Reviewer's report

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

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Reviewer: Yu Fang

Reviewer's report:

João Gregório et al. report on a scenario planning approach to human resources for community pharmacist in Portugal. The results demonstrate the future of Portuguese community pharmacists will depend on pharmaceutical services provision beyond medicines dispensing. Although the article is interesting and worth presenting, I have a few comments:

Major revisions:

ABSTRACT
(1) The Results section is rather too brief to clearly show the main results, please give more information: what are the major contents of three final scenarios? Add a couple of sentences please.

Background:
(1) The fourth paragraph described Pharmaceutical Care. As the concept of pharmaceutical care became widely accepted around the world, so I think a shorter paragraph makes sense here.

(2) The seventh paragraph, "This study had three main objectives: ....", - I would suggest the authors move this paragraph to the end of the Background section.

(3) As for designing future scenarios for community pharmacists using strategic approach, the authors need to highlight recent research progress in this area.

METHODS:
(1) The authors reported that eight experts accepted the invitation, whether verbal or written consent was obtained prior to the workshops?

Results
Table 3 needs to be deleted. Please replace the table with text description.

Minor revisions:

Background:
(1) Please add subtitle(s) to the first six paragraphs of the Background section.
METHODS:
(1) The fifth paragraph, how did the researchers choose the experts? Are eight pharmacy experts enough for scenarios development? I would suggest the authors give more details.

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Statistical review: Yes, and I have assessed the statistics in my report.

Declaration of competing interests:
None.