Author’s response to reviews

Title: The Construct Validity and Reliability of the Turkish Version of Spreitzer's Psychological Empowerment Scale

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Dear Anastasios,

As I mentioned in my previous message, in the study, the questionnaires were sent to all health personnel in these centers. The aim of the study was explained in the beginning of the questionnaire in detail and subjects were requested to participate in the study. Participation was totally voluntary.

As this was a questionnaire-based study on health staff and no patient was involved, there was no requirement to seek ethics committee approval. However, the research proposal was seen by the Health Administration Director of the study district, who gave their written consent for it. The District Health Administration was informed of the purposes of the study and they approved to conduct the study in their area and also provided the addresses of the eligible participants, i.e., the health personnel working in the District. The District Health Administration did not want any further ethical committee approval because of the observational nature of the study and voluntary participation of adults, together with provision of informed consent. That is the study was exempt from ethical approval. We made some little revision in the text about these.

If the Journal still requires one, we may apply to the institutional review board for an approval (exempt letter) retrospectively. Unfortunately, we are faced with a problem peculiar to Turkey. Ministry of Health is preparing new regulations for ethical committees. All available ethical committees are invalid. It is not clear when this process will end. Therefore, all researches and researchers are waiting.

We would be very glad if you could lead us with your kindly recommendations.

Best wishes

Sarp