Author’s response to reviews

Title: Understanding job satisfaction and motivation among nurses in public health facilities of Ethiopia: a cross-sectional study

Authors:

Firew Ayalew (Firew.2000@gmail.com)
Sharon Kibwana (Sharon.Kibwana@jhpiego.org)
Shelemo Shawula (ssshawula@msh.org)
Equilinet Misganaw (Equilinet.Misganaw@jhpiego.org)
Zeine Abosse (zabosse@msh.org)
Jos van Roosmalen (J.J.M.van_Roosmalen@lumc.nl)
Jelle Stekelenburg (jelle.stekelenburg@online.nl)
Young Mi Kim (Young-Mi.Kim@jhpiego.org)
Mihereteab Teshome (Mihereteab.Teshome@jhpiego.org)
Damtew Wolde Mariam (Damtew.Woldemariam@jhpiego.org)

Version: 6 Date: 22 Aug 2019

Author’s response to reviews:

Dear editor,

Thank you so much for sharing your critical comments. On behalf of authors, please see my responses for your questions. I have uploaded the cleaned manuscript in the system. I hope you will keep your promise to give priority for this manuscript for publication.
Editor questions:

1. Please clarify the following in the Ethics approval and consent to participate section:

A. The role of the MOH

Response: The MOH involved in reviewing study protocol including questionnaires and provided support letters to regional health bureaus to grant permissions for data collectors.

We have added the following explanation in Ethics approval and consent to participate section, line number 466 to 470, page 24.

The human resources for health experts at MOH reviewed the study protocol and granted permission to conduct the study. In addition, the MOH wrote support letter to all eleven regional health bureaus to collaborate with study team members during data collection period.

B. Whether John Hopkins University has local jurisdiction in Ethiopia, to approve your study.

Response: Jhpiego is an international, non-profit health organization affiliated with The Johns Hopkins University (JHU). Johns Hopkins Research Administration (JHURA) is the central administrative office responsible for submitting proposals and accepting awards on behalf of Johns Hopkins University entities such as its schools and other divisions including Jhpiego. Jhpiego has a co-signatory responsibility through an agreement with JHURA and JHU on the processing and approval of pre-award, new award and post-award transactions; and processing ethical approval for any type of research activities. Thus Jhpiego has responsibility/mandate to provide research proposal to JHU IRB to obtain ethical approval for its field office.

Jhpiego has agreement with the Ethiopian government to implement public health programs including research in all regions of Ethiopia. However, The Johns Hopkins University has no direct agreement with Ethiopian government to provide ethical approval for research activities. On the other hand, the JHU IRB requests local IRB approval when the reviewer suspects the study has negative impact on study participants/clinical trials; if not the JHU IRB provides exempt determination ethical approval without asking local IRB approval.

I don’t think this explanation is worth full to include in the manuscript for sharing lessons for global scientific communities. Since it is an administrative issue.
C. The role of the RHB and include the full un-abbreviated name of the organization.

Response: Based on the MOH support letter, all eleven Regional Health Bureaus gave support letter to study team members to provide it to health facility managers for facilitating data collection activities.

We have added the following explanation in Ethics approval and consent to participate section, line number 470 to 471, page 24.

In reference to the MOH support letter, all regional health bureaus sent permission letters to health facility managers to facilitate data collection activities.

2. As a reminder, please remove any tracked changes or highlighting and include only a single clean copy of the manuscript.

Response: A cleaned version manuscript is uploaded in the system.