Reviewer’s report

Title: Relationships between burnout, turnover intention, job satisfaction, job demands and job resources for mental health personnel in an Australian mental health service

Version: 0 Date: 09 Sep 2018

Reviewer: Lauren Luther

Reviewer's report:

The authors aim to explore the relationships between burnout, turnover intention, job satisfaction, job demands, etc among mental health personnel in Australia. Comments aimed at improving the manuscript are below.

More rationale for why the authors are exploring these relationships in mental health personnel in Australia is needed. Why might the relationships be different in this population or why would it be helpful to explore these relationships in a different sample? Indeed, as the authors state, many of these relationships have been previously in numerous other mental health professional samples.

The job demands resource paragraph was a bit hard to follow. This model could be better described.

The response rate seems rather low and is a limitation. Might those who were the most burned out be the ones that did not respond?

Despite the low response rate, it seems like more advanced statistics could be used to help to understand the relationships in the sample (i.e., predictors or turnover or burnout?) or examining which specific job demands and job resources might be most predictive of burnout or turnover could make the paper have a stronger contribution.

More description about the job demands and job resources scale could be helpful since it is a new scale.

In the results, you often describe that this correlation was stronger than another. This should be empirically tested with Fisher's r to z transformation. Further, the correlations could be discussed in more detail (i.e., which individual job demands and which individual job resources were correlated or were not with burnout and turnover and satisfaction).
Limitation is that all measures are based on self-report.

The discussion seems more like a repeat of the results section in parts. More integration with prior work is needed, and it would be helpful to take out the hypotheses sections and reword them into the paragraph. More work is needed to help the reader understand the utility and implications of these correlations and whether the magnitude is similar to prior work. Further, more discussion about why it is helpful to know that similar correlations exist in an Australian sample is needed. Finally, more integration with findings and the JD-R model are needed.

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 am able to assess the statistics

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

Needs some language corrections before being published
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