

Web Table I Quotes from the Interviews With Medical Personnel

| <i>Theme</i> | <i>Quotes</i> |
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| Over-crowding | <ul style="list-style-type: none"> • “The most difficult to control is admission...” (ROP Nurse, SNCU B) • “Whom can we refuse? We cannot refuse” (Pediatrician, SNCU C) • “Because of overcrowding they do everything with a shortcut and that becomes a habit” (Pediatrician, SNCU D) |
| Equipment availability | <ul style="list-style-type: none"> • “Equipment is also a problem, like oximeters, [which] have to be removed from one baby and put on the other” (Nurse in-charge, SNCU B). |
| Equipment maintenance | <ul style="list-style-type: none"> • “Monitors are there but repairing [them] is a big problem.....process takes a long time” (Pediatrician, SNCU A) |