Reviewer’s report

Title: Six principles to enhance health workforce flexibility

Version: 2 Date: 5 November 2014

Reviewer: Robyn Stone

Reviewer’s report:

The revised manuscript is much improved and has addressed the majority of my comments. I still have some concerns that should be addressed before the manuscript is ready for publication.

Minor Essential Revisions

1. The paper has now included the definition of the health care workforce but it is found at the bottom of page 7. The author needs to move this to the front of the manuscript so that the readers understand clearly the parameters of the issues and the populations being addressed.

2. I am still not clear about whether the author supports building the patient centered competencies into one practitioner or using a team approach in which each player is practicing to their highest level and redundancy is minimized. If it is the former, there needs to be a discussion of the implications of such a “universal worker” approach (for compensation, career advancement etc.) Similarly, the author talks about the increased use of contracted workers but does not address the potential downsides of such an approach, particularly for oversight and quality outcomes.

3. On page 10, the author talks about the expanding knowledge economy, but does not include changes in the modality of education (including online training and the implications of that for higher education and professional training.

4. The author sometimes uses jargon that may be related to one country such as the UK or Australia. It is important to define terms so that they are understandable to international readers.

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Declaration of competing interests:

I declare that I have no competing interests.