Health Care Reform
Declared objectives
- Efficiency
- Equity
- Quality
Strategies
- Decentralization
- Outcontracting
- Strategies for equity
- Strategies for quality

Intermediary Factors
- HR included in the reform’s agenda
- Congruence in values
- Timeframe allowing participation
- Role of unions
- Implementation process
- Behavior of health authorities

Human Resources Reactions
Individual responses
- Incentives
- Motivation
- Psychological contract
Collective responses
- Public sector employees
- Professional associations
- Non professional health workers

HR reactions
Performance changes/ Industrial actions /
Obstruction to implementation / Participation