Reviewer’s report

Title: Never again? Challenges in transforming the health workforce landscape in post-Ebola West Africa

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Reviewer: Thubelihle Mathole

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Review Feedback

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Title: Never again? Challenges in transforming the health workforce landscape in post-Ebola West Africa

General Comments

The manuscript now reads better but there are some sections that need to be clarified to strengthen the paper

Abstract

The summary of the methods should be improved. I suggest the authors delete the second and third sentences (that information is fine in the main methods section), and replace them with a summary of what they did.

Background

Liberia was reportedly implementing their Emergency Human Resources Plan and had made significant progress, how significant was their achievement, that information should be used as part of the baseline data. These achievements should have informed their production plans. It’s not clear whether these emergency plans were part of the emergence response to deal with ebola outbreaks

Methods

Do the authors have access to the recent payroll audits they made reference to in the paper, the audits were done in Liberia and Sierra Leone, they should use that information in their discussion
as it is likely to for example give an indication of the ghost workers and those that are moonlighting

The authors also gave the estimated numbers of the community health workers that are working in the public sector and paid by NGOs. Does this mean that there were no professional staff that worked in the public sector, that are employed by the NGOs and other multi national companies. Some countries in West Africa have professional staff that works in government but being paid by the NGOs, especially in specific disease programness, like Malaria, HIV, TB etc

The authors need to provide references of their data sources i.e. World Bank and WHO documents they used

More information is needed on the Comparability of the research sites

Results and Discussion

One of the key points is that the three countries have very low numbers of professional staff, which might be an indication that their production capacity is low. The estimated projections therefore become questionable, are they feasible without outside assistance to build capacity?

I assume there are a number of underlying assumptions that goes with the projected plans.

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