Reviewer’s report

Title: Success of a South-South Collaboration on Human Resources Information Systems (HRIS) in Health: Case of Kenya and Zambia HRIS Collaboration

Version: 0 Date: 13 Aug 2018

Reviewer: Norbert Dreesch

Reviewer's report:

Comments:

HRHE-D-18-00121

The article is a welcome contribution to the growing body of expertise in establishing procedures and guidance for effective South-South collaboration in the area of human resources development within a triangular partnership.

It documents very well how to establish knowledge exchange between participating countries and their health development partners and the triangular benefits thereof. The reductions in terms of time and funding to establish a functioning Human Resources Information System based on the experience in a neighboring country are impressive. Other countries can equally benefit from the processes described and use existing guidance material, case study knowledge and local expertise gained from successful local and international cooperation. Prior to publication, a number of issues and observations need to be addressed and corrections need to be undertaken.

Specific observations:

1. Reference style

Authors need to check the HRH Journal editorial policy and guidance to re-adjust the reference method to an established style (Vancouver) i.e. numbering the reference indications throughout the text and replacing the current references in brackets throughout the document with distinct numbers indicating sources in the reference section. This will avoid cumbersome identification of references used (e.g. line 49 refers to "Buenos Aires Plan of Action". This is actually listed under the author "16. Benn D. Bueno Aires plan of action. 1978". (see also misspelling of Buenos Aires).

2. Check the document of spelling errors and correct punctuation.

3. Specific observations by running line numbers

Line 18: add "the" after "with", add "study" after "case"
The paragraph in lines 60 to 67 lists HIV/AIDS specific mortality for both Kenya and Zambia. Please add a sentence or two on the relevance of this information for the HRH situation/workload in both countries, and the relevance to have a well developed HRIS in this context.

Line 78: please add a reference at the end of the sentence.

Line 81: add a reference (references cited in line 84 refer only to the Kenya HRIS, not the information:

Line 97: replace "service's" with "services"

Line 100: "The Kenyan" with "In Kenya, the"

Line 104: add ")" after "WITS"

Lines 125/125: should the sentence "Furthermore, the overall …" read: "Furthermore, the overall project cost was minimized by eliminating wastage caused by inadequate practices which were identified during earlier implementation in Kenya."?

Line 153: add "the respective" after "bodies and"

Line 169: it may be preferable to replace "US" with "overseas" as this points to a more generic issue of exchange of local expertise versus the need for international input.

Line 180: replace "services" with " services’ "

Line 183: replace "it's" with "it is"

Line 185: replace "adapted" with "transferred", replace "Example" with "For example"

Line 189: replace "to the" with "to a"

Line 190: replace "e.g" with "e.g.", re-word "mobile money payment" to read "financial transactions by mobile telephone"?
Line 191: replace "payment was not" with "payment which was not as", replace "despite it" with "as opposed to". Please explain why the lack of "mobile money payment" posed a problem, this may be useful information for future systems technology transfer in other countries.

Line 197: replace "that the" with "correct", delete "is done correctly"

Line 204: replace "should:Be" with "should be"

Line 206: a specific internet based telephone service is mentioned, it may be preferable to indicate "internet based calls" as there are a number of systems

Line 207: replace "Schedule" with "schedule", "Designate" with "designate"

Line 209: replace "team" with "teams"

Line 215: delete "the"

Line 231: replace "south-south" with "South-South"

Line 249: same comment as under Line 169 applies. Thus, replace "American" with "sponsoring" and "Americans" with "sponsoring agency and associated consultancy and other personnel"

Lines 251, 254, 255, 261: along the same line of thinking and to be more generic, replace "African" with "local"

Line 262: replace "US who have a" with "donor country resources at"

Line 282 to 284: It is not immediately evident why project software can easily be shared as it is funded from donor country resources. If the support agreement includes entry of software developed by the project automatically into the public domain, it should be mentioned. If that is the case, after "countries" in Line 284 add: "as it becomes public domain software".

Lines 299 ff: Organize all abbreviations alphabetically, re-check the text for complete listing of all abbreviations used (e.g. PPD missing)

Line 331: add full stop at the end

Lines 346 ff. References

Check all references for completeness and accuracy. For example current reference 3 (Modi R, editor. South-South Cooperation ….) lacks the subtitle ("Africa on the Centre Stage") or reference 12: Identify the author correctly (Global Health Workforce Alliance/World Health Organization) and cite the reference according to required reference style.
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