Reviewer’s report

Title: Handling healthcare workforce planning with care: where do we stand?

Version: 1

Date: 12 January 2015

Reviewer: Jenny Gallagher

Reviewer’s report:

1. Does it address an important or timely issue?
   YES this paper addressed an important issue at this point in time

2. Is it well reasoned?
   YES

3. Is it relatively balanced, or does it make plain where the author's opinions might not represent the field as a whole?
   YES

4. Do the figures appear to be genuine, i.e. without evidence of manipulation?
   YES

5. Is the standard of writing acceptable?
   YES

Major Compulsory Revisions (which the author must respond to before a decision on publication can be reached)

None

Minor Essential Revisions (such as missing labels on figures, or the wrong use of a term, which the author can be trusted to correct).

1. Change the chapters to sections – the terminology ‘sections’ would be preferable for a paper.

2. Labelling of sections – it would be helpful to readers if every time ‘methodologies’ is used, it is qualified, eg 2.1.1 – is this methodologies for modelling supply? This section needs to be distinguished from the next chapter/section 3 where methodologies are further considered.

3. Consideration of numbers of health care professionals versus whole time equivalents.

4. Check grammar, e.g. page 14 penultimate paragraph, 8th line up from the bottom should read ‘none of the supply projections was right’.

Discretionary Revisions (which are recommendations for improvement but which the author can choose to ignore)

5. Please note that some WHO/FDI dental literature is missing – and there has been a reference to dentistry. Therefore, consideration should be given to
including this (FDI World Dental Federation and World Health Organisation, 1989) and scenario planning in the Netherlands (Burgersdijk et al., 1994) if the authors feel this would add to the paper.


6. The authors may wish to touch on factors which have changed over the time period considered, relating to increased feminisation of sections of the workforce and a generational approach whereby younger health professionals may be less likely to work full time. Also global workforce migration is more common.

7. Consider the term developed versus developing countries – is this the most acceptable terminology? (page 17)

**Level of interest:** An article of importance in its field

**Quality of written English:** Needs some language corrections before being published

**Statistical review:** No, the manuscript does not need to be seen by a statistician.

**Declaration of competing interests:**

'I declare that I have no competing interests’