Reviewer's report

Title: Invisible no more: A scoping review of the Health Care Aide workforce literature

Version: 1 Date: 21 January 2015

Reviewer: Patrick Palmieri

Reviewer's report:

Thank you for the opportunity to read and review this paper, 'Invisible no more: A scoping review of the Health Care Aide workforce literature.' Overall, I think this paper makes a good contribution to the literature. However, I seek clarification in some areas, and minor revisions in other areas. The writing style is quite passive in some areas where a more active voice is possible.....this will make the paper more enjoyable to read. Although I was unable to not all these occurrences, the paper is full of "waffle phrases" instead of clear and concise statements about what the literature stated (through the analysis and synthesis from the scoping review). Please remove the waffling and make concrete statements.

In terms of my comments and suggested areas for revision, please refer to the body of the paper. My preferred style is to insert "notes" into the pdf document which are RED, ORANGE, and YELLOW. The RED notes are areas which I believe are essential to address, correct, and/or revise. Whereas the ORANGE notes are important and should be addressed, corrected, and/or revised. And, the YELLOW notes are my thoughts as I was reading in real time. Finally, there are some BLUE comments following the red-lined sentences which are suggested revisions or examples of issues I think need to be addressed.

Please note, my preferred review methodology is to read the paper in one sitting, next I pull between 3 to 5 papers from the works cited and/or significant papers in the area to quickly review, and then about a week later I read and review the paper. This is my preferred style and method to review papers. And, I prefer to state to the authors my methodology for their consideration.

Again, this was a good work which will be improved with addressing the notes. This can be an important paper in the field since reviews such as this are not present in the literature.

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Statistical review: No, the manuscript does not need to be seen by a statistician.

Declaration of competing interests:
I declare that I have no competing interests.