

Author's response to reviews

Title: The Importance of Human Resources Management in Health Care: A Global Context

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The reviewer's suggestion that an additional aspect of analysis be considered was addressed by examining the possible impact of globalization on the five main issues raised in the paper. If health care is treated like other goods and services covered in existing or new trade agreements, there could be significant effects on how health care is delivered within a country. As a result, there could be changes to the roles and responsibilities of human resources professionals. These changes were incorporated beginning with the subsection entitled "Globalization - A Common Thread" beginning on page 24.

The reviewer also suggested that elaboration on specific policy measures or strategy would be helpful. This suggestion was incorporated into the document beginning with the section entitled "Policy Approaches in a Global Approach to Health Care Delivery" on page 30.

While collectively the five main areas addressed in the article represent health care issues affecting and affected by human resources practices, they are not all equal in terms of their influence in each country. For instance, in Canada there are fewer health care issues surrounding the level of economic development or migration of health workers whereas these issues are much more significant in developing countries. The section entitled "Human Resources Implications of the Factors, beginning on page 30, and Table 2 summarizes some of the implications for health care professionals with regards to the five main issues raised in the article.