Author's response to reviews

Title: Evaluating the organisational climate in Italian public healthcare institutions by means of a questionnaire

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Version: 3 Date: 18 April 2007

Author’s response to reviews: see over
Subject: MS: 385364971198619 - Evaluating the organisational climate in Italian public healthcare institutions by means of a questionnaire

Dear Dr. Makri,

on behalf of the authors, I’d like to offer my thanks to the referees and BioMedCentral. All the comments were very helpful for the development of our article.

In the following table we listed all the comments and the changes we performed in the manuscript.

<table>
<thead>
<tr>
<th>Referee 2</th>
<th>Referee 1</th>
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<tbody>
<tr>
<td>Figures 1 and 2 need labeling on the axes.</td>
<td>Figures 1 and 2 now are labelled on axes.</td>
</tr>
<tr>
<td>On page 9, include a short description of PCA and FA for readers who are not familiar with the terms and techniques.</td>
<td>A short description (11 lines) has been added on page 9 (now page 10)</td>
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<tr>
<td>Text should be reviewed by an English speaking editor to ensure conformance with appropriate and standard English.</td>
<td>Dr. Amanda J. Neville revised the text and made numerous changes</td>
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<tr>
<td>Figures 4 and 5 can be easily discussed in text.</td>
<td>Figures 4 and 5 now are discussed on page 7 (4 lines each)</td>
</tr>
<tr>
<td>Tables 2 and 3 can be deleted after similarly mentioning the text without greatly impacting the paper and overall message.</td>
<td>Tables 2 and 3 have been eliminated, adding short mentioning on page 6 and 7</td>
</tr>
<tr>
<td>Quality of written English: Needs some language corrections before being published</td>
<td>Dr. Amanda J. Neville revised the text and made numerous changes</td>
</tr>
</tbody>
</table>

**Formatting changes requested**

- We recommend that you ask a native English speaking colleague to help you copyedit the paper.
- Ethics - Experimental research that is reported in the manuscript must have been performed with the approval of an appropriate ethics committee. Research carried out on humans must be in compliance with the Helsinki Declaration, and any experimental research on animals must follow internationally recognized guidelines. A statement to

Dr. Amanda J. Neville revised the text and made numerous changes

We added a long statement about respect to ethical questions on page 5/6.

The subjects involved in the study were not medical patients but employees of the partecipant healthcare institutions. This kind of research is not within the jurisdiction of Healthcare Ethics Committees.
this effect must appear in the Methods section of the manuscript, including the name of the body which gave approval, with a reference number where appropriate.

according to Italian law. The institutions’ management publicly supported the study and formally approved the methodology. The employees and the trade unions were informed of the right of any subject to abstain from participation to the study.

We hope the revised manuscript satisfies the points raised by the reviewers. We look forward to hearing from you further regarding publication.

With best regards.

Dr. Ulrich Wienand