Author's response to reviews

Title: The Organisational and Human Resource Challenges Facing Primary Care Trusts: A Multiple Case Study

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PDF covering letter
Dear Ruth,

The organisational and human resource challenges facing primary care trusts: a multiple case study

We herewith resubmit the above protocol, revised in accordance with the referees’ reports as follows:

Judith Smith

1) No revision asked for.
2) Reference has been made to Regen et al (2001) in the Background.
3) The specific issues raised by Judith Smith have been incorporated into the Background bullet points.
4) Reference to Regen et al’s (2001) observation concerning a relationship between size of PCG and complexity of organisational structure has been inserted into Literature Review.
5) Defining the Challenges has been amended to account for revisions under 3) above.
6) Selection of case studies revised to include PCT merger history.
7) References 14 and 15 have been supplemented by Wilkin et al (2000) and Smith et al (2000).
8) Stage 2: Case Studies has been amended to clarify the circumstances in which we would include the board and/or Executive Chair under interviewees.
9) No change asked for.
10) Stage 3: Analysis has been amended to include “Summaries of emergent themes from each phase of the research will be produced as working papers for dissemination to appropriate audiences”.

Rod Sheaff

Although Rod Sheaff does not require any changes, the text has been altered in several places in line with his observation that the study could also contribute to further theoretical development in the field of OD and HRM.

Yours sincerely,

Tim Scott.