

June 27, 2020

James Buchan
Editor-in-Chief
Human Resources for Health

Dear Editor:

I wish to submit an original article for publication in *Human Resources for Health*, titled “Factors associated with the recruitment of foreign nurses in Japan: A nationwide survey of hospitals.” The paper was coauthored by Kunio Tsubota and Shun Ohno.

This study identified the factors associated with the recruitment of foreign nurses in Japan hospitals under the economic partnership agreement between Japan and three other Asian countries. We focused on hospitals that had not previously hired foreign nurses and it was found that intention to employ foreign nurses was strongly associated with the hospital managers’ interest in the government’s policy for recruiting nurses under the economic partnership agreement and the managers’ perceptions of foreign nurses. We believe that our study makes a significant contribution to the literature because it reveals novel data relevant to the global concern of nursing shortage, with an emphasis on Japanese hospitals, and proposes a way in which the Japanese government and policy makers could increase the recruitment of foreign nurses.

Further, we believe that this paper will be of interest to the readership of your journal because it addresses a global issue—nursing shortage—and how the Japanese government, and other governments facing similar issues, could deal with this challenge. Therefore, we believe that our article should be published in your journal, because it focuses on the use of human resources to address a public health issue.

This manuscript has not been published or presented elsewhere in part or in entirety and is not under consideration by another journal. All study participants provided informed consent, and the study design was approved by the appropriate ethics review board. All the authors have approved submission to the journal for publication. We have read and understood your journal’s policies, and we believe that neither the manuscript nor the study violates any of these. There are no conflicts of interest to declare.

Thank you for your consideration. I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, consisting of four stylized characters, likely reading "平野裕子" (Yuko Hirano).

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