

Reviewer's report

Title: Assessing the impact of a new health sector pay system in the United Kingdom

Version: 3 Date: 7 January 2008

Reviewer: Jean M Moore

Reviewer's report:

Major Compulsory Revisions

- 1) The research hypotheses were not clearly described. What were the authors expecting to find? Given the description of the new pay scale and its rationale, one would think that increased retention, lower turnover rates and higher levels of satisfaction would be of interest to the researchers.
- 2) If the case studies were the primary approach to data collection, then a more detailed description of these interviews should be included in the methods section.
- 3) Findings from the case studies were not described in much detail. Findings appeared to be drawn from other data sources - national surveys, etc. It is unclear whether this belongs in findings or whether it serves as background for the case studies conducted as part of this research.
- 4) Conclusions seemed to reach beyond the scope of the case studies that were conducted.
- 5) Since the primary conclusion of the research is that there is a need for a full scale assessment of the new pay system, it is unclear how relevant this research would be to researchers in other countries. I think researchers would be most interested in learning more about a) the elements included in the design of a full scale assessment and b) findings from the full scale assessment.

What next?: Unable to decide on acceptance or rejection until the authors have responded to the major compulsory revisions

Level of interest: An article of limited interest

Quality of written English: Acceptable

Statistical review: No, the manuscript does not need to be seen by a statistician.