

Author's response to reviews

Title: Improving motivation among primary health care workers in Tanzania: a health worker perspective

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Author's response to reviews:

In response to the overall comments:

1. Thank you.
2. Thank you. See introduction section
3. An explanatory sentence has been included in the Methods section
4. Thank you for pointing this out. The title of the manuscript has been changed accordingly.
5. Thank you for the suggestion. Please refer to Table 1.
6. As for 3.
7. Thank you. Please refer to Table 2. No consistent differences were found between nurses and clinicians.
8. Thank you. Please see discussion.
9. Thank you. Newer references have been added, see reference list.

In response to specific comments:

1. Changed.
- 2a. Added see introduction section
- 2b. Thanks. See reference list
- 3a. See Methods section
- 3b. It was desirable to retain all emphasis on delivering the opinions of the health workers themselves, while investigating the issues they raised further with their direct managers at district level.
- 3c. See Table 1.
- 3d. See Methods section
- 4a. While recognising the potential usefulness of this suggestion there is a fear that this may jeopardise confidentiality of respondents. As such the authors strongly prefer to decline this suggestion.
- 4b. Thank you. This has been aligned as suggested.
- 4c. Thank you. See discussion section
- 4d. See Table 2.
- 4e. See Table 2.
- 5a. Thank you. See Discussion section.
- 5b. Thank you. See Discussion section.
- 5c. Thank you. See Discussion section.
- 5d. Thank you. See Discussion section.