informative and useful. My major concern about this paper is the framing of the data it presents and "spin" of the article.

While the analysis shows problems with the HRH situation in Cabinda, the point the authors wish to make is not particularly compelling for Cabinda as a "needy" case for HRH. After all, the population in rural areas is only 13.1%, and the province has 47 national and 95 foreign physicians! Moreover, Table 5 which aims to show the number of healthcare workers per 1000 shows a shortage in some areas by cadre but the standard in WHR 2006 is for a combination of cadres --- doctors, nurses and midwives or other trained providers per 1000 population. If the numbers of doctors, nurses and DTTs are added up, in no municipality does it seem that there is a shortage of healthcare providers.

I would suggest that this article present Cabinda as a province that is making progress on HRH (the presence of health training institutions support this progress) and now needs more emphasis on HRH planning and policy with more specificity on these issues than the article currently provides. A shortage of HRH does not really seem to be the problem. Policy and planning are referenced but there should be more emphasis and detail on these issues. The title "Current situation of HRH in Cabinda" is too broad, and too much emphasis given to the numbers of HRH. This data should be the backdrop for a more careful analysis of the policy and planning situation for this article to be compelling.

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