Author's response to reviews

Title: UK Internationally recruited nurses from India and the Philippines: the decision to emigrate

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Version: 2 Date: 1 February 2009

Author's response to reviews:

31.1.09

Dear Editor and Reviewers

We would like to take this opportunity to thank the reviewers for their helpful and constructive comments. We have reviewed the paper in the light of these comments and suggestions and made amendments which we feel have improved the paper and we hope the reviewers agree. We have highlighted the changes we have made in the text of the document in bold and have detailed our responses to their individual points below:

Tim Martineu

Minor essential revisions:

1.- The authors think it is “ensuring” rather than “ensuing”. However, they have added ensuring a good retirement pension to clarify this.
2.- In order to make clear and support better the statement the authors have chosen a different quote
3.- The authors have deleted the statement as they do not have specific enough data showing the specific issue of the UK experience being recognised as an asset for further migration movements.
4.- The authors have added some extra data and a reference about recruitment of nurses from countries currently suffering severe shortage of nurses.

Discretionary revisions:

1.- Done
2.- Reference number 31 changed accordingly
3.- Done
4.- Done
5.- Homogeneous rather than single is a better word (rather than heterogeneous as recommended)
Parvati Ranghuram

Minor Essential Revisions

1.- The different motivation of nurses emigrating for the first time and that of nurses coming from previous migratory destinations has now been further highlighted in several parts of the paper (e.g. pages 1, 3 and 21). The importance of the postcolonial perspective in nurse migration studies has been incorporated in page 7 citing the two papers recommended by the reviewer (e.g. Ranghuram and McNeill-Walsh).

2.- In addressing the importance of the psychological contract indicated by the reviewer the authors have included two new quotations showing the importance of the information received by nurses pre-departure and how that information influenced their psychological contract with the NHS (e.g. pages 15, 16 and 22)

Discretionary Revisions

1.- In order to address the fact highlighted by the reviewer about the multiple possible perspectives of gender, the authors decided to include a comment at the end of the cultural factors sections explaining this duality.

2.- George, S. has been cited and a note added about the gender aspects of migration. However it has been explained that this area was not the main focus of the research and was not explored as thoroughly as it would have deserved. (Page 24)

3.- The authors have decided not to include the discretionary recommendations from Prof. Ranghuram regarding the inclusion of the class perspectives. They consider it a topic for another paper and that it could extend the length of this paper beyond the word limit for this journal.

We hope this will meet with your approval

Best wishes
Yours faithfully

Alvaro Alonso-Garbayo and Jill Maben