Reviewer’s report

Title: Organizational Factors associated with Readiness for Change in Residential Aged Care Settings

Version: 0 Date: 14 Apr 2017

Reviewer: Lorraine Venturato

Reviewer’s report:

Congratulations on a well-written, tightly developed manuscript. This study adds valuable new knowledge to the area and expands our understanding of factors associated with readiness for change in residential aged care settings.

I have no real change requirements but there are a few typos that require editing and one issue that you may want to explore further either in your research or in this manuscript. I was surprised by the finding that the more work pressure in the workplace the more staff perceived a readiness for change. My sense would be that increased work pressure in the literature is generally associated with a higher degree of staff burnout and, therefore, less capacity / readiness for change. How do you account for your findings that the opposite is true?

Are the methods appropriate and well described?
If not, please specify what is required in your comments to the authors.

Yes

Does the work include the necessary controls?
If not, please specify which controls are required in your comments to the authors.

Yes

Are the conclusions drawn adequately supported by the data shown?
If not, please explain in your comments to the authors.

Yes

Are you able to assess any statistics in the manuscript or would you recommend an additional statistical review?
If an additional statistical review is recommended, please specify what aspects require further assessment in your comments to the editors.

I recommend additional statistical review

Quality of written English
Please indicate the quality of language in the manuscript:
Acceptable

Declaration of competing interests
Please complete a declaration of competing interests, considering the following questions:

1. Have you in the past five years received reimbursements, fees, funding, or salary from an organisation that may in any way gain or lose financially from the publication of this manuscript, either now or in the future?

2. Do you hold any stocks or shares in an organisation that may in any way gain or lose financially from the publication of this manuscript, either now or in the future?

3. Do you hold or are you currently applying for any patents relating to the content of the manuscript?

4. Have you received reimbursements, fees, funding, or salary from an organization that holds or has applied for patents relating to the content of the manuscript?

5. Do you have any other financial competing interests?

6. Do you have any non-financial competing interests in relation to this paper?

If you can answer no to all of the above, write 'I declare that I have no competing interests' below. If your reply is yes to any, please give details below.

I declare that I have no competing interests.

I agree to the open peer review policy of the journal. I understand that my name will be included on my report to the authors and, if the manuscript is accepted for publication, my named report including any attachments I upload will be posted on the website along with the authors' responses. I agree for my report to be made available under an Open Access Creative Commons CC-BY license (http://creativecommons.org/licenses/by/4.0/). I understand that any comments which I do not wish to be included in my named report can be included as confidential comments to the editors, which will not be published.

I agree to the open peer review policy of the journal

Do you want to get recognition for reviewing this manuscript? Add a record of this review to Publons to track and showcase your reviewing expertise across the world’s journals. Signing up is quick, easy and free!

Yes