Reviewer’s report

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

Version: 2  Date: 16 January 2009

Reviewer: Louise Barriball

Reviewer’s report:

This is a well constructed and thought through study and paper. It adds important information and knowledge to the nursing workforce arena. The paper was informative and the study clearly and concisely described. The paper addresses an important area that is of global interest. In view of these strengths I strongly recommend its publication.

major compulsory revisions:
none

minor essential revisions:

i) you need to cite a reference for the McCloskey Mueller Job Satisfaction Scale both in the text and the reference list

ii) on occasions there are errors with the management of data - treated as singular in places rather than plural.

Discretionary Revisions

i in the discussion much is said about what managers/policy makers need to think about (e.g. make the nursing profession more attractive, consider wage levels etc). However, it would be helpful if the authors engage more critically with such ideas. Increasing salaries is always an attractive suggestion (although not always realistic) but it would be helpful to contextualise this suggestion - are nurses’ salaries lower than the national average, is there an effective pay scale which rewards experience, promotion. Having a defined career ladder may be a useful step so that nurses have something to aim for that would help retain them etc. Overall, I think the suggestions made are predictable and add nothing new. A more creative approach would ensure that the paper ends on a high note!

Level of interest: An article of outstanding merit and interest in its field

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