Author's response to reviews

Title: Optimising Human Resources in Health Care: From a Staff-Mix Perspective Towards a Systemic Approach

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Managing Editor
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WHO

To whom it may concern,

Please find enclosed a revised version of the article: "Optimising Human Resources in Health Care: From a Staff-Mix Perspective Towards a Systemic Approach". Based on the comments of the reviewers, the following modifications have been done:

- More details on the method: this has been done, please see pages 5-6
- More indications on how the concept of skill management can be operationalised/monitor from a managerial/instrumental point of view: last paragraph on page 27, continuing on page 28
- Shorten and make more focussed the last section of the paper: this has been done
- Introduce earlier (on the background section) a definition of staff mix and skill mix: corrections are underlined on page 4

I hope these modifications will be to the entire satisfaction of the reviewers and editors

Yours sincerely

Carl-Ardy Dubois