Reviewer’s report

Title: The human resource for health situation in Zambia: deficit and maldistribution

Version: 1 Date: 12 December 2010

Reviewer: Mwansa Annette Nkowane

Reviewer’s report:

Human Resources for Health Situation in Zambia: Deficit and maldistribution

This paper describes the status of HRH in Zambia. However, it fails to convince the reader of the aims and objectives of the study. How does this study add to the body of knowledge? From the paper, it seems that Zambia among the countries in the region has much less emigration. It is not explained why this is so. On the same page (8), there is reference to the fact that out of 1,200 doctors trained in Zambia since 1960 only 391 are still practicing" This statement fails to take into account other issues such as the retirement age, death and private practice.

Furthermore, various terms are used which may not necessarily be evident to the reader. E.g. facility levels.

In the conclusion reference is made to task shifting. There is not much explanation on why this has been introduced and why it has been rejected by the GNC. Is there data on this?

A tactician needs to review the paper.

In conclusion, aims and objectives of the paper and terminologies should be clarified. Need to also clarify the specific issues on the reasons for the trend for lower nos. of doctors since the 1960s. Reason given are not adequate various issues such as stated above should be explored.

Level of interest: An article whose findings are important to those with closely related research interests

Quality of written English: Not suitable for publication unless extensively edited

Statistical review: Yes, but I do not feel adequately qualified to assess the statistics.

Declaration of competing interests:

I declare that I have no competing interests