

Table 6 Proportion of hospitals reporting a need for specific management and clinical skills

Skill	Urban (n = 23)		Rural (n = 10)		Total (n = 33)
	% of total	% of urban	% of total	% of rural	% of total
Management					
Communication and interpersonal skills	48.5	69.6	24.2	80.0	72.7
Critical thinking and problem solving	39.4	56.5	18.2	60.0	57.6
Strategic planning	42.4	60.9	12.1	40.0	54.5
Health information technology/systems	36.4	52.2	12.1	40.0	48.5
Quality management and improvement	36.4	52.2	9.1	30.0	45.5
Human resources management	30.3	43.5	15.2	50.0	45.5
Patient safety	33.3	47.8	9.1	30.0	42.4
Financial management	30.3	43.5	12.1	40.0	42.4
Leadership	30.3	43.5	12.1	40.0	42.4
Report writing	33.3	47.8	9.1	30.0	42.4
Ethics	30.3	43.5	9.1	30.0	39.4
Research design and implementation	24.2	34.8	12.1	40.0	36.4
Health programmes/interventions evaluation	24.2	34.8	9.1	30.0	33.3
Health programmes/interventions planning	12.1	17.4	12.1	40.0	24.2
Presentation skills	12.1	17.4	3.0	10.0	15.2
Clinical/practice					
Professional behaviour (communicating with patients)	48.5	69.6	24.2	80.0	72.7
Patient education	42.4	60.9	27.3	90.0	69.7
Evidence-based care (using research evidence)	39.4	56.5	12.1	40.0	51.5
Clinical information management and sharing	36.4	52.2	9.1	30.0	45.5
Adoption of clinical guidelines	30.3	43.5	12.1	40.0	42.4
Nursing documentation (e.g. patient condition assessment, vitals, nursing interventions)	24.2	34.8	15.2	50.0	39.4
Geriatric (elderly) care	18.2	26.1	18.2	60.0	36.4
Critical care and trauma	18.2	26.1	9.1	30.0	27.3
Technical skills (e.g. procedures, tests)	21.2	30.4	6.1	20.0	27.3