Author’s response to reviews

Title: Coping and compromise: A qualitative study of how primary health care providers respond to health reform in China

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Version: 2 Date: 20 Jul 2017

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Reviewer #1: The overall paper has been rewritten well making the flow easier and concepts easier to understand. My initial comments have been satisfactorily addressed.

A few comments to consider:

Comment 1. Concepts of aggravation and alleviation effect are mentioned in results - it would be useful to include them in the discussion as well

Reply: I agree, they are also interesting findings, maybe less than coping method of compromise. They are mentioned now in first paragraph of Discussion, on page 25, line 10.

Comment 2. Under discussion specifically address the issues of growth and promotion and research that appeared in results

Reply: The influence of policies (about promotion, remuneration and other human resource issues) on health workers’ attitude is specifically addressed, and research appeared in results are mentioned again to link this issue between results and discussion. Please see page 26, line 3.
Comment 3. A key concept in HRH is involvement of the beneficiaries; under policy and research implications I recommend adding the involvement of the primary health care workers in any subsequent reforms

Reply: I totally agree. It is very important to involve PHC providers in policies. The revision is made on page 28, line 19: Another practicable method is through empowering health workers in decision-making, review and adaption of health reform policies, to make “voice” a possible and useful coping method.

Reviewer #2: The authors have well addressed the comments in precious round of review. I have no further comments.

Reply: Thanks!