Author’s response to reviews

Title: Job satisfaction trends during nurses' early career

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To: the Editor-in-Chief

Dear Dr Norton,

We would like to thank you for allowing us the opportunity to resubmit our revised paper titled of Job satisfaction trends during nurses' early career to BioMed Central Nursing.

The vast majority of the reviewers' comments have been addressed. In brief:

- We have made greater efforts to tie in the theoretical background to the results and the discussion
- We have made use the references on job satisfaction of early career nurses provided by one of the reviewers. Please send our thanks to Mary Lynn. We found them extremely useful
- More detail has been provided on the sample design and sampling issues
- Declining response rates over time have been commented on
- Greater detail has been provided on the measurement instrument
- The analysis has been restricted to just one version of the measurement instrument to avoid confusion. The results differ little whichever version of the instrument we use
- We have provided the rational for surveying at 6 months, 18 months and 3 years
- Information has been supplied on the amount of missing data (items) across all 7 factors with two or more items to get a sense of how reliable factor mean scores are likely to be
- The data analysis has been simplified to make it easier to follow and the text has been developed so that it provides a more detailed description of the contents of the main results table (3 and 4)
- A table containing information the profile of the sample has been added as suggested by a reviewer
At the end of the discussion we have provided some ideas on how nurses could be better supported in early career.

Figure 1 now relates to the unadjusted data (Tables 3 and 4). There were few differences of note between the adjusted (for 10 moderating variables) and the unadjusted data so for simplicity (see bullet point above) we have focused on the unadjusted analysis.

We have removed the last few paragraphs of the results which started with the sentence “Some interesting variations in job satisfaction” and focused entirely on the trends and differences between branches.

Regards

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