Reviewer’s report

Title: A scenario planning approach to human resources for health: the case of community pharmacists in Portugal

Version: 1 Date: 13 April 2014

Reviewer: Subal C. Basak

Reviewer’s report:

Thank you for the opportunity to review the manuscript entitled, “A Scenario planning approach to human resources for health: the case of community pharmacists in Portugal”. I offer the following summary of my comments/suggestions:

1. The manuscript is an excellent piece of research and writing of a scenario analysis related to community pharmacists, distinguished by: thorough use of a scenario horizon and a literature review; two workshops with the participation of pharmacy experts for selection of driving forces and their validation; a final scenario development and its analysis.

2. The last paragraph under the “background” section mentions (a) political uncertainty and (b) uncertain setting. It would be helpful to readers to include a brief explanation of these two situations.

3. In the community pharmacists workforce in Portugal the authors mention …extended practice. Consider mentioning areas of extended practice that Portugal community pharmacists follow.

4. Page 6 Last paragraph “tree hour duration” should read as “three hour duration”

5. Page 9 line 21 consider replacing “(OTC) drug sales” with (OTC) medicines sales

6. Page 9 Last paragraph title Patients and users, consider replacing the term “users” with “clients”

7. Page 16 line 17 “..roles in care provision..” reframe it as “..roles in primary care provision..”

8. In Box-1 expand the abbreviations IMF and BCE

9. Table 1 consider reframing “Government politics” with “Government politics and/or policies”

10. In Table 2, 2nd and 3rd columns replace “x” with “P” with a footnote of “P”

11. Table 4 consider deleting “(web 2.0)” and expanding HR

12. In Figure 2 rearrangement of separated words is recommended

Level of interest: An article of importance in its field
Quality of written English: Acceptable

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

Declaration of competing interests:
Conflict of interest: None