Dear Dr Harris and Dr Salisbury.

In relation to comments made by Dr Harris, the article has been substantially revised. We agree with Dr Harris that the original article was under-analysed. This has been substantially altered (and hence the delay in getting this article back to the journal) with substantial amounts of analysis. We have also included references to work satisfaction in the discussion.

We have addressed each of Dr Salisbury’s comments. We have clearly stated the numbers refusing to participate. The discussion has been altered to reflect the comments he makes.

We hope that the altered version meets the constructive comments made by the reviewers.

Thanking you,

Yours sincerely.

Dr Sanjiv Ahluwalia
Dr Maxine Offredy