**Reviewer’s report**

**Title:** Analysis of strategies to attract and retain rural health workers in Cambodia, China and Vietnam and context influencing their outcomes

**Version:** 3  **Date:** 30 Oct 2018

**Reviewer:** Belinda O'Sullivan

**Reviewer's report:**

Well done on the revisions they are addressed very well. I am pleased with your paper and think it is valuable.

Just minor suggestions to the abstract to make some small points clearer for the international reader:

abstract methods - delete "to understand the context for human resources strategies in each country" (as this is already addressed in the background)

abstract results - add "more" socioeconomic development was related to "a wider" range of interventions and their scope.

then next sentence add "The context influenced the outcomes" (so as to connect the contextual findings). Then please break the rest of the abstract into "socioeconomic" and "health system context" issues by just rearranging what is there.

Explain "pro poor as "subsidies for poor people to access health services" 

**Methods** - This study is a policy "analysis" (not narrative)

**Results** p7 - delete first paragraph after "Human resource strategies employed"
Add in when interventions happened e.g the three year program for secondary nurses and midwives.

...through organizing examination" - what is this?
Cambodian government announced...all health workers (in urban and rural areas)...- what was specific effect on rural workforce in particular if it aimed at all urban and rural workers? Clearly state a sentence about what the benefits of being a civil servant is.
China - make it clear this is national scale package of interventions.

Results - under :health system contexts" make the "this situation left primary health facilities ' - are these rural primary health facilities in particular?
Conclusion - delete "context-specific", they are just interventions.
I think you might be able to address these comments easily without this article needing further review.
Level of interest
Please indicate how interesting you found the manuscript:

An article of importance in its field

Quality of written English
Please indicate the quality of language in the manuscript:

Needs some language corrections before being published

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