Author’s response to reviews

Title: Human Resources for Health and decentralization policy in the Brazilian Health System

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Dear Daniel,

We couldn’t access the manuscript directly in the journal website, so Mario was kindly enough to send us the comments, that we are responding below. The text attached has already the changes and we would like you to improve the English if possible, as per Mario’s suggestion.

reviewer CID MANSO - We agree with the two suggestions and changed the text accordingly.

reviewer HUGO MERCER - The grammatical errors pointed were corrected.

The issue about private/public distributions is beyond the scope of the article. So we’re not included.

Regarding the subtitles, to add much more could fragment the text, so we disagree with the reviewer.

reviewer GILLES DUSSALT - We believe that it is not necessary to add an introduction as proposed by the reviewer, as the text already , in order to consider that in the short and long the text are all key information in the study. We decided to keep the paragraph citing Sonia Fleury, that is relevant to the issue discussed. We made most of changes suggested on the wording, and the data in the methodology regarding the number of participants. We kept the Table 2 because it provides different from those of Table 3. Moreover, sentences were changed (p. 3, 7 and 11) in order to improve the readability. As for conservative behaviour (conservative - page. 7) of the managers, the previous sentence already mention the lack of innovation policies.

reviewer JAMES BUCHAN - We corrected the grammatical errors and made some of the suggested changes. Some of the suggested were not made as it could change the meaning. The highlighted paragraphs were not rewritten as suggested as the text still need an English review from the editors, that will certainly improve the understanding of some phrases. We would like to stress that the article does not present a comparison with the results of previous research, since it refers only to a part of a research. Regarding the suggestion for more details on the survey questions and the results, it should be noted need to keep the manuscript within certain length, as requested by the special editor, although we did explain that it was used a triangulation of methods.

Many thanks,

Celia and Ana Claudia