

Reviewer's report

Title: Optimising Human Resources in Health Care: From a Staff-Mix Perspective Towards a Systemic Approach

Version: 1 **Date:** 13 February 2009

Reviewer: Stefane Kabene

Reviewer's report:

I- Discretionary Revisions

The authors did a good structured review on the important topic of HRH. They pointed out very clearly the importance at looking at the knowledge, skills and abilities instead of focusing solely on positions.

I would have personally put more emphasis than they did on the importance of Inter Professional Collaborative Practice Teams and how they could be an important solution. They talk about the Industry but I believe crucial differences exist that do now allow transferring too much from the business world to the healthcare one.

I would however leave that to the authors to decide.

Level of interest: An article of importance in its field

Quality of written English: Acceptable

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