



Short Term Follow-Up Stakeholders Meeting

Agenda

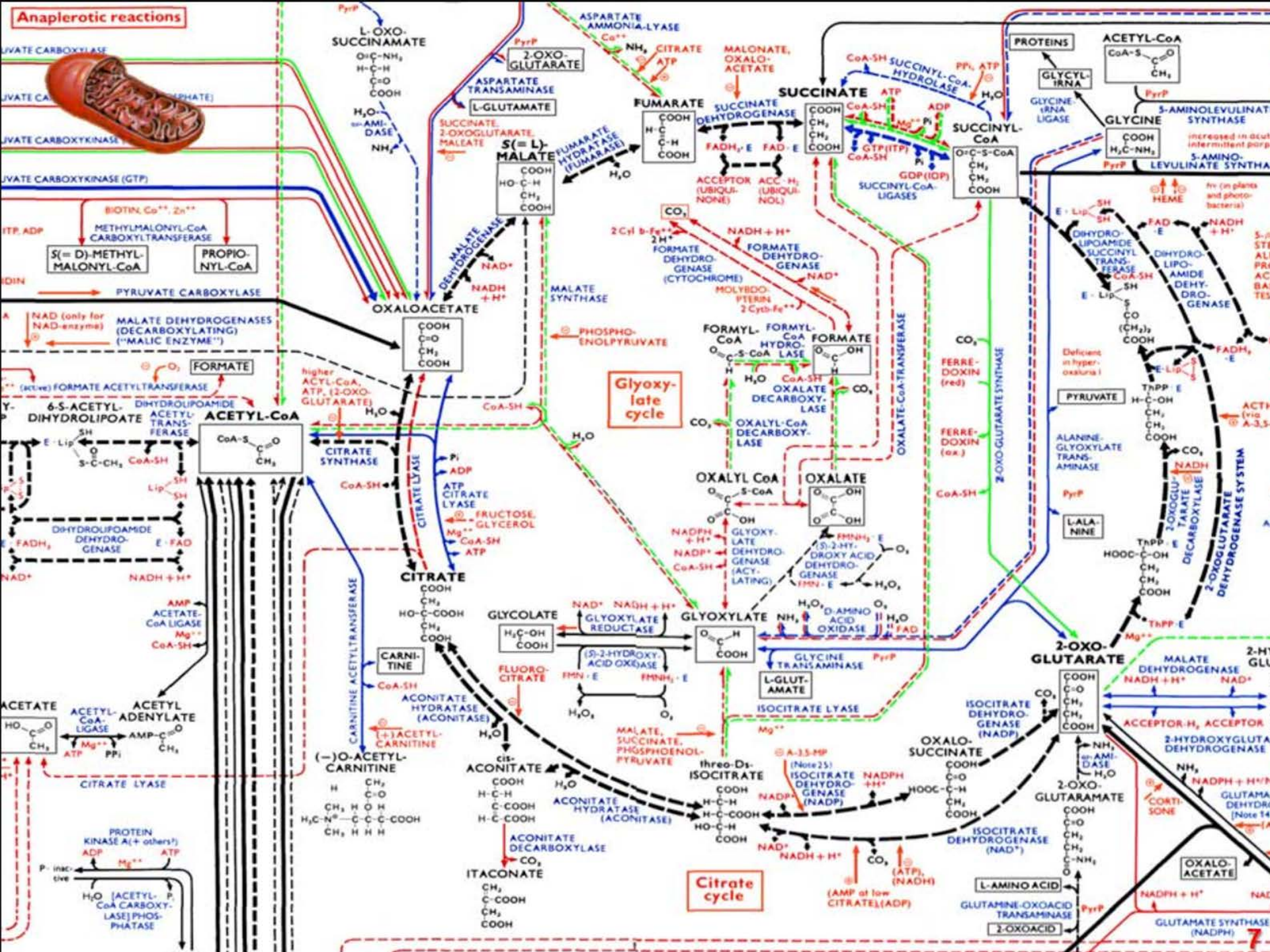
SUCCESSION PLANNING FOR NEWBORN SCREENING PROGRAMS

Cindy Ingham, VT NBS Program Chief

May 17-18, 2018

As the number and complexity of screening disorders increase...

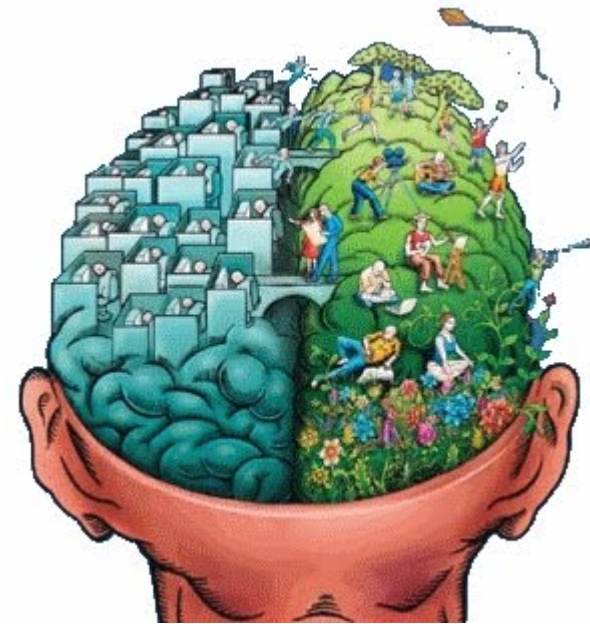




The number of experienced screeners and specialists decreases...



Brain Drain: NBS, Public Health, Metabolics, Genetics, Molecular Biology...





LIFE
HAPPENS

Plan
Accordingly!

How many states have realistic strategies to deal with...



Vacation coverage



Retirement



Burn-out



Extended sick leave



Staff departures

Some of the Issues...

- Limited staff numbers
- Cross-training not always possible
- Complex, lengthy training required
- May not be able to “double fill” positions to allow for training
- Need for very detailed written protocols, constantly updated
- Ongoing changes to the RUSP
- Assumption that dedicated staff will want to be available when sick, on vacation, and after retirement. “You really care about the babies!”
- Lack of understanding by those making personnel decisions of the complexity and criticality of the job: “Everything runs so smoothly!”
- “institutional memory” about how to handle infrequent situations – clinical and programmatic



Hope is not a strategy

~~Problems~~

Solutions

