

**DR. (MED.) SOLOMON FOFIE**

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Experienced **I** Self-motivated **I** Analytical **I** Caring **I** Team-player **I** Proactive **I** Goal oriented  
**I** Innovative.

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**MANAGERIAL AND LEADERSHIP EXPERIENCE**

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**University of Energy and Natural Resources, Sunyani**

**Oct. 2023 – Date**

**Director/Principal Medical Officer, University Health Services Directorate**

**RESPONSIBILITIES**

- a. Exercise professional and administrative supervision over the entire medical, paramedical and all other staff within the university health services
- b. Plan and monitor the development of the university Clinic/Hospital and its health programmes
- c. Ensure the efficient and effective delivery of health services to members of the university and their families
- d. Ensure the availability of drugs, hospital equipment and other goods and services needed for the efficient operation of the university clinic/hospital
- e. Ensure that the university provides regular health extension services to the adjoining communities
- f. Provide education, advice and monitor health matters
- g. Perform any other functions assigned to me by the vice chancellor

**University of Energy and Natural Resources, Sunyani**

**Dec 2021 – Oct. 2023**

**Acting Director, University Health Services Directorate, Principal Medical Officer**

**RESPONSIBILITIES**

- a. Exercise professional and administrative supervision over the entire medical, paramedical and all other staff within the university health services

- b. Plan and monitor the development of the university Clinic/Hospital and its health programmes
- c. Ensure the efficient and effective delivery of health services to members of the university and their families
- d. Ensure the availability of drugs, hospital equipment and other goods and services needed for the efficient operation of the university clinic/hospital
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- g. Perform any other functions assigned to me by the vice chancellor

### **KEY SKILLS AND ACHIEVEMENTS**

- Facilitated the registration of clinic with Central Medical stores for procurement of quality drugs and consumables at an affordable cost
- Recommended for recruitment of highly qualified and experienced medical staff such as pharmacist, medical laboratory scientist and principal nursing officer to run critical units in the university clinic.
- Facilitated the registration of the university clinic with Association Quasi Government institutions which has led to significant logistical support to the university clinic
- Prepared solid grounds to move the current university clinic from a 20-bed capacity to a 100-bed capacity hospital through a written proposal to university management for onward submission to Ghana Gas Company.
- Facilitated the registration of university clinic with National Health Insurance Authority for easy accessibility of health care by the university community and its adjoining communities whilst maximizing revenue generation.
- Facilitated the subscription of members of the university community with NHIS. Establishment of functional pharmacy and laboratory.
- Developed covid-19 response plan and education to members of the university community.
- Extension of health services (home care) to adjoining university communities by the reproductive health unit of the university clinic
- Engaged the Bono Regional Health Directorate for staff to the university clinic
- Developed draft copies of health policy and operational manual for the university clinic
- Provision of frame work for the establishment of health center at the Dormaa campus

- Served as an expert on the committee that interviewed and selected senior medical officer/ director (STU clinic) of Sunyani Technical University

**University of Energy and Natural Resources, Sunyani**

**2018 – 2021**

**Position: Acting Head of University Clinic/ Senior Medical Officer**

### **RESPONSIBILITIES**

- Provision of health care to students, staff, staff dependents and adjoining communities
- Supervise and see to the growth of the health post to a clinic
- Conduct medical examination to all first years and pre-employment medical examination for staff
- Advise management on issues concerning health on campus
- Authentication of prescription for medical bills refund

### **ACHIEVEMENTS**

- Transformed health post with staff strength of 2 to a functional clinic of 20 bed capacity with staff strength of 46 and established units.
- Developed protocols for effective patient care
- Provided a 24- hour service by university clinic to the university community
- Streamlined medical bills refund through the introduction of hospital attendant and medical bill refund forms
- Registered university clinic with Health Facility Regulatory Agency (HeFRA) as part of requirement for operating a health facility in Ghana
- Trained university clinic staff on current trend on managing malaria and covid 19 as well as emergency preparedness.
- Developed an organogram for smooth running of the university clinic
- Streamlined the accessibility of health care for students and staff of Dormaa campus at Dormaa Presby Hospital.

**Sunyani Technical University, Sunyani**

**2007 – 2018**

**Position: Medical Officer & Head of University Clinic**

### **RESPONSIBILITIES**

- Provision of health care to students, staff, staff dependents and adjoining communities
- Supervise and monitor the growth of the health post to a clinic

- c. Conduct medical examination to all first years and pre-employment medical examination for staff
- d. advise management on issues concerning health on campus

## **ACHIEVEMENTS**

- Served as a consultant on medical and healthcare needs of the university for over a decade.
- Oversaw the conversion of a health post to a 20-bed capacity clinic and additionally, assisted in the selection and recruitment of clinical staff such as nurses, laboratory scientists, pharmacy technicians and data/health information officers, physician assistants and qualified medical officers for the university clinic.
- Provided a policy framework for guiding students and staff of the university which led to the acquisition of National Health Insurance scheme for the university clinic;
- Facilitated yearly registration of NHIS for students and staff on campus to ensure that NHIS bearers benefits beyond the university clinic.
- Provided guidance and participated in the interview for the selection of Medical director for the university clinic.
- Played a lead role in registering and licensing of the University clinic with Health Facilities Regulatory Agency (HeFRA) and Environmental Protection Agency (EPA) as requirements for smooth operation of the University clinic.
- Recruited professional staff to run specialized units within the hospital such as Pharmacist and Medical Laboratory Scientist at the university clinic
- Establishment of a functional pharmacy, laboratory and health records units

**Bono Regional Hospital, Sunyani                      2010 – 2018**

**Position:        Principal Medical Officer & Head of Accident and Emergency (A&E)**

## **RESPONSIBILITIES**

- Provided supervisory role in the smooth running of the day-to-day activities of the department
- Lead clinician in in provision of emergency care.
- Ensured availability of medication and logistics for smooth running of the department.
- Trained medical house officers and emergency nurses assigned to the A&E
- Planed and implemented the training needs of staffs of the department
- Supervised the implementation of GHS, MOH policies on emergency care

- Co-ordinated with other departments within and outside the hospital for effective management of cases

## **ACHIEVEMENT**

- Liaised with KATH A&E for training of staff at the Bono Regional A&E on triaging and its successful implementation.

**Bono Regional Hospital, Sunyani**

**2008 – 2010**

**Position: Medical Officer in Internal Medicine & Head of Anti Retro Therapy**

**(ART) clinic**

## **RESPONSIBILITIES**

- Lead clinician at the Bono Regional hospital ART clinic; supervising and management of staff at ART clinic.
- Implement policies of the National AIDS control programme at the hospital.
- Training of health staff on policies of National AIDS control programme.
- See to the availability of logistics, drugs and smooth running of the ART clinic
- See to proper documentations at the ART clinic

## **ACHIEVEMENTS**

- Through effective management, the ART clinic within a year was placed 4<sup>th</sup> from 9<sup>th</sup> position among its peers in 2009. This lead to the Bono Regional hospital being selected for the construction of ART center in Ghana
- Through effective management and commitment on my part, I was selected as national facilitator by the National AIDS control programme

## **ADMINISTRATIVE ACHIEVEMENTS AT UENR AND STU**

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### **Human Resources**

### **Nursing unit**

From 1 nurse to a total of 32 nurses comprising 4 University nurses and 28 nurses on secondment from Ghana Health Service

### **Pharmacy unit**

From non-existing to 2 staff comprising Doctor of

Pharmacist and a Pharmacy technician

**Laboratory Unit**

A medical laboratory scientist now available for wide range of laboratory investigations

**Records Unit**

A well-designed an functional unit with a qualified records officer now

**Clinical Care**

Two physician assistants have been employed to improve patient care at both in-patient and out-patient

**Infrastructure**

**Nursing unit**

From non-existing wards to a 20-bed capacity wards fully equipped with accessories for patient care

**Pharmacy unit**

From non-existing to well-designed pharmacy operating to serve patients

**Laboratory Unit**

An existing medical laboratory has been equipped to expand testing capacity of the laboratory

**Records Unit**

A well-designed unit with a records officer available

**Dormaa Campus**

Establishment of clinic at Dormaa campus as part of Accreditation processes for Dormaa campus

<b>Revenue Generation</b>	Introduction of National Health Insurance Scheme at university clinic to improve revenue generation
	An accounts person assigned to the university clinic for collection of service fees at the university clinic
<b>Partnership</b>	Partnership with MOH/GHS/ and Sunyani Municipal Health Directorate on human resource posting to the university health services and training opportunities for staffs in the clinic
<b>Service Delivery</b>	Operationalization of a 24-hour university clinic to attend to students, staff and staff dependents as well as the surrounding communities

**Other Achievements**

2007-2008	<b>BONO REGIONAL HOSPITAL, SUNYANI BEST MEDICAL OFFICER</b>
2009-2013	<b>ESTABLISHMENT OF SUNYANI TECHNICAL UNIVERSITY CLINIC</b>
2019-2020	<b>ESTABLISHMENT OF UNIVERSITY CLINIC UENR</b>

**CAREER HISTORY**

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<b>Mar. 2021-Present</b>	University of Energy and Natural Resources, Sunyani <b>Acting Director of Health services Principal Medical Officer (University Clinic)</b>
<b>Mar. 2018-March 2021</b>	University of Energy and Natural Resources, Sunyani <b>Head of Department</b>

**Senior Medical Officer (University Clinic)**

<b>Jan 2008-2021</b>	Sunyani Technical University Clinic <b>Head of University Clinic (Consultant)</b> <b>Principal Medical Officer</b>
<b>Jan. 2010-2018</b>	Bono Ahafo Regional Hospital <b>Head of Accident and Emergency</b> <b>Principal Medical Officer</b>
<b>Jan. 2010-2017</b>	Bono Ahafo Regional Hospital <b>Chairman of Clinical Meeting</b> <b>Principal Medical Officer</b>
<b>Jan 2009-2018</b>	Owusu Memorial Hospital, Sunyani <b>Consultant Doctor</b> <b>Principal Medical Officer</b>
<b>Jan. 2008-2011</b>	Bono Ahafo Regional Hospital <b>Internal Medicine</b> <b>Medical Officer</b>
<b>Jan. 2009-2019</b>	Bono Ahafo Regional Hospital <b>Facilitator NACP</b> <b>Medical Officer</b>
<b>Jan. 2009-2010</b>	Bono Ahafo Regional Hospital <b>Head of ART</b> <b>Medical Officer</b>
<b>Jan. 2006-2008</b>	Bono Ahafo Regional Hospital <b>Housemanship</b> <b>Medical Officer</b>

**STATUTORY COMMITTEES SERVED**

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|---|--------|
| 1. <b>Health &amp; Sanitation Committee (statutory):</b>    | Member |
| 2. <b>Security and Safety (statutory):</b>                  | Member |
| 3. <b>Appointments and Promotion Committee (statutory):</b> | Member |

**NON-STATUTORY COMMITTEES SERVED**

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| 1. <b>Ethics &amp; Review Committee (Adhoc):</b> | Member |
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| 2. <b>Congregation Planning (Adhoc):</b>  | Member |
| 3. <b>Matriculation Planning (Adhoc)</b>  | Member |
| 4. <b>Covid 19 Response Committee</b>     | Member |
| 5. <b>University Management Committee</b> | Member |
| 6. <b>Breast Cancer Awareness</b>         | Member |

## RESEARCH EXPERIENCE

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1. Assessment of knowledge of occupational Health hazards among health workers in Bono Ahafo Region- **CUCG FIAPRE SUNYANI (MPH Thesis)**
2. Assessment of Oral health practices among school children in Sunyani Municipality- **KNUST (MBCHB Thesis)**
3. Assessment of emerging drug resistance among HIV patients- **BONO REG. HOSP. SUNYANI (National AIDS Control Programme)**

## EDUCATION AND TRAINING

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| 13-02-2023 | You and your health on campus as part of orientation ceremony to induct fresh students into the university, University of Energy and Natural Resources, Sunyani ( <b>Facilitator</b> ). |
| 15-02-2022 | Substance Abuse (Tramadol) and its implications on health among the youth on Moon light FM  |
| 14-10-2022 | Stress management in academic environment for senior members teaching staff, University of Energy and Natural Resources, Sunyani ( <b>Facilitator</b> ).                                |
| 17-03-2021 | Renal failure disease prevention and management on Ark FM   |
| 12-12-2020 | Covid-19 Response plan for University of Energy and Natural Resources to academic board (Facilitator).  |
| 14-09-2020 | Administration of First Aid for Collapsed Patient, University of Energy and Natural Resources, Sunyani ( <b>Facilitator</b> ).  |

13-10-2020	Understanding Hypertensive disease in Presbyterian Church, Nkwabeng South, Sunyani ( <b>Facilitator</b> ).
14-04-2020	Understanding the Covid-19 virus, its spread, prevention and management on campus ( <b>Facilitator</b> ).
15-07-2019	Differentiated Service Delivery orientation for selected ART sites in Bono and Ahafo region
3-07-2017	" <i>TREAT ALL</i> " policy and Pharmacovigilance orientation for care providers

## **PROFESSIONAL WORKSHOPS AND SEMINARS ATTENDED**

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### *Workshops organized by Medical Simulation Skills Institute (MSSI)*

15-07-2022	Emergency first Aid
01-06-2022	Medical law and Ethics
07-12-2022	Current Trends in the management of open fracture
28-12-2022	Increasing trends in non-alcoholic fatty liver disease; a myth or an alarming reality

### *Workshops organized by Managing for Results Ltd (MFR)*

26-10-2022	Interpreting Electrocardiogram
25-05-2022	Substance Abuse-An emerging Epidemic

### *Workshops organized by Ghana Medical Association (GMA)*

12-06-2022	Overview of electronic medicine platforms, practice and legal implications
04-11-2022	Addressing the doctor distribution Dilemma: The case of Ghana and its Underserving areas
29-07-2022	Health worker patient relationship in contemporary times

### *Workshops organized by Society of Family Physicians of Ghana (SOFPOG)*

16-05-2022	The use of insulin in the management of type 2 diabetes
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(society of family physicians of Ghana)

<b>20-10-2022</b>	Diabetes and your heart current management
<b>23-06-2022</b>	Gastro Elite forum
<b>27-04-2022</b>	Migraine forum
<b>09-08-2022</b>	Management of Acid related disorders
<b>25-08- 2021</b>	Clinical Features To Common Skin infections
<b>30-07-2021</b>	Medical Simulation Skills Institute-Emergency First
	✦ Introduction and principles of first aid Cardiopulmonary resuscitation, AED, shocks, wounds, choking, epistaxis, epilepsy, bites, clinical emergencies, practical sessions
	✦ Recovery position, Poison, Burns, Sprains and Strains and Dislocation.

#### **ADMINISTRATIVE MEMOS AND PAPERS**

1. **22-11-2023** Institution of Electronic health (E health) at the University Clinic
2. **02-11-2021** The need for clear cut policies and procedures at the university clinic
3. **11-06-2021** Registration of University Clinic with National Health Insurance Scheme (NHIS)
4. **12-12-2020** UENR Preparation and Response to Severe Acute Respiratory Syndrome Corona Virus (SARS – COV 2) for the 2020/2021 Academic year
5. **28-05-2021** Proposal for the establishment of university hospital on Sunyani Campus of UENR
6. **28-07-2020** Scabies Infestations among students of UENR
7. **28-07-2020** Healthcare Delivery and Financial Control
8. **27-08-2020** Reinforcing Medical examination for newly admitted students
9. **25-06-2020** Medical Examination of University staff
10. **23-07-2020** Access to Healthcare on Dormaa campus
11. **2-12-2020** Keep fit club for UENR staff
12. **17-08-2020** Operating clinical laboratory (The Merit to UENR)
13. **09-03-2019** Agenda 90-90-90 (National HIV AIDS Commission) (The Merit to UENR)
14. **20-09-2018** Establishment of a functional clinic on UENR campus, Sunyani

## EDUCATION

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<b>2019-2020</b>	Catholic University College of Ghana Sunyani <b>Master of Public Health (MPH)</b>
<b>1997-2006</b>	Kwame Nkrumah University of Science and Technology Kumasi (Bachelor of Medicine, Bachelor of Surgery) <b>(MBCHB)</b>
<b>1989-1991</b>	Prempeh College Kumasi <b>GC A LEVEL</b>
<b>(Physics, Chemistry and Biology)</b>	
<b>1984-1989</b>	Sunyani Secondary School Sunyani <b>GC O LEVEL</b>

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## PROFESSIONAL QUALIFICATION

<b>1997 – 2005</b>	MBChB.
<b>2019-2020</b>	Master of Public Health

## MEMBERSHIP OF PROFESSIONAL BODIES

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<b>April 2019-present</b>	Ghana Association University Administrators, <b>GAUA Member</b>
<b>June 2015-Present</b>	Ghana Medical Association of Ghana, <b>G.M.A Member</b>
<b>June 2015-Present</b>	Ghana Medical Association of Ghana Bono, Bono East, and Ahafo Chapter <b>Member</b>

## PERSONAL DETAILS

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**Date of Birth** : 29<sup>th</sup> April, 1972

**Languages Spoken** : English, Bono/ Asante Twi, Dagari, Hausa, Dagomba, and Wala

**Hobbies** : Reading, Listening to music, radio and television shows, soccer

## REFEREES

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