Author’s response to reviews

Title: Factors that Influence Transition to Advanced roles by RN to BSN Nurses, in three Selected Hospitals of Central Uganda

Authors:

John Baptist Asiimwe (johnbaptistasimwe.2008@gmail.com)

Mercy Mwanja (muwecy@gmail.com)

Karen Drake (drakar@bethel.edu)

Version: 1 Date: 11 Mar 2019

Author’s response to reviews:

I attached a cover letter to the manuscript that addressed all comments which were all from the first reviewer. The second reviewer gave positive comments only. Below is the summary of the comments.

Comment 1: It would have been meaningful to include the significance in particular in relation to the Uganda context.

The background, discussion, and implications section of this manuscript address the significance of the study to Uganda and the broader nursing community across the world.

Specifically, the background gives a context and problems of the RN to BSN transition in Uganda. Thus, the study raises the attention of the nursing leaders in Uganda to lay strategies to improve or smoothen the RN to BSN transition in Uganda.

The authors added the following statement.

This study envisaged that laying strategies that address the factors that influence the RN to BSN role transition in Uganda would in the short-term improve the quality of health care provided to the patients and the independence, and professionalism of BSN nurses. In the immediate term, this would improve patient safety, other patient health care outcomes, and access to health care services. Subsequently, this would have a positive impact on the nursing image in Uganda and improve investment in Nursing education by government and other stakeholders, reformation of the health care system, and human resource retention in public hospitals (thus reducing investment in recruitment and capacity building).
Comment 2: Similar studies were conducted in Africa and the comparisons or differences in conclusion of results could have been included.

Few studies were accessed on role transition in the African setting and even those accessed evaluated the concept of RN to BSN using qualitative methods. None of the studies did link role transition factors to successful role transition using quantitative methods. As such differences in designs make comparison rather difficult. Nevertheless, findings from these studies are used to discuss what this study found.

Comment 3: However, the implications on doing a multiple linear regression should be noted.

The following statement was added,

‘multiple linear regression would have helped to examine the relative influences of each of the different independent variables (in each subscale) on successful role transition and as well control for the confounding effects of each of those variables

Comment 4: Discussion points should be linked to other studies.

Firstly, there was little quantitative data that evaluated the issue of role transition among RN to BSN compared to qualitative data. Nevertheless, this study-findings were discussed in relation to the available literature. Where the literature was missing attempts/efforts were undertaken to explain the findings using either primary data from the field interviews or contextual underpinning issues.

Comment 5: Accept after discretionary revisions

The manuscript and particularly, the references were aligned to BMC’s editorial policy.

Comment 6: Needs some language corrections before being published

The manuscript was revised and track changes are reflected in the final manuscript submitted.