15 September 2011

Dear Prof Mashudu

I am replying to your recommendations in your letter. I hope that will be acceptable.

Prof Valerie Ehlers

Dear Prof. Ehlers

**Title: Factors influencing the retention of professional nurses in the Gauteng province of South Africa**

The above manuscript has been sent to two referees for blind peer review. The feedback was received from the referees with the following corrections:

Abstract: Some detail should be given about the research methods and design, apart from the population. This has been done.

No results regarding private vs public was presented in this article. Yes, we agree, and removed the sentence to this effect from the abstract.

Nursing is defined according to Virginia Henderson’s theory yet no theoretical foundation for the study has been described.

* Provide more information regarding the structure of the questionnaire for example open or closed-ended questions, how many questions etc. This has been added.

Provide more information regarding the tests done to measure equivalence and stability. No tests were done as explained in the text

* There is very little discussion of the findings. More discussions were added and Maslow’s Hierarchy of Needs was also incorporated.

Refer to the manuscripts attached with track changes. I have incorporated both reviewers’ comments in version 2 – but attach both to indicate my responses to those of reviewer 1. I will also attach a ‘clean’ version of the manuscript with the track changes accepted and the coloured notes removed.

I have tried my best to re-organise the list of references according to the way the editor changed my references for article 8. Please note that the instructions on the Curationis website is of limited use, and this claimed Harvard system now used by Curationis appears to be ‘totally cock-eyed’ to me.

PLEASE NOTE: **THERE IS APPARENTLY SOME MAJOR CONFUSION. THERE ARE TWO SEPARATE ARTICLES – THIS ONE ON THE RETENTION OF NURSES BY E MOKOKA, VJ EHLERS & JM OOSTHUIZEN (NO23)**

**BUT**

**THERE IS ANOTHER ARTICLE FOR WHICH I AM THE SOLE AUTHOR ON NON-PRACTISING NURSES (IT WAS ORIGINALLY ARTICLE 03 BUT NOW YOU SENT ME THIS 2ND ARTICLE ON NON-PRACTISIGN ALSO SAVED AS ARTICLE 23). I WILL RESEND ARTICLE 03, ON NON-PRACTISING NURSES TO YOU AS A SEPARATE E-MAIL ATTACHMENT AND HOPE WE CAN SORT OUT THIS CONFUSION.**

**Yours sincerely**

**Prof VJ Ehlers**

These are the recommendations received from the referees for your perusal. Indicate in writing how corrections were made. Please send an electronic copy to the Editor so that galley proofs can be prepared.

Thank you for submitting your manuscript to Curationis for possible publication. We look forward to hearing from you.

Sincerely,

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MASHUDU