Reviewer’s report

Title: Lay Health Workers experience of a tailored knowledge translation intervention to improve job skills and knowledge: A qualitative study in Zomba district Malawi.

Version: 0 Date: 23 Nov 2015

Reviewer: Andy Gray

Reviewer's report:

This manuscript addresses a key question related to the training of lay health workers in resource-constrained settings. However, it is not absolutely clear whether the issue of on-site versus off-site training, and the consequent change in payment of stipends, was identified up-front, before the interviews commenced, or was only identified from the data collected. If there were reasons to suspect that the lack of stipend was an issue, this might have been raised in a careful way in the interview schedule. Appendix 1 shows that a very general approach was used instead. This has relevance for the identified limitation of social desirability bias, and whether the interpretation of the lack of stipend NOT being as serious a barrier as expected is warranted. Given the prominence this issue has in the Discussion and Conclusions, clarity on the question raised above would be useful. In addition, is the issue of stipends only related to "motivation", or might such payments represent a valued source of additional family/personal income in an impoverished settings?

Overall, the abstract does not reflect this focus on the issue of stipends. The key design features of the KT intervention are not clearly shown in the description of the background to the study in the abstract.

Another aspect that is raised in at least 1 interview, and which has a direct bearing on the training method used, is that of the opportunity for interaction with staff from other clinics/services provided by off-site training. Is this not an important opportunity for improved learning and reflection on local practices? How might such learnings be incorporated in an on-site only KT delivery mechanism?

The manuscript requires a few English language edits:

* over time, not overtime
* hyphenate "job-specific"
* low- and middle-income countries
* sub-Saharan Africa
* centres not centers
Are the methods appropriate and well described?
If not, please specify what is required in your comments to the authors.
Yes

Does the work include the necessary controls?
If not, please specify which controls are required in your comments to the authors.
Yes

Are the conclusions drawn adequately supported by the data shown?
If not, please explain in your comments to the authors.
Yes

Are you able to assess any statistics in the manuscript or would you recommend an additional statistical review?
If an additional statistical review is recommended, please specify what aspects require further assessment in your comments to the editors.
Not relevant to this manuscript

Quality of written English
Please indicate the quality of language in the manuscript:
Acceptable

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