Author's response to reviews

Title: A National Cross-sectional Study on Nurses Intent to Leave and Job Satisfaction in Lebanon: Implications for Policy and Practice

Authors:

Fadi El-Jardali (fe08@aub.edu.lb)
Hani Dimassi (hani.dimassi@lau.edu.lb)
Nuhad Dumit (ny00@aub.edu.lb)
Diana Jamal (dj06@aub.edu.lb)
Gladys Mouro (gm01@aub.edu.lb)

Version: 3 Date: 9 February 2009

Author's response to reviews:

Dear Dr. Koutsos,

We greatly appreciate the opportunity provided by BMC Nursing in considering our manuscript for publication. We would like to take this opportunity to thank the three reviewers for their helpful and constructive comments upon which we modified our manuscript. We are glad that the three reviewers found our research important for nursing workforce planning and policy. Furthermore, and based on your request, please find below a point-by-point description of these changes:

Reviewer 1

* Abstract is lengthy and would benefit from an edit

The abstract was edited for grammatical and spelling errors as per reviewers’ comments. We reduced its length and kept it under 350 as per the journal’s instructions for authors.

* Paper needs some editing to correct some grammatical errors

Based on the reviewer’s comment, we reviewed the entire paper for grammar and spelling errors. We hope you find the changes satisfactory.

Reviewer 2

* On pages 12 and 13, McCloskey Mueller Satisfaction Scale has 7 subscales not 8 as indicated

As the reviewer correctly pointed out, the McCloskey Mueller Satisfaction scale...
has 7 subscales. This was corrected in the revised manuscript.

* Idea on reasons for leaving the country specific to those respondents

As indicated in the manuscript, a recent study explored reasons for leaving for Lebanese migrant nurses. The most frequently reported reasons for leaving as indicated on page 5 of the manuscript (second paragraph) are the lack of career development opportunities, followed by poor salaries, inequality with other health professionals, and being underestimated as valued health professionals. Furthermore, a prominent nurse recruitment agency surveyed in this study reported that the most frequent reason for leaving indicated by their clients was the search for a better paying position. Migrant nurses reported that a combination of financial and non-financial incentives would encourage them to return to practice in Lebanon. The most recurring incentives to encourage nurses to return to practice in Lebanon included educational support, managerial support, better working conditions, utilization of best nursing practices and autonomy in their practice.

* Corrections needed in abstract to correct the terms “poor satisfaction” and “weak retention”

Thank you for pointing this out. This was corrected in the abstract and throughout the revised manuscript.

* Page 3, 2nd paragraph, sentence 2 is not very clear and needs some editing

This sentence was changed to “While existing studies generally focus on one concept or on the relationship between two concepts, no documented studies explore the relationship between nurses’ job satisfaction, intent to leave and migration, particularly in countries suffering from nursing shortages.” We hope the reviewer finds this change satisfactory.

* Page 15, first two sentences under “intent to leave” should be revised to delete second percentage in each one

While we understand the reviewer’s concern, we kept the percentages to highlight the gravity of such a high number (particularly when it comes to intent to leave) in hope that it can trigger the attention of policy makers and organizational leaders.

Reviewer 3

* Cite the McCloskey Mueller Satisfaction Scale in text and reference list

This was inserted in the text. Please see reference #31 (Mueller CW, McCloskey JC: Nurses’ job satisfaction: A proposed measure. Nursing Research 1990,
* Errors in management of data – treated as singular in some places rather than plural

Thank you for pointing this out. We corrected all instances of this occurrence in the revised manuscript.

* Additions to discussion – authors should engage more critically with recommendations for managers and policy makers. Contextualize increasing salary within national average and suggest creating career ladders as one potential retention strategy.

The reviewer makes a good point around this issue. However, it should be noted that the national average salary for nurses is unclear which makes contextualizing the proposed increase within the national average challenging. We also highlighted the need of institutionalizing career ladders as an incentive for nurses to remain employed. Please note the changes made to the discussion on pages 22 and 23.

Please find enclosed the revised version of the manuscript entitled “A National Cross-sectional Study on Nurses' Intent to Leave and Job Satisfaction in Lebanon: Implications for Policy and Practice.” We hope you find the changes satisfactory.

Sincerely,

Fadi El-Jardali, MPH, PhD
Assistant Professor
Department of Health Management and Policy
Faculty of Health Sciences
American University of Beirut