Reviewer's report

**Title:** Leading during change: the effects of leadership on sickness absence in a Norwegian health trust

**Version:** 3 **Date:** 29 June 2012

**Reviewer:** Inge Houkes

**Reviewer's report:**

MS "Leading during change: the effects of leadership on sickness absence in a Norwegian health trust"

I think the authors have addressed my suggestions for revision adequately. I have only two minor comments:

**Discretionary revisions:**
1. P.15 In the paragraph about skewness, just below "Insert table 2 about here": in the first sentence of this section you write "test" instead of "tested"
2. P.17 In the paragraph just below "Insert table 4 about here": The sentence "The interaction variable .... variable's inclusion" is difficult to understand.

**Level of interest:** An article whose findings are important to those with closely related research interests

**Quality of written English:** Acceptable

**Statistical review:** Yes, and I have assessed the statistics in my report.

**Declaration of competing interests:**

I declare that I have no competing interests