

Reviewer's report

Title: Evaluating the Department of Health, England, Code of Practice on International Recruitment

Version: 1 **Date:** 17 February 2009

Reviewer: pascal zurn

Reviewer's report:

This is an article of importance regarding health worker migration, as it is about evaluation the impact of the first code of practice on the international recruitment of health personnel.

The authors combine well quantitative information and policy information. Such combination is crucial to evaluate such a code. The complexity of evaluating such a code of practice is also well highlighted by the authors.

Here are some suggestions for the authors.

- 1) It would be worth to go again through the text to correct some edits and typos.
- 2) The term "active recruitment" is key to the code, is there any official definition ?
- 3) On the part about Kenya, it would be worth to reorganize that part, and grouping all sections about nurses together, that is, para 1, 2, 4 and 5.
- 4) Are there information on the total number of nurses and doctors in Kenya (similar info is provided for Ghana).
- 5) In the discussion, it might be worth to emphasize the link or absence of link between the migration policy and most of the time absence of link
- 6) While the article focus mainly on the impact of the code on migration flows, it would be interesting in the discussion to briefly mention whether or not we know if the code had an influence on employment conditions of health workers.
- 7) Finally, I would suggest to have the percentage indicated in Figure 1 and 2 for each of the different components (UK, other dev., list exempt, and list)

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Statistical review: No, the manuscript does not need to be seen by a statistician.

Declaration of competing interests:

'I declare that I have no competing interests'