Reviewer’s report

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

Version: 3
Date: 15 August 2014

Reviewer: Moira O’Connor

Reviewer’s report:

My original suggestions have not really been taken on board or any of my suggestions for other references. It is much better and the language is clearer but the methodology is still not concise or tight. I still do not know how the authors analysed the (extensive) data or ensured rigour and I don’t really know who was involved, how many people were recruited or how recruited. These details may be there somewhere but they are too important to be buried in other detail. Other researchers should be able to replicate if necessary and this would not give any ‘map’ for doing that. There are also too many findings and some means of reducing to a few themes would be good. I like the methodology but I cannot support the write up, which I feel is weak. The introduction is much better but it is not logical and the aim does not follow from the preceding paragraph. There is no coherent ‘story’ leading to the gap to be addressed.