

SIKWADUKUZA



April 2004
Compiled by Ms S. Mbatha

HOSPITAL MANAGER'S REPORT

Welcome to all the staff members after the Easter break as we are gearing ourselves for the 2004/05 financial year.

I am about to enter the third year, at Stamger Hospital and I am proud to announce that the combined efforts of staff to improve service delivery, has not been in vain.

The main focus of our strategy is to improve the district hospital services, develop regional services, rationalize primary health care services, develop a strong partnership with the KwaDukuza Municipality, support the development of a district health system within our district and develop a training facility for nursing, doctors and professional staff for our district.

The vision and mission is our guide, as to how we should behave, arrange our services and practices and provide us with an opportunity to comment about the services. We are still in the process to set standards e.g. waiting times and patient rights charter that informs our clients of their rights.

Internally we have quality assurance processes in place and we hope to provide more information at a later stage in our annual report. We have made a good progress with the audits of the wards and almost reached our target of 80% audit result

The hospital has also adopted a performance system to continuously improve services and this system is linked with decentralized management, that means that wards and departments are and will be held responsible for the quality of care in their specific units.

Our services have expanded with the appointment of a full time doctor for ophthalmology to strengthen the partnership with ICEE. Our services have been further strengthened by the appointment of a chief medical officer, medicine and orthopaedics. We are still waiting for the arrival of chief medical officer (obstetrics and surgery) in the coming three months. We also hope to recruit and appoint various other specialist, senior and junior doctors and professional staff in the coming 6 months.

The recruitment of nursing personnel remains a concern and problematic. Intensive care, high care and trauma services remain areas of concern.

We hope to introduce an appointment system in the OPD after we have set up specific referral clinics diabetes, cardiac diseases and other major specialties like surgery, orthopaedics, paediatrics etc. Such a system will reduce waiting times for patients.

Furthermore, I would like to take this opportunity to thank all staff and volunteers for their dedication and commitment displayed during this financial year and am proud to lead this unique team of health care officials.

HOSPITAL MANAGER

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If you have an input or a story that you would like to be published in the next article, you are requested to submit your articles to Ms Mbatha at room no 51, OPD or alternatively contact her on extension 6061.

PHYSICAL FACILITIES



Construction underway for the new paediatrics

The replacement of medical wards, 128 beds and a 40 bed paediatrics ward has commenced after several years of being put on hold by the Provincial department. These projects will be finalized within two years. A large number of emergency projects will be carried out during the new financial year:

- Temporary labour wards and neonatal nursery
- Two temporary low care wards (4 beds)
- Additional Consulting rooms for Anti Retroviral treatment rollout
- Additional consulting rooms for PMTCT and obstetrical unit
- Minor upgrade on existing medical wards
- Various minor projects: revenue office, public relations and information office (near the entrance), security office and the entrance upgrade, relocating of catering unit to the nurses home, temporary relocation of the physiotherapy, occupational and speech therapy to existing kitchen and buildings vacated by PHC mobile staff
- Relocating of EMRS.

PROMOTIONS

FEBRUARY 2004

- Senior Porter to Clinical Orderly
- Security Guard to Clinical Orderly
 - Cleaner to Clinical Orderly

MARCH 2004

- Security Guard to ASO Pharmacy
- Two Admin Clerks to Ward Clerks
- Two Admin Clerks to Stores Officer
- A Pharmacist to Pharmacy Manager

Congratulations!!!!!!!!!!!!!!

FINANCES

Stanger Hospital projects an expenditure of R93,3 million for this financial year. This will be R 1,3 million over expenditure. The budget allocation for the new financial year is totally inadequate to implement our strategy and negotiations are underway to clarify if we will be permitted to continue to implement the strategy.



We acquired more than R 4 million of equipment during this financial year. We also purchased a large amount of linen to replace old linen and address shortages, approximate total amount is R700,000. We experienced loss of linen during the last financial year at the regional laundry and as a result we changed our laundry to IALCH.

The revenue projects R1,8 million which is R400,000 less than last year and it is a concern.

Hospital Manager

Appointments, transfers, resignations, retirements and deaths.

January 2004

Transfers

- Two Professional Nurses were transferred from Itshelejuba and King George
- A Professional Nurse was transferred to G.J. Crookes

Resignations

- Four Staff Nurses resigned
- A Professional Nurse resigned
- A Pharmacist resigned
- A Speech and Hearing Therapist resigned

Appointments

- A Medical Officer was appointed.
- Three pharmacists were appointed
- Six Professional Nurses were appointed
- Two Pharmacy Interns were appointed
- Twenty One Community Service Officers were appointed(Medical Officers(10), Physiotherapists(2), Radiographer(2), Speech and Hearing Therapists (3), Dietician (1), Occupational Therapists(3))

Medical Boarding

- A Senior Staff Nurse was medically boarded

February 2004.

Transfers

- A Pharmacist was transferred to Tongaat CHC
- A Staff Nurse was transferred to IALCH
- A Professional Nurse was transferred to Muthimude
- A Chief Professional Nurse was transferred to PHC
- A Medical Officer was transferred to IALCH
- A Staff Nurse was transferred from Umphumulo
- A PN was transferred from King George

Appointments

- 8 ENA's were , 5 SN's, 4 PN's, CPN were appointed
- A Medical Officer was appointed.
- A principal Medical Officer was appointed
- A General Assistant (PHC) was appointed
- A Pharmacy Intern was appointed
- An Artisan Fitter was appointed

REPORT ON THE MISCONDUCT STATISTICS, TRAINING AND ABSENTEEISM



MISCONDUCT STATISTICS

SEPTEMBER 2003

- Two staff members were charged for negligence on duty (loss—damage of State property)

OCTOBER 2003

- Two staff members were charged for theft

NOVEMBER 2003

- Seven staff members were charged for negligence on duty (loss - damage of State property)

TRAINING

SEPTEMBER 2003

- Forty five staff members were trained on Human Resources Management.
 - Twenty staff members were updated on trauma and emergency
 - Forty eight volunteers were trained on customer care

OCTOBER 2003

- Thirty staff members were trained on project management

ABSENTEEISM

SEPTEMBER

- Two hundred and thirty three staff members were absent to a total number of six hundred and thirty five days due to sick leave.

Article by Mr. S. Govender

Resignations- February 2004

- An Admin Clerk resigned
- A Chief Professional Nurse resigned
- A Professional Nurse resigned

Appointments, transfers, resignations, retirements and deaths.

MARCH 2004

Appointments

- A Social Worker was appointed.
- Nine Professional Nurses were appointed
- A Principal Medical Officer was appointed

Transfers

- A Professional Nurse was transferred to KwaDabeka Clinic
- A Security Guard was promoted to Mahatma Gandhi
- An Admin Officer was promoted to Sisonke District Health Office.

Deaths

- Three Staff members passed away (1 Control SASO, 2 x Nursing Assistants). **May their souls rest in peace**

APRIL 2004

Appointments

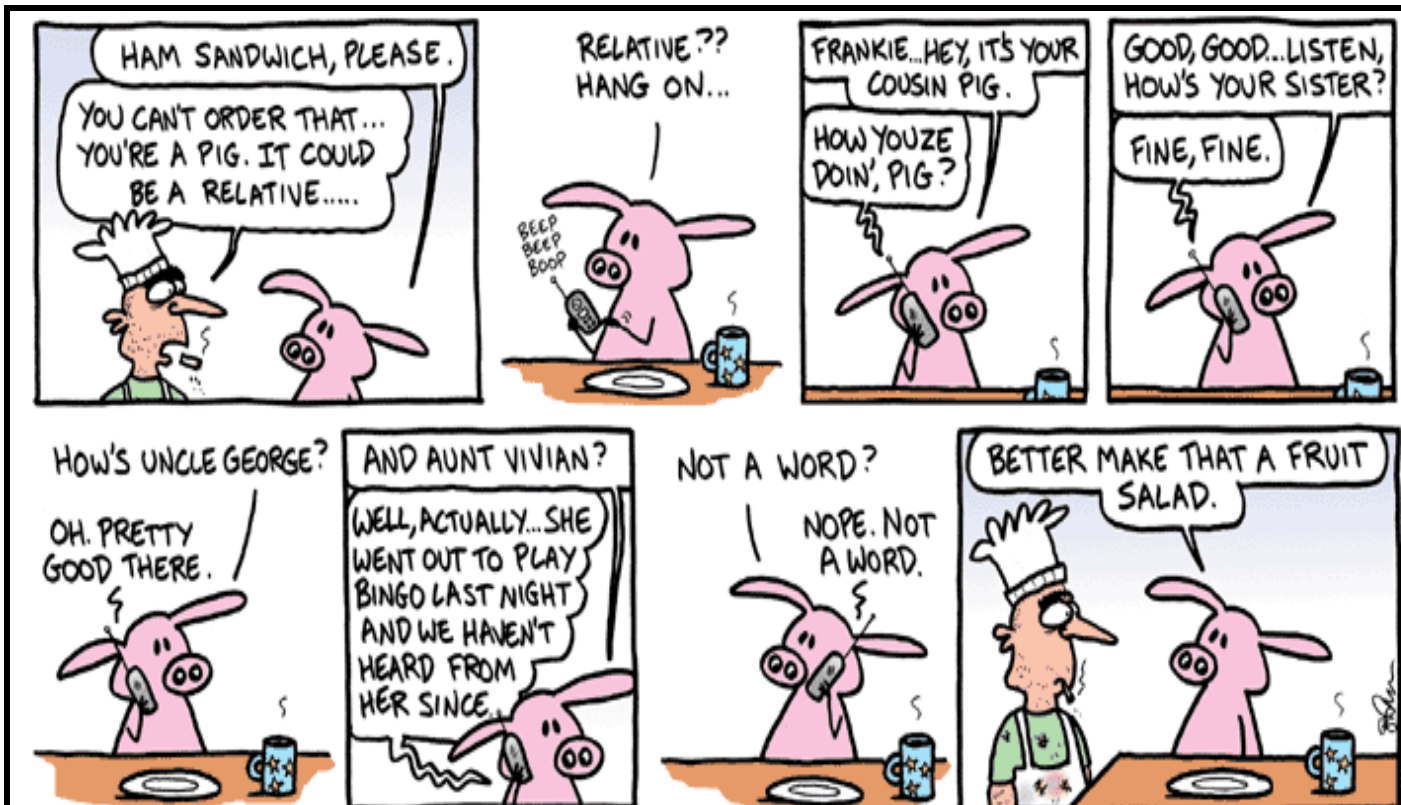
- A Chief Medical Officer was appointed
- A Human Resources Manager was appointed
- Two Principal Medical Officers were appointed
- A Staff Nurse was appointed
- A Professional Nurse was appointed.

Resignations

- A Driver resigned
- A Chief Professional Nurse resigned
- A Senior Staff Nurse resigned

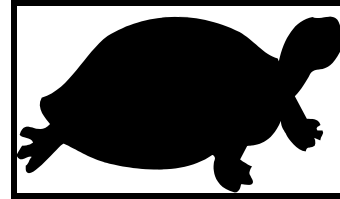
Retirements

- A Chief Professional Nurse retired.



ON A LIGHTER NOTE.....

Three tortoises, Mick, Andy and Roy, decide to go on a picnic. Mick packs the picnic basket with beer and sandwiches. The trouble is that the picnic site is ten miles away so, it takes them ten days to get there.



When they get there Mick unpacks the food and beer. "Ok Roy give me the bottle opener" I didn't bring it" says Roy "I thought you packed it" Mick gets worried, He turns to Andy, "Did you bring the bottle opener?" Naturally Andy didn't bring it. So they're stuck ten miles from home without a bottle opener. Mick and Andy beg Roy to go back for it. But he refuses as he says they will eat all the sandwiches. After two hours, and after they have sworn on their tortoise lives that they will not eat the sandwiches, he finally agrees. So Roy sets off down the road at a steady pace. 20 days pass and he still isn't back and Mick and Andy are starving, but a promise is a promise.

Another 5 days and he still isn't back, but a promise is a promise. Finally they can't take it any longer so they take out a sandwich each, and just as they are about to eat it, Roy pops up from behind a rock and shouts, "I KNEW IT'I'M NOT GOING!"

Netball champions

"We lead and they follow" this the tune that the netball team is singing these



days and this makes them the netball champions for 2003.

Stanger Hospital Netball Team has been on operation 'qoqa zonke' these days when they came tops in both their tournaments. The tournaments were played in Durban and Verulam. Their recipe for success is commitment, dedication and keeping fit.

Feels good to be associated with the winning team." If you cant beat them, join them".

HAPPY 2004

If 2003 was one of "those' years which you began with optimism
 And ended a little despondent
 Feeling all alone in the world
 And with a couple of extra little wrinkles
 And a few extra kilos
 If during the year you forgot more than one important commitment, like your mother in law's birthday
 Not to mention differences of opinion with the boss
 And more than one goal remained out of reach.
 If 2003 wasn't as great as it could have been
 2004 is here!
 So celebrate it the best possible way.....
 With cuddles, and kisses
 And lots of humour
 Here's hoping you'll leap into 2004 with health, prosperity and happiness.

Source: e-mail

BREASTFEEDING AWARENESS DAY

Stanger Hospital Breastfeeding awareness committee hosted a breastfeeding awareness day on the 27th of February 2004. The theme for the day was "Breastfeeding is best". The purpose of the day was to create awareness about the importance of breastfeeding as the hospital is trying to achieve a Baby Friendly Status.

The event commenced with a float procession from the hospital through the Central Business District (CBD) and back to the hospital. Keeping in line with the theme of the day, various entertainments in the form of music, role-play, and poetry were provided. Ms Z. Mpunzana, a breastfeeding mother rendered a speech item highlighting the importance

of breastfeeding.

The guest speaker of the day, Mrs. T. Zondi from the Nutrition department shared with the guests her past experiences regarding breastfeeding. In her address, she en-



GUEST SPEAKER- MRS T.ZONDI

couraged breastfeeding and explained its advantages. She highlighted that breastfeeding helps bonding and development of the baby, helps delay a new pregnancy and protects the mothers health. She emphasized that breastmilk has perfect nutrients which are easily digested, efficiently used, protects against infection and costs less than artificial feeding.

Ms Nompumelelo Zulu walked home a happy mother after she won herself a baby hamper from the competition.

The committee would like to thank all the sponsors for the event, Ilembe District Office, people who attended and contributed to the success of the event.

OPEN DAY AT THE HOSPITAL



Mrs. Mabaso- Board Member

On the 19th of March 2004, Stanger Hospital hosted an Open Day. The event commenced at 10:00 a.m.

The aim of the Open Day was to show our commitment towards community involvement. We consulted with the community about our role in the District, educating school children about health related careers and bursaries available. The hospital also consulted about the level of service that it is currently rendering, rationalisation and the development of

Regional services. These form part of our Batho Pele as we have to show openness and transparency, give information, value for money and leadership direction.

Management gave an insight into the future of the hospital. Board Members explained to the community about their role, EMRS provided information about their services and gave a stern warning to the members of the community who are abusing the system and therefore hindering service delivery. District Office provided information about bursaries available and Departmental Heads had departmental stands for the interaction with community members.

PHC staff administered flu vaccine and did BP check ups to the first 200 community members

SOD TURNING CEREMONY—GROUTVILLE



On the 06th of April 2004, the community of Groutville was graced with the long awaited visit of the MEC of Health, Dr Z.L.Mkhize. The purpose of the visit was a sod turning ceremony where the new clinic is to be built.

Dr Z. L. Mkhize urged the local community to take responsibility of their health infrastructures and work hand in hand with the health care providers towards improving service delivery.

Mr. Dan Naidoo, chairperson of the Hospital Board said he is pleased with the construction of the new clinic.



ARV ROLL OUT

INTRODUCTION

Stanger Hospital is one of the designated sites for HIV/AIDS ARV rollout by the end of April 2004. KZN has 22% HIV infection in the general population. We know that 25% of an anonymous survey of staff in the hospital that were tested for HIV infection are HIV positive. We believe that our staff members are entitled to be part of the group that will receive ARV drugs if needed. We want to rollout ARV drugs if needed. We want to rollout ARV drug treatment to our staff members at the same time tackle the general population programme.

REASONS FOR THE ABOVE DECISION

- Sick staff deserve to feel better and be a full part of our society like every other citizen
- Staff will be healthier and better able to manage their work activities
- Staff will be able to support their families
- Since we have an occupational staff clinic, we will be able to monitor our staff and ensure treatment adherence.
- We will be able to earn valuable lessons while treating staff that we can use in the wider ARV programme

PROPOSAL

In the spirit of democracy and autonomy we want everybody working at Stanger Hospital to decide on the following issues:

- Should we have an ARV programme for staff members?
- Should this programme be run separately from the general programme?
- Should the programme be run in a separate venue with totally different staff and data collection?
- Where will we do the clinic—off site/ on site?
- Must we recruit a DR from outside to run the clinic?

A questionnaire has been drawn and distributed to the supervisors, results will be analyzed and thereafter management and the team will begin to plan such a programme if the staff members wish it

Compiled by: Dr G.E. Jonathan, Dr V. Mudly and Mrs. M. Mdletshe

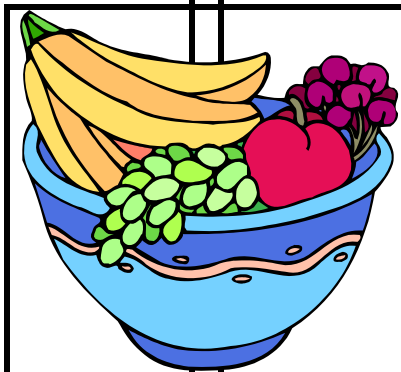
News on Nutrition

Focus on Basic Healthy Eating

Did you know that a healthy body creates healthy mind and therefore a healthy soul? But what makes a healthy body?

Sticking to the following 10 wise tips will definitely make your body healthy:

- Enjoy a variety of foods. This will give you a variety of nutrients that your body needs, which no single food will give at once
- Make starchy foods the basis of your meals. Choose unrefined foods more often e.g. brown bread is better than the white one
- Have a reasonable/ enough protein daily e.g. fish, eggs, chicken, meat, milk etc. always remember that white meat should be preferred over red meat.
- Eat legumes regularly. Legumes are an economical source of protein and can be used instead of meat to make cheap but healthy meal.



- Eat plenty of vegetables and fruit . Try to eat 5 or more servings of both fruits and veggies per day

- Use fat sparingly. Always add small amount of salt to food just enough to taste, and add while still cooking not when cooking is done.
- Drink lots of clean, safe water. Try to make this part of your daily routine. Aim for at least 2l per day
- Avoid alcohol and smoking. The above mentioned can be detrimental to your health, so try by all means to avoid them

- Be active. This will help your body in burning off excess and unwanted fat, it also helps improve blood circulation.

COMPILED BY : T.C. MADLALA

DAILY GUIDELINES TO MAKE A DIFFERENCE IN YOUR OWN AND OTHER PEOPLES LIVES.

- RUBBER BAND: to remind you to stretch your new ideas and your mind to new limits so you will continue to grow and reach your potential.
- TISSUE: To remind you to see the tears and needs of others, including those of yourself and peers
- CANDY KISS: To remind you that everyone need a hug, kiss or a word of encouragement everyday
- LIFE SAVER: To remind you to think of your peers as your lifesavers. Care about each other through stressful times
- PENNY: To remind you of the value of your thoughts - big and little one's. Share them with others
- ERASER: To remind you that we all make mistakes and with an eraser they can be erased, as can our human mistakes be overcome
- TOOTHPICK: To remind you to pick out the good qualities in others and yourself and to be tolerant and accepting of the differences of others
- PAPER CLIP: Its important to keep[it all together. Find the balance in your physical, professional and spiritual life. Explore the resources and programs available to you in the community.

ARTICLE: SR SHABANE (IN SERVICE EDUCATION)