Author’s response to reviews

Title: Supportive supervision and constructive relationships with healthcare workers support CHW performance: Use of a qualitative framework to evaluate CHW programming in Uganda

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Author’s response to reviews:

Dear Dr. Fronteira,

Our team would like to thank you for your review of our manuscript. We have responded to the reviewer feedback, which we believe has greatly strengthened this manuscript. We have summarized the changes made in the attached as well as tracking changes within the manuscript.

As articulated by Reviewer #1, we believe this article makes an important contribution to identifying specific, critical, community health worker (CHW) program factors that impact overall program performance. This paper presents a methodological approach to studies of CHW program effectiveness, which is unique to the global health peer-review literature, yet critically needed to provide an evidence-base for program planners, implementers and evaluators to maximize CHW performance.

The paper responds directly to Dr. Dal Poz’s call in collaboration with the Thematic Working Group on Supporting and Strengthening the Role of Community Health Workers in Health System Development and REACHOUT,” inviting papers on “methods and tools for analysing close-to-community programmes.” We hope that our manuscript’s publication in Human Resources for Health can share our experiences and innovative method and spur more work on this front.
Human Resources for Health is our first choice for publication given your focus on “information, planning, production, management and governance of human resources for health - particularly those of international relevance” and a long track record of publishing quality evidence on CHW programs which reaches and impacts programmers and policy-makers. Findings from our study and application of the evaluative tool reinforce the importance of supportive supervision and respectful relationships between CHWs and healthcare workers in effective community health worker programs. We recognize these factors require considerable attention and investment when establishing and supporting CHW programs and hope our manuscript influences further work and attention to these programming areas.

We hope our revisions are satisfactory to pursue publication and look forward to working further with you to bring this article to the final stages in the near future.

A table outlining our response to each of the recommendations from the reviewers is attached.