

Table 5 Final ranking of the needed skills/knowledge areas identified by the two panels of health care professionals (physicians and allied professionals) in phase 3 of the Delphi evaluation

O	Ranking		Needed skills/knowledge areas
	P	AP	
1	1	1	Ethics in health care delivery
2	2	3	Professionalism
3	4	2	Quality management and improvement in health care
4	3	7	Evidence-based health care management
5	6	4	Strategic planning and management
6	8	6	Leadership
7	4	8	Inter-professional collaboration and teamwork
8	5	9	Communication skills
9	10	5	Information and communication technology
10	7	11	Paramedic training
11	6	13	Patient safety
12	11	14	Efficiency and streamlining of health care processes
13	13	12	Conflict resolution
14	14	10	Financial health care management
15	12	15	Critical analysis and problem solving
16	9	16	Home-based health care delivery

O = overall rank.

P = physicians panel.

AP = allied professionals panel.