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**Web Fig. 1** Study flow chart

**Web Fig. 2** Run chart in baseline phase (encircled values are median during that phase).
(Different shapes are used to visualize the steps of a process (process mapping) in a flow chart: start and finish (oval), routine actions that always happen (rectangles), option points (diamonds) – these are steps that lead to different options, unclear steps (clouds) are used when we are not sure what happens). **These intervention point are the bottle neck in receiving early emergency management at triage.

**WEB FIG. 3** Flow chart used at triage during baseline phase.

**WEB FIG. 4** Fish bone diagram showing cause-effect analysis of delay in emergency management.
WEB FIG. 5 Corrected process flow chart used during implementation phase.

WEB FIG. 6 Run charts in the implementation phase showing persistent improvement in the percentage of babies treated within 30 minutes. (encircled values are median during that phase).

WEB FIG. 7 Run chart of evening and night shift during implementation phase (encircled values are median during that phase).