Reviewer's report

Title: Haemodialysis Work Environment Contributors To Job Satisfaction And Stress: A Sequential Mixed Methods Study

Version: 5 Date: 25 September 2015

Reviewer: Carolyn Graff

Reviewer's report:

I. Major Compulsory Revisions: None
II. Minor Essential Revisions:
A. The authors have responded to most of the comments in my earlier review. The following suggestions are offered to clarify and strengthen the manuscript.
B. Page 5, line 4: consider revising to read "retention of specialist haemodialysis nurses and improved patient outcomes." You mention improved patient outcomes on page 4, line 23. It makes sense to mention it again on page 5.
C. Page 5, lines 14-: Recommend identifying the Structural Empowerment Theory by Kanter here. You actually mention Structural Empowerment Theory in your abstract. Go ahead and identify it here and be clear in this section that you this was the guiding framework for your study.
D. Page 9, lines 20-Page 10, line 9: It would be very helpful to the reader to know what each instrument is measuring. Be clear about this. The Brisbane Practice Environment Measure or Scale (be consistent with your use of Measure or Scale) measures the haemodialysis work environment. What do high scores mean? A more positive view of the work environment. Immediately after writing the name of each instrument, write the abbreviation you will be using in the remainder of the text. For example, write Brisbane Practice Measure (B-PEM) and Index of Work Satisfaction (IWS) and Nursing Stress Scale (NSS) and Maslach Burnout Inventory (MBI). Be clear about what each instrument is measuring and what high or low scores indicate. If the instruments have been used in similar clinical settings, the values for participants in other studies could be referenced here or in the Results. That is, how do the values for nurses in this study compare to values for nurses in other studies. Are there expected values for each instrument?
E. Page 11, line 21: What does "main study variables" refer to? Total scores for each instrument? Or?
F. Minor changes include:
   Page 5, line 20: change "include" to "includes"
   Page 5, line 22: insert "to have" in "to enable employees to have the ability"
   Page 6, line 6: change "he" to "the"
   Page 10, line 19: omit extra period
Page 18, line 10: consider inserting [in] to improve clarity in "I take a lot of pride [in] my needling."
Page 20, line 23: change "be" to "by"

**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.