

## **An Urgent Review of Neonatal Admissions and Distribution of Neonatal Clinicians**

Following recent reviews and meetings we have been made aware of a significant increase in neonatal admissions to the neonatal unit at CB Dunbar Hospital, Bong County, which is not sustainable given the current staffing levels and increases the risk of staff burnout as well as patient safety. We have therefore conducted this urgent review of neonatal clinician distribution taking into account the workload in each unit as demonstrated by the neonatal admissions data that is available to date. It is clear that there is a need to train more neonatal clinicians but in the interim we need to re-assess and distribute the current clinicians accordingly taking into account the unit workload and the County Health Team of origin for the clinicians. This unfortunately does leave some units with only 1 clinician and consideration needs to be taken for these situations. We also recognise the need to be flexible and perform these reviews as the workload changes.

There are currently 7 neonatal units and 15 fully qualified neonatal clinicians. Below are the seven hospitals with current neonatal clinicians and their admissions in 2022. The data is represented in a table format at the end of this document. It is important to note that at any time there may be one clinician who is off on annual leave and therefore the admissions seen per clinician would significantly increase during this period.

### **1) Sinje Hospital, Grand Cape Mount**

Neonatal Clinicians: Massanjay Sherriff & Benebe Bassegia (River Cess)

Admissions up to 10<sup>th</sup> May 2022 = 51 (average 11.3/month)  
= 5.7 admissions per clinician per month

### **2) Tellewoyan Hospital, Lofa County**

Neonatal Clinicians: Kolako Kolubah (Lofa) & Nyamah Kromah (Lofa)

Admissions up to 27<sup>th</sup> March 2022 = 26 (average 8.7/month)  
= 4.4 admissions per clinician per month

### **3) Phebe Hospital, Bong County**

Neonatal Clinicians: George Gorngor & Samuel Thomas (River Gee)

Admissions up to and including July 2022 = 128 (average 18.2/month)  
= 9.1 admissions per clinician per month

### **4) CB Dunbar Hospital, Bong County**

Neonatal Clinicians: Gertrude Makor, Annie Johnson & Mercy Paye

Admissions up to 18<sup>th</sup> July 2022 = 395 (average 60.8/month)  
= 20.2 admissions per clinician per month

**5) MTMH, Grand Gedeh County**

Neonatal Clinicians: Christina Nyenabo, Rita Mator (Grand Gedeh) & Marington Garley (Grand Gedeh).

Admissions up to 30<sup>th</sup> Nov 2022 = 367 (average 33.3/month)

= 11.1 admissions per clinician per month

Please note MTMH currently has 2 neonatal clinicians due to one of the team taking carers leave.

= 16.7 admissions per clinicians per month

**6) CH Rennie Hospital, Margibi County**

Neonatal Clinicians: Princess

Admission up to 31<sup>st</sup> October 2022 = 211 (average 21.1/month)

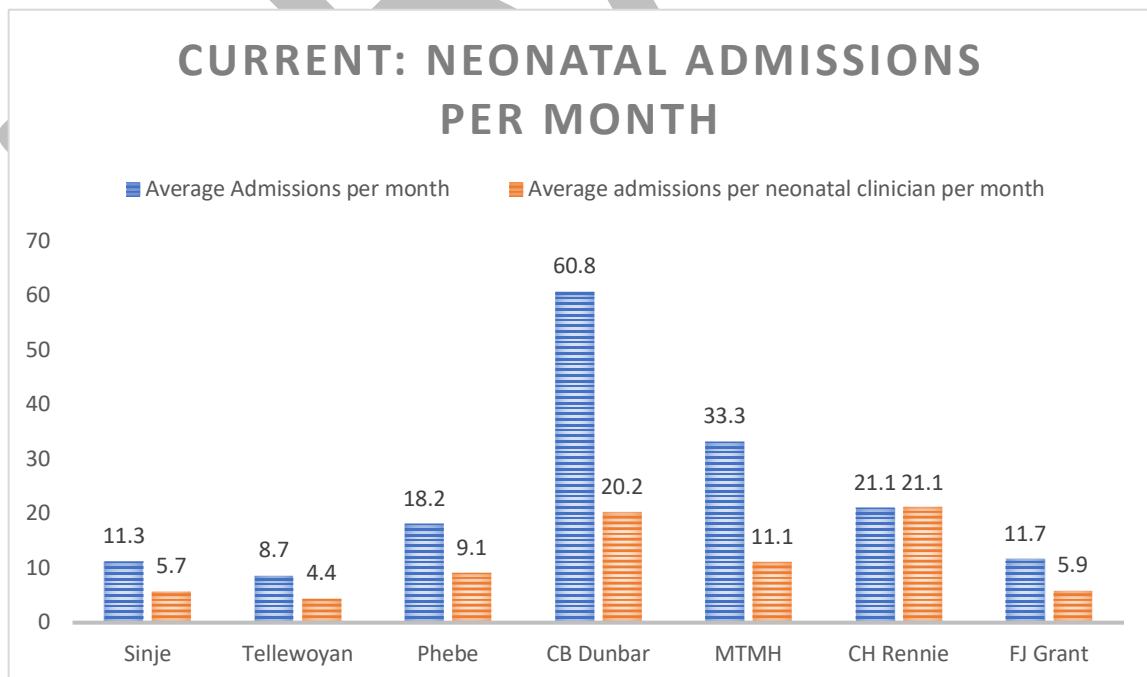
= 21.1 admissions per clinician per month

**7) FJ Grant Hospital, Sinoe County**

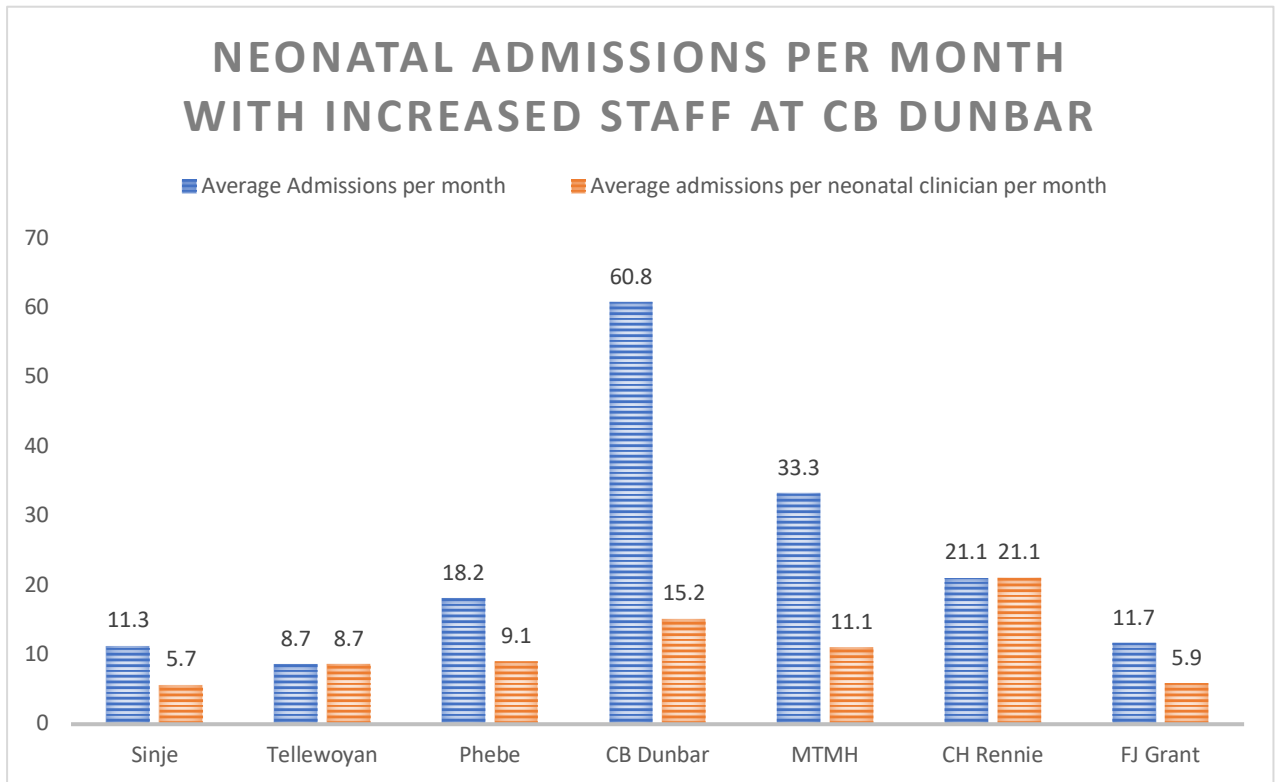
Neonatal Clinicians: Isatu Kamara (Sinoe) & Dehcontee Knowlden (Sinoe)

Admission from 12<sup>th</sup> August up to and 30<sup>th</sup> November 2022 = 41 (average 11.7/month)

= 5.9 admissions per clinician per month



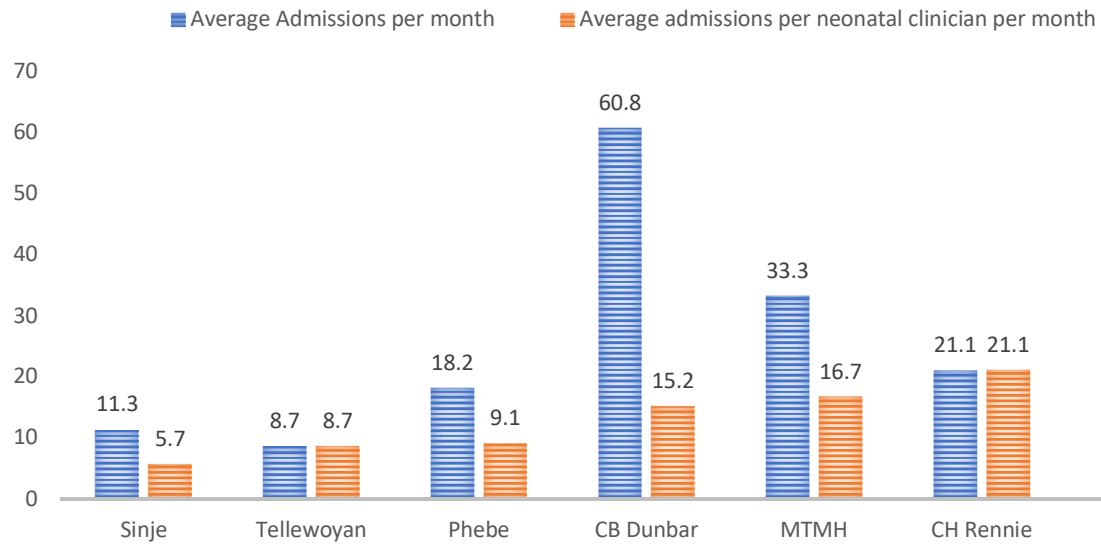
This review demonstrates that CB Dunbar is experiencing a significantly higher admission rate than other units. CH Rennie has the 3<sup>rd</sup> highest average workload per month and only one neonatal clinician. The unit with the least workload per clinician is Tellewoyan. If a neonatal clinician was re-distributed to CB Dunbar each clinician would see on average 15.2 admissions per month with Tellewoyan seeing 8.7 admissions per month. Please see graph below for a representation of this outcome if this was possible.



As well as redistribution of neonatal clinicians which is a short-term response, we also need to encourage hospitals to rotate nurses through these wards to support neonatal clinicians and ensure further training provided for neonatal nurses working in the units. As a long term response we need to advocate for the training of new neonatal clinicians, especially given the current work load in some units, the fact that some clinicians are working alone in units and the increase in requests from Countys wanting a neonatal unit in their region.

Finally, for future consideration, in the first quarter of 2023, The Grand Gedeh County Health Team are aiming to move Marington Garley from Martha Tubman Memorial Hospital to Konobo Health Centre (from where she was recruited) where they are trying to get some equipment for her to commence a neonatal service. This would leave 14 neonatal clinicians covering the 7 Neonatal units with 2 clinicians in MTMH.

## NEONATAL ADMISSIONS PER MONTH WITH INCREASED STAFF AT CB DUNBAR AND REDUCED STAFF AT MTMH



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