

**Re; response to feedback for article SUPP-D-20-00573. Applying WHO COVID-19 workforce estimate tools remotely in an African context: A case report from Mali and Kenya**

Dear Editorial Team,

Reference is made to your email and very helpful comments made by the reviewers. We are thankful for the insightful comments made by the reviewers to strengthen our manuscript. All the comments are addressed in the manuscript and are referenced in the comments below. I have uploaded a track changes version of the manuscript with the page numbers which match the descriptions of recommended changes made to the paper by line and page number. A clean copy of the manuscript is also provided. All authors have reviewed and accept the revised manuscript submitted.

Please find below specific responses to each point of reviewer feedback. Our responses are provided in **bold italics**:

**Reviewer 1:**

Abstract

Background: The objective of the study must be clearly spelt out.

***On page 2 under Abstract - Background Section lines 23-25 and lines 32-33 spell out the objectives of the study.***

What the Adaptt Surge Planning Support and Health Workforce Estimator tools are as should be clearly stated in brief indicating the key items.

***Page 2 Abstract – Background – lines 24-27 give a brief explanation about the Adaptt Planning Tool and Health Workforce Estimator Tool.***

There should be a brief explanation of WISN tool.

***Page 2 Abstract Background section lines 33-34 discusses the WISN inspired approach used to implement these tools as well as the WISN underlying theory used to develop the HWFE tool and Adaptt workforce estimates.***

Results: The findings or results based on which the conclusions are made should be stated.

***Page 2 Abstract – Background section lines 34-36.***

Discussion: There should be a summary of the Discussion.

***Page 3 Abstract Conclusion section lines 52-56.***

Background

The objective of the study should be clearly spelt out.

***Background section page 5 lines 90-93.***

Methodology

The authors followed the WHO laid down steps for the study.

***Section on Case presentation , page 7 , lines 130-138. Subsequent section headers followed the steps listed on lines 130-138.***

Results

Figures 1, 2 and 3 which depict the results of the study should be brought here for flow, ease of reading and understanding. There should also be brief statements about the results in the Figures.

**Page 11 lists where the three figures should be placed in the paper (lines 238-246). The journal requires the captions to appear in the text and the figures to be submitted in a separate PDF. Page 11 lines 232-236 discuss what is shown on each of the three figures.**

The Outcome should be under Discussion. It should come before Challenges and Lessons Learnt  
**The outcomes and discussion now come before challenges and lessons learnt.**

Discussion

See Paragraph 2 of Results

References

Current references are cited and all cited references are appropriately listed.

Recommendations

The article is good and the study can be replicated in other countries to improve the health system in the face of rising cases of Covid-19

The article is recommended for publication after minor revisions

**Reviewer 2:**

The article states that the methodology of the WISN tool was applied (57) in developing ADAPTT and HWFE. Based on the knowledge of the reviewer this is not whole correct and may be misunderstood by the authors. The authors might benefit from confirming relationship between WISN & ADAPTT/HWFE which is more inspirational in the case of HWFE than an application of WISN and in the case of ADAPTT I do not believe there to be any connection.

**These two tools use WISN principles to estimate number of HW required; they are not a direct application of the WISN method. See Background section page 4 lines 71-7 where this has been made clearer.**

The seven steps (105) may benefit from be listed in a bulleted or diagrammatic form before describing them individually (presentational)

**Under case presentation page 9 lines 130-138. The subsequent headings have been revised and match the seven steps heading from list.**

(141) The article moves between first person and second person the document would benefit from using the second person consistently (presentational)

**The paper has been edited to only use third person.**

(182) The article describes in some detail the Kenyan experience of National workshops yet seems to suggest the Mali experience was more significant in the introduction. the single sentence about the Mali experience does not convey any of the process of this [apparently] larger support and therefore may lose some of the utility of experiences in Mali, for the reader as a result.

**Under section "hold a national workshop" page 10 lines 219-220 explained that in Mali the WHO was planning to conduct the national workshop.**

(251) The paper may benefit from more clarity on the "adaption" process. It is not clear if this was a retrospective comparison to the actual occurrences or a "data fitting" process. This clarity may help clarify the reasoning behind the adaption. **Page 5 Background section, lines 96-98 have been updated to provide more detail.**

(272) This paper may benefit from an explanation of what countries may do if they are unable [rapidly] to gather beds, clinical and HRH data, it seems to this reviewer that that would be a useful commentary on applicability where these tools and approach may be useful especially in times of surge when available data may not be readily expanded and

would enhance the use of this paper considerably (recommended but not necessarily required - the paper does follow with some description but does not fully explore this point)

***Section on Successes and Strengths, p. 18 lines 396-405 have been updated to address this.***

**On behalf of the authors I would like to thank you for the helpful comments of the reviewers and resubmit the revised manuscript addressing this feedback. Should more information be required then please do not hesitate to contact me.**

**Kind regards,**



**(Corresponding Author)**

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