Author’s response to reviews

Title: Human resource for health reform in peri-urban areas: an exploratory study of the impact of policy interventions on healthcare workers in Epworth, Zimbabwe

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Author’s response to reviews:

25 November 2017

Dear Sir/Madam

RE: Responses to reviewer comments

We would like to thank you very much for the review and enlightening comments to our manuscript titled:

Human resource for health reform in peri-urban areas: a cross-sectional study of the impact of policy interventions on healthcare workers in Epworth, Zimbabwe

In response to the comments raised by reviewers, we have made the following changes:

RESPONSES TO SPECIFIC COMMENTS

METHODOLOGY SECTION

Data collection

3a. We have clarified and stated in line 183 that “key informants” were the group of informants (participants) on which the key informant interview guide was piloted.
b. We included the word “minutes” at the end to the sentence ending in line 202.

Sample size determination

ci. In line 208, we have clarified that the total population of 101 was obtained from staff registers at each clinic. However for this we have now used Taro Yamane’s formula for calculating the sample size. This sample size formula is not only much simpler for the audience to follow and understand but also facilitates arrival at the same sample size of 87 using the confidence interval that we set at 96%. We have illustrated and explained this formula and calculations from line 218 to 241.

Data Analysis

di. Qualitative data analysis is now explained in greater detail for clarity starting in line 265 up to the sentence ending in line 271, and in line 278.

ii. Trustworthiness (credibility, transferability, dependability and reliability) of data is now explained from line 252 to 262.

Results section

4i We have shortened the qualitative quotations and also to make them more focused but yet without deleting much data from participants explaining the local contexts in the following areas:

- Lines 371-375 shortened and revised;
- Lines 412-430 revised and shortened the quote;
- Line 438-444 shortened and revised.

In addition, we revised the sentence starting in line 381 for correctness and clarity, and line 383 to help align with the aim of the study. We have also done the same in the sentence starting in line 385 to 389, and 396 to 401, and lines 406 and 409.
Discussion section

5i We have reviewed more literature from different countries around the world to help strengthen our discussion and to help widen the audience base in terms of relevance. This has been done in the following areas:

- Lines 463 to 480;
- Lines 490 to 497;
- Lines 501 to 514;
- Lines 525 to 536;
- Lines 548 to 563;
- Lines 577 to 582; and
- Lines 596 to 602.

Conclusions

6i. The additions made in the discussion section have been incorporated in lines 620 to 632 in this section.

References

7i. More references have been added from number 13 to 21.

We hope that these revisions shall meet your favorable consideration.

Yours faithfully

Bernard Hope Taderera