




UMTHOMBO WASEKOMBE NEWSLETTER

The official Newsletter for Ekombe District Hospital

Issue no. 6 August—October Edition

HUMAN RESOURCE MANAGEMENT'S COLUMN

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| Editor's Column | 2 | <p>Greetings to all readers of this splendid newsletter in the magnificent Name of Jesus Christ of Nazareth. My name is Jackson M. Khumalo. I joined Ekhombe District Hospital as a Human Resource Manager on 04 September 2006.</p> |  |
| MEC @ Ekombe | 3 | <p>What is human resource management?</p> <p>Human Resource Management (HRM) is the strategic and coherent approach to the management of an organization's most valued assets - the people working there who individually and collectively contribute to the achievement of the objectives of the business. The terms '<u>Human Resource Management</u>' (HRM) and '<u>Human Resources</u>' (HR) have largely replaced the term 'Personnel Management' as a description of the processes involved in managing people in organizations. Human Resource Management (HRM) is both an academic theory and a business practice that addresses the theoretical and practical techniques of managing a workforce.</p> | |
| MEC @ Gwija | 4 | | |
| TB Hlolamanje | 5 | <p>Synonyms include personnel administration, personnel management, manpower management and industrial management, but these traditional expressions are becoming less common for the theoretical discipline. Sometimes even industrial relations and employee relations are confusingly listed as synonyms although these normally refer to the relationship between management and workers and the behavior of workers in companies.</p> | |
| Customer Care & Diversity Workshops | 6 | <p>HRM is seen by practitioners as a more innovative view of workplace management than the traditional approach. Its techniques force the managers of an enterprise to express their goals with specificity so that they can be understood and undertaken by the workforce and to provide the resources needed for them to successfully accomplish their assignments. As such, HRM techniques, when properly practiced, are expressive of the goals and operating practices of the enterprise overall.</p> | |
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EDITOR'S COLUMN

It's a great honor once again to compile this newsletter which is the fourth one since I joined this family. I would like to thank every one who has been supportive while doing these publications. In August we were very honored by the Health MEC, Ms P.N. Nkonyeni visit to our institution. She saw the difficulties faced by Ekombe Hospital like accommodation, shortage of doctors and unworthy roads. We are also encouraged by the fact that she was impressed by our institution irrespective of the difficulties that I have stated.

It has been hectic months considering that we had Hlolamanje Campaign for a week. After it ,we had Healthy Baby competition which was very interesting. Then we conducted Vitamin A Campaign which is very important to babies from twelve months to five years old. Vitamin A is important as it helps with normal growth and development, protects the child from infections and illnesses. It helps to reduce the effect of infections (measles and diarrhea).

I would like to thank everyone who made all these campaigns to be a success regardless of financial constraints,you were patient and showed commitment not only to your institution but also to the community at large. Let us continue fighting poverty, diseases, and giving hope.

Be blessed.

Philani Mhlungu

WORDS OF WISDOM

Dedication, determination and devotion are the three keys to success, the policy of being too cautious is the greatest risk of all and the way to get started is to quit talking and begin doing.

Care is the sweetest form of friendship, so when I say take care, its as good as saying I'll keep you in my heart till its very last beat.

MEC Visit at Ekombe Hospital

On the 10th of August 2008 we were visited by the Honorable MEC for Health Ms N.P. Nkonyeni accompanied by the Acting Head of Department Dr Y. Mbele. They were welcomed by the District Manager, Miss D.D. Msomi and our Hospital Manager, Mrs N.P. Ngcobo. Among the dignitaries we had the Honorable Mayor of Nkandla Municipality Cllr Z.O. Zulu and Amakhosi. There was a briefing session with the MEC, where the Hospital Manager, Mrs N.P. Ngcobo addressed critical issues like shortage of doctors, accommodation problem and unworthy roads. Her visit was worth while because she saw the challenges faced by our institution. The Honorable Mayor, Cllr Z.O. Zulu and Nkosi Dlomo also addressed the same challenges to the MEC. The MEC promised us as the institution a donor for accommodation and also to refer the road matter to the MEC for Transport. We were very honored by her visit and also encouraged by the promises she made.



CEO, Ms N.P. Ngcobo & District Manager Miss D.D. Msomi welcoming MEC and HOD



Mayor Cllr Zulu, MEC, Inkosi Dlomo, Inkosi Xulu



Omama bengoma entertaining dignitaries



MEC shaking hands with Inkosi Xulu

MEC AT GWIJA PRIMARY SCHOOL



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1. MEC, Ms N.P. Nkonyeni arriving at Gwija Primary School
2. Members of the community listening to the MEC
3. Local traditional group entertaining the VIPs and community members



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4. Members of Khanya Africa attending to a patient
5. MEC and other VIP's
6. MEC about to deliver the speech
7. A dance group from Durban in action
8. Community members waiting for the service



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HIV/ AIDS & TB HLOLAMANJE CAMPAIGN

Ekombe Hospital in conjunction with TB Free NGO conducted Hlolamanje Campaign from the 28 July to 01 August where we visited the following areas Malunga and Ntingwe. Health education was done on the following topics:

- Signs & symptoms of TB
- Importance of testing for TB and/ HIV/AIDS
- Importance of taking treatment
- Healthy lifestyles approach to keep immune system strong.
- Importance of vegetable and fruit gardens/food gardens to

We also visited Ntingwe Combine Primary School where health education was done about prevention of TB, forms of TB and illnesses associated with TB.

Learners and educators of Ntingwe Primary School were taken Sputa specimen. Health education evaluation was done and TB pins were given to those who responded positively.

We achieved the followings:

- People who attended were all willing to take sputum specimens.
- Full support from volunteers and youth ambassadors.
- Good quality health education from the volunteers.

We would like to thank all the stakeholders who made this campaign a great success.



Principal, Volunteers, Counselors and HAST Coordinator E.N. Buthelezi



CPN. V.X. Gumede and the learner



EN.S.Z. Manqe, Miss G. Nzimande from TB Free and EN. N.H. Xulu



Learners listening attentively

CUSTOMER CARE & DIVERSITY MANAGEMENT WORKSHOPS

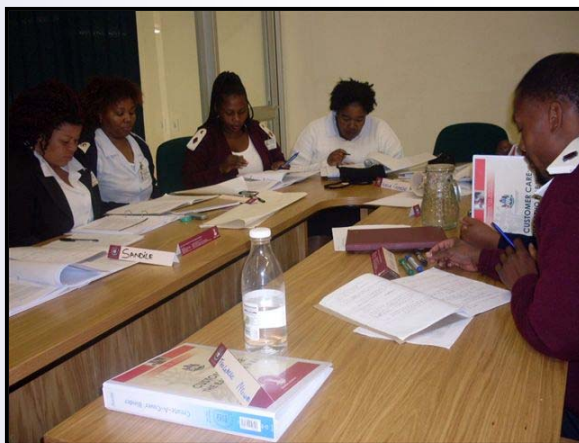
On the 6-9 August 2008, a team from the Office of the Premier conducted training on customer care. The purpose of the workshop was to make employees fully understand what is expected of them and what roles they need to play in order to improve service delivery, which will ultimately ensure excellent customer care.

The following topics were discussed: understanding my role as a public servant, defining what professionalism is all about, linking the Batho Pele principles to my job and using effective communication skills to improve service delivery.

We also had a workshop on diversity management from the 27-29 August 2008. The main purpose was to equip staff members with skills for embracing diversity.

Our individual differences greatly impact our performance as it acts as a source discrimination and conflict. It is for this reason that we need to create awareness that we as workers are different in many ways, but need to understand and accept our differences and learn to value one another's differences.

We would like to thank the Office of the Premier, our management and our Skills Development Facilitator, Miss N. Zwane for organizing these workshops. I hope these workshops will have a positive impact to our work performance.



Staff members discussing



Mbali Lestoara and EN. A.N. Mtshali listening



Staff members in attendance

HEALTHY BABY COMPETITION



Mrs Mhlongo and her child

It was an initiative to encourage mothers to look after their babies well and promote breast feeding, since it is the best source for nutrients needed for growth and development.

The competition was held on the 5th August 2008 and we had 9 winners who went to the next round at the District Level.



PHC Supervisor C.B. Makhoba and OMN. A.D. Mkhize with the winners from Ekombe



Parents and their kids

The District Competition was held at Eshowe on the 13th August 2008 and every one received prizes courtesy of Johnson & Johnson. We would like thank every one who made this competition to be a success.



Udado



Local school entertaining the guests and parents



The winners and Nutrition component

VITAMIN A CAMPAIGN

Our institution took part in the Vitamin A Campaign from the 08 to 20 September 2008. All identified areas were visited where health talks about vitamin A were given. The targeted group were children from 1– 5 years old. Children with diarrhea were given a follow-up dose in two weeks.

Parents were also given IEC material to read at home. Each and every child was recorded in the form that was provided for statistical purpose.

The points were arranged such that they were close to the Primary Schools for attention to grade R in school premises. We would like to thank everyone who made this campaign a great success regardless of the challenges encountered.



Parents and children waiting to receive Vitamin A



EN P.N. Ngwenya giving Vitamin A to the child



Vitamin A Campaign Team 4



PHC Supervisor C.B. Makhoba filling cards for the children

BREAST CANCER AWARENESS



CPN V.X. Gumede giving health talk on breast cancer



Patients at the Gateway Clinic



EN. H. Xulu demonstrating how to do self-examination

October is the Breast Cancer Awareness month, therefore the Hospital also took part in raising awareness of this deadly disease to the community. Talks were given to patients in our Gateway Clinic throughout the month and patients were happy to have that information. Breast tumours or growths can be detected early through regular self - examinations. Examine your breasts at least once a month to detect any changes as early as possible. It is advisable to perform the examination at the same time every month, preferable a few days after the end of a menstrual cycle.

In order to do self - examination you are supposed to follow these steps:

1. Stand in front of a mirror and look for any nipple change in shape, symmetry, skin texture, puckering of the skin or any discharge or bleeding.
2. Lift one of your hands and place it behind your head.
3. Use circular movements to feel your breasts. Feel for any nodules or lumps in your breast and armpit.
4. Repeat the same examination for the other breast and for both breasts while lying on your back.

Its significant to have your breast examined by your doctor at least once a year. Speak to your doctor as soon as possible if you are uncertain about possible changes in the consistency of your breast.



ASO S.O. Sibiyi also giving health education



Patients at the Gateway Clinic

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