Author’s response to reviews

Title: An analysis of the global pharmacy workforce capacity trends from 2006 to 2012

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Version: 2 Date: 30 Dec 2017

Author’s response to reviews:

Final revision comments.

HRHE-D-16-00213R1

An analysis of the global pharmacy workforce capacity trends from 2006 to 2012

Ian Bates, M.Sc; Christopher John, MSc; Priyanka Seegobin; Andreia Bruno, PhD

Human Resources for Health

Dear Professor Bates,

Your manuscript "An analysis of the global pharmacy workforce capacity trends from 2006 to 2012" (HRHE-D-16-00213R1) has been assessed by our reviewers. Based on these reports, and my own assessment as Editor, I am pleased to inform you that it is potentially acceptable for publication in Human Resources for Health, once you have carried out some essential revisions suggested by our reviewers.

Their reports, together with any other comments, are below. Please also take a moment to check our website at http://hrhe.edmgr.com/ for any additional comments that were saved as attachments.

Once you have made the necessary corrections, please submit a revised manuscript online at:

Please include a point-by-point response within the 'Response to Reviewers' box in the submission system and highlight (with 'tracked changes'/coloured/underlines/highlighted text) all changes made when revising the manuscript. Please ensure you describe additional experiments
that were carried out and include a detailed rebuttal of any criticisms or requested revisions that you disagreed with. Please also ensure that your revised manuscript conforms to the journal style, which can be found in the Submission Guidelines on the journal homepage.

The due date for submitting the revised version of your article is 30 Dec 2017.

Once you have completed and returned the form, your request will be considered and you will be advised whether the requested changes will be allowed.

By resubmitting your manuscript you confirm that all author details on the revised version are correct, that all authors have agreed to authorship and order of authorship for this manuscript and that all authors have the appropriate permissions and rights to the reported data.

We look forward to receiving your revised manuscript soon.

Best wishes,

Mario Roberto Dal Poz, Ph.D
Human Resources for Health
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Reviewer reports:

Reviewer #1: Previous suggestions have been included and only minor points are now needed to be addressed.

The objective presented in the Abstract should be compatible with the one presented in Introduction. I prefer as it is phrased i. The abstract. It sounds to me a kind of weird to to a study "to recognize" something.

Thank you. Noted. The text in the ‘Introduction’ has been changed to reflect this.

Illustrations must be understandable by themselves. Authors should better to improve illustrations and in the Results sections to point out the most important findings.

Please, minimize the presentations of results in the Discussion section.

Thank you. Noted. We have additionally improved the text in the Discussion section to reflect these two comments. We have removed excess references to Figures (noting that, as the reviewer points out, they are self-explanatory) and we have removed additional references to Figures and improved the corresponding text in the Discussion. This, we believe, has focussed the text on the principal findings.
Reviewer #3: Thank you for the opportunity to review the interesting paper entitled "An analysis of the global pharmacy workforce capacity trends from 2006 to 2012" which presents critical findings based on data from FIP pharmacy workforce surveys.

The paper is well presented and very interesting to read. It seems to be an important subject for health policy planners. The objective of the paper is clear and concise, and very well documented. The figures and a table (Annex I) are presented properly as well.

I have no further issues to make except a few minor (optional to modify) comments:

1. The author may consider inserting the words "including pharmacists" after health workers (line 13)

   Thank you. Noted and has been actioned in the text.

2. In the introduction section, the author may consider including a definition of "pharmacist" and differentiate this from "pharmacy technician"

   Thank you. Noted and has been actioned, as a footnote, in the Introduction.

3. May the authors consider presenting a value of the percentage of the geographical area of the world that the countries that had data available across three-time points (2006, 2009 and 2012), in the results section.

   Thank you. We point out, in the results section, that the data comprises 58 countries with at least 2 date points (out of three) and 50 countries with all three date points (2006, 2009, 2012). Taking the total member states of WHO = 194 (as of 2016) we have, from a geographical perspective, data from 30% states. We have now included this comment in the results.

I believe the manuscript is now ready for publication. Congratulations!