

Reviewer's report

Title: Challenges confronting public health system in Georgia - a focus on human resources

Version: 1 **Date:** 3 August 2007

Reviewer: mary oneil

Reviewer's report:

General

Major Compulsory Revisions (that the author must respond to before a decision on publication can be reached)

Minor Essential Revisions (such as missing labels on figures, or the wrong use of a term, which the author can be trusted to correct)

1. It is of great interest that this study uses the Human Resources for Health (HRH Action Framework) and its correct title should be used throughout.
2. suggest a small table of acronyms to accompany the article
3. do the authors have any comment on the fact that the average length of employment is 11.5 years? This is a long time for people not performing and not motivated.
4. recommend that the recommendations on page 10 be expanded to include recommendations related to the other components of the HRH Action Framework. The recommendations now listed are heavily weighted on Education.
5. on page 11, this reviewer does not see that 'frank and open discussion in the FGD;s' is a limitation.
6. also on page 11, it seems there are at least two results at present that could be linked to this study that was done in 2004. i.e., new public health law to include HR and the establishment of a School of Public Health. Perhaps these could be highlighted under their own heading?
7. lastly, it is of interest that while Georgia has not suffered from the AIDS pandemic, the results are the same...poor performance due to poor management and lack of investment in an efficient HR infrastructure.

Discretionary Revisions (which the author can choose to ignore)

What next?: Accept after minor essential revisions

Level of interest: An article of importance in its field

Quality of written English: Needs some language corrections before being published

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