Author’s response to reviews

Title: Performance management methods and practices among Nurses in Primary Health Care Settings: A systematic scoping review protocol

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Author’s response to reviews:

Dear Reviewers,

Thank you for the valuable feedback. Please kindly note the changes made in response to your concerns.

Background:

1. This sentence has been revised. P4
The authors have taken into consideration your previous and latest review and revised the background accordingly. Please see below:

The number of people that require daily health care is rapidly growing and it is projected that NCDs will continue to increase at a higher rate in lower-socio economic groups [2]. This has created a need for NCDs surveillance, prevention and control [3]. If not managed appropriately, chronic multiple NCDs will become the most expensive problem faced by health care systems globally [3]. This has resulted in the need for the re-organisation of health care systems to cater for chronic conditions, with people-centred care identified as the optimal approach to cater for multimorbid chronic conditions

2. Table has been provided pg 5 and 6
On the definition of ‘quality of care’ – this term is used interchangeable with quality health care.


A reference for defining quality of care has been added on References and this has resulted in corrections on numbering from Ref 15 onwards and on the REF List
The Background section has been revised for clarity. In terms of the logic, given the changing disease profile globally towards chronic multimorbid conditions, there is a need for health systems reforms to support quality people-centred health services as articulated by the World Health Organization. Performance management (PM) of human resources is an important tool to facilitate health reforms to this end. In order to make recommendations on how PMs can be used to assist with these health reforms there is a need to initially examine the evidence on the influence of PM methods and practices on the quality of care provision among nurses in PHC.

Quality of care has been defined more clearly in the new table.

The research objectives/questions are traditionally stated clearly in the Background – but important to include in the background which provides a motivation for the focus of the scoping review.