



KWAZULU-NATAL PROVINCE
HEALTH
REPUBLIC OF SOUTH AFRICA

GREY'S HOSPITAL

GREYPVINE NEWSLETTER

Our Priority is you!

March 2024 issue

Quality Day and Long Service Awards



Executive Award: Ms H Mkhize (Personal Assistant CEO) and Mr M Mckenzie (Supply Chain Management)



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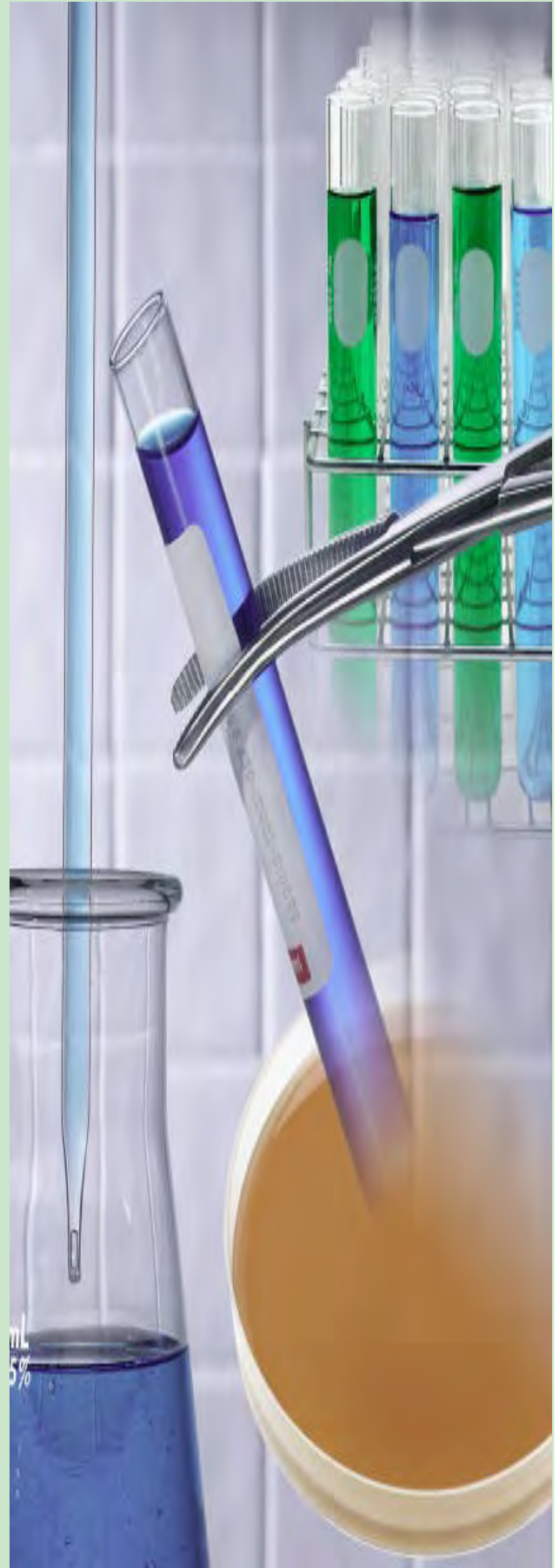
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QUALITY DAY AND LONG SERVICE AWARDS 2023

On November 24, 2023, Grey's Hospital held its Annual Quality Day and Long Service Awards Ceremony with the theme **"Celebrating Commitment: Combating Quiet Quitting"**. The Annual Quality Day and Long Service Awards Ceremony provided a platform for creating lasting memories and fostering a sense of unity and team spirit among the staff. It was a time to reflect on collective achievements and honour the dedication that propels Grey's Hospital towards continued excellence in healthcare. Mrs. A Quayle, the Quality Assurance Manager, delivered a motivational speech, encouraging staff members to persevere and continue working diligently to uphold and care for the sick and vulnerable. Reverend S Shangase was the main speaker, followed by guest speaker Dr. L Simelane. Both speakers delivered powerful words of encouragement, inspiring commitment and dedication among the staff. The event was expertly hosted by program directors Mrs. T Mathonsi and Dr. NMT Gumede, who maintained an engaging and lively atmosphere throughout the ceremony. They ensured that the celebration of commitment and recognition of dedication were highlighted in an interesting and captivating manner. Mr. J Khumalo, the AD of Human Resources, presented Long Service awards to staff members who had served the hospital for many years. He expressed his gratitude and thanked each member for their admirable, long-standing commitment to Grey's Hospital. The Executive awards for 2023 were presented to Mr. M McKenzie (SCM), Mrs. J Human (Maintenance department), and Ms. H Mkhize (PA to CEO). Their efforts were recognized as integral to the institution's continuous pursuit of excellence in healthcare and quality management. The ceremony served as an opportunity to honour the dedication and enduring commitment of staff members who have contributed years of service to Grey's Hospital. It was a time to appreciate their loyalty and significant role in maintaining the hospital's standards of excellence. Mr. JZ Mntungwa, the PRO, shared the details of the facility's health events for the year, extending gratitude to all members for their relentless efforts in ensuring the success of these events. The event was concluded by a special appreciation note given by Mr. S Matibela, the Nurse Manager, he thanked each staff member and sponsor who contributed to the event preparations, leading to its tremendous success.



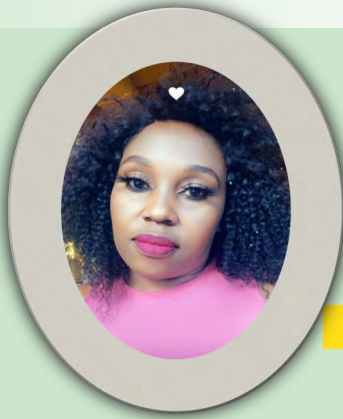
QUALITY DAY AND LONG SERVICE AWARDS PHOTO GALLERY



QUALITY DAY AND LONG SERVICE AWARDS PHOTO GALLERY



A PATIENT'S JOURNEY AT GREY'S HOSPITAL



MS PINKY NZAMA

Ms Pinky Nzama was only 20 years old when she was diagnosed with cancer in 2013. She received chemotherapy and radiation and faced many physical and emotional challenges along the way. She felt scared, angry, and alone, and wondered why this had happened to her. She lost her mother, son and her cousin through cancer in 8 years ago. But Ms Nzama did not give up. She found strength in her faith, her family and her friends. She says the help she received from Grey's Hospital Oncology Nurses, Doctors and Estcourt hospital staff members during her cancer journey was amazing and she would not be here today if not for them.

She joined a support group of other people with cancer where she learned that she was not alone in her struggle. She realized that she had a lot to offer to others who were going through the same thing. She decided to use her experience as a source of inspiration and hope. Ms Nzama started a foundation called **Pinky Nzama Foundation**, which aims to support and motivate patients who are diagnosed with cancer. The foundation provides emotional counseling, educational resources, and peer support to cancer patients and their families. She also organizes donations for cancer patients, cancer awareness campaigns, and survivor celebrations. She shares her story with anyone who needs to hear it, and encourages others to share theirs as well. Ms Nzama is now a 11 year cancer survivor and she is grateful for every day of her life. She says that cancer was a blessing in disguise, because it taught her to appreciate what really matters, and to help others who are facing the same challenge. She says that her foundation is her way of giving back, and of spreading hope and love to the world.

Her foundation has recently donated towards a Toy Drive in Grey's Hospital Paediatric Oncology Ward and General Wards in support of children who are diagnosed with cancer. She is encouraging anyone who can afford to donate things that will put a smile on the faces of the children. Pinky Nzama Foundation's ambition is to create cancer awareness through out South Africa.



MS P NZAMA HANDING OVER GIFTS TO THE PAEDIATRIC WARD OPERATIONAL MANAGER

SR S NATHOO

Braden's Journey to Health

By Sarah Taylor

A KwaZulu-Natal teen is among recent beneficiaries of pro-bono scoliosis surgery through an initiative between Grey's Hospital and Mediclinic Pietermaritzburg. The joint venture assists young state health care dependent patients requiring scoliosis surgery and is the brainchild of Grey's spine surgeon Dr Alberto Puddu.

In 2023, patient Braden Moonilall, 15, was diagnosed with congenital scoliosis after X-rays revealed that one of his vertebrae was triangular, causing his spine to curve to the one side and giving him a growing lump on one shoulder. "Braden required surgery. If he does not have the surgery, he would have had a deformed spine for the rest of his life and the condition could have worsened. For this type of scoliosis, the only treatment option is surgery," says Dr A Puddu. "Scoliosis is particularly progressive during a child's growth spurts. In another 10 to 15 years' time, Braden might have developed attrition of the spinal cord, in which the spinal cord becomes damaged after rubbing over the deformity, possibly causing weakness in the legs, and bowel and bladder problems too."

A collaborative effort

Dr Puddu's initiative stems from the need he witnesses in the government health sector. "In the state system, we do not have enough theatre time due to high patient load which means our surgical waiting lists get longer. Elective operations, like Braden's, are repeatedly pushed to the bottom of the line as they are not emergencies," says the surgeon.

Intensive care unit (ICU) beds are also in short supply at state hospitals in general and, if Dr Puddu could not guarantee a high-care bed at Grey's hospital for post operative care, the surgery had to be delayed. Dr Puddu contacted Mediclinic Pietermaritzburg hospital manager, Tabitha Lolliot about a partnership in which Mediclinic was asked to provide theatre time and a post-op, high-care bed for his patients.

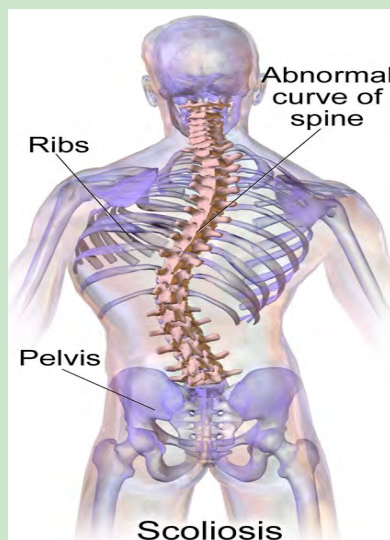
"Off the bat, Tabitha was positive about the idea and took it up with their head office. Three days later, Mediclinic Southern Africa's industry affairs executive Mr Bob Govender contacted me, saying he really wanted to get involved in the programme," says Dr Puddu.

"Mediclinic has been amazing throughout this whole process: forthcoming and positive, with a 'how can we make this happen?'" attitude.

Sharing the healthcare burden

Between October 2022 and January 2024, Dr Puddu has performed 26 such operations at Mediclinic Pietermaritzburg on children needing scoliosis surgery. The programme is due to be completed at the end of February 2024, by when a further three operations will be completed. As the pro-bono scoliosis surgeries have proven so successful, Dr Puddu would love to repeat the initiative and further cement partnerships between Grey's and Mediclinic Pietermaritzburg.

"This partnership is a simple and workable solution to bridge the gap between private and public healthcare. It is a way to alleviate some of the challenges faced by the state health sector," says Dr Puddu. Ear, nose and throat (ENT) surgeons at Grey's and Mediclinic Pietermaritzburg conducted a similar pro-bono programme prior to Dr Puddu's initiative, while, since Dr Puddu's programme began, Grey's urology surgeons and the private hospital have begun a similar initiative as well. "I think our programmes can help pave the way for such approaches between the private and state medical sector," says the surgeon.



The impact for Braden

Prior to the operation, Braden had some pain in his back, which is now no longer such a problem. What was particularly problematic for Braden was the cosmetic aspect of his scoliosis, the asymmetry. With one shoulder being higher than the other, he would wear big jackets to cover up his back.

Dr Puddu says Braden's three-and-a-half hour operation and subsequent recovery went according to plan. The day after the operation at Mediclinic Pietermaritzburg, he was transferred back to Greys, where he spent two weeks recovering. A couple of weeks later, he was walking and back at school.

"Braden should have a normal life now. He might have some back or neck pain in future, but most of us experience that kind of pain during the course of our lives." says the surgeon.

While Braden was scared to undergo the surgery, he has certainly noticed the difference, post-surgery. "I spent almost two weeks in hospital and the pain was crazy, but it got better as time went by," says Braden. "Now, six months later, I'm healed very well and have much less pain. It's more manageable and I'm doing so much better." He says he is careful to take things as easy as possible to avoid injuries, but he feels much more free. "The operation has given me so much more confidence. I'm able to dress smartly without worrying about who is looking at me. I'm no longer conscious about my appearance and I feel normal again," he says.

"Having the operation was the best choice I could ever have made. It has benefitted me a lot and I now look to a brighter future. I thank God for sending Dr Puddu and Dr Kiewit into my life. They are my real-life heroes and my most-looked-up-to role models."

The logistics of a pro-bono healthcare initiative

In Dr Puddu's programme, two days before the operation, the patient is admitted to Grey's where blood and other tests are conducted (work-up). The next day the patient is transferred to Mediclinic hospital, where he/she is kept overnight under the care of Mediclinic nurses. Following the surgery, post op day is also spent at Mediclinic, and most patients are transferred back to Grey's the next day where they embark upon their post-op rehabilitation.

While most of the surgeries so far have involved the services of district anaesthetist Professor David Bishop or Greys' anaesthetist, some private anaesthetists also assisted pro bono.

The nursing staff - including the theatre staff, radiographers and post-op ICU nurses - are paid for by Mediclinic Pietermaritzburg, while Dr Puddu's surgical services are paid for by the state and he does not earn extra money from the programme. Grey's Hospital pays for the surgical implants, which is substantial.

"It is important for both parties in this partnership to feel they are contributing. To keep things semi-equal in terms of cost, the state also covers the costs of any implants," explains Dr Puddu.



Dr Alberto Puddu (Spine Surgeon) And Braden Sharing

SPRING INTO ACTION FUN RUN/WALK

On a sunny Thursday morning the 21 September 2023, Grey's hospital hosted it's first fun run/walk after many years. The idea was initially thought of by Mr D Naidoo (ANM) and a task team was established with Ms S Arends at the helm. All participants had to pre-register to enter the run/walk which consisted of two categories, namely: Shades color run-where participants had to wear funky sunglasses and the second category was Department themed group run, where participants had to theme their group and dress according to their theme. The 2km run started promptly at 09h00 at the helipad and included a run/walk around Grey's hospital with 4 water stations along the way. The two MC of the day, Mr S Cele and Mr M McKenzie held the tempo of the day and entertained the group. Grey's staff came out in doves in support of the run. There were various food stalls, a jumble sale, photobooth and many prizes were won. Staff received a silver medal for participating in the event and each winner received a gold medal, congratulations to all the winners. True comradeship was seen amongst all, fun was clearly had. Executive management showed their support by participating in the fun run. Thank you to the task team who worked and contributed personally towards the success of the event. Healthy staff and happy staff.

Grey's Hospital Spring Into Action Fun Run/Walk-2023



SPRING INTO ACTION FUN RUN/WALK PHOTO GALLERY



SPRING INTO ACTION FUN RUN/WALK PHOTO GALLERY



WOMEN'S DAY CELEBRATION

The Women's Forum of Grey's Hospital hosted a successful and inspirational Women's' Day event on 31 August 2023 at the Recreational Hall. Theme of the day: **"The Masks we wear- Building our Self-Esteem (Masquerade)"**. The welcome and prayer notes were beautifully delivered by Mrs P Mhlongo and the purpose and opening notes were graciously done by Dr N.M.T. Gumede, our eloquent Senior Manager-Medical Services, who captivated all with his speech on the role of women in society with particular reference to his life. The educational aspect consisted of three informative presentations: Behind the Mask/The Powerful impact of self-image issues in life by Ms Nikki James; Building a healthy self-image by Ms Delysia Pillay; and Cancer in Women by Dr Sandile Mkwana. Sr P Nursoo showcased line-dancing and had the audience jiving. There was also short dances performed by all the Women's forum members. An icebreaker exercise was done by Ms Lekha Chirkoot that promoted team building, creativity and brainstorming. Our vibrant and delightful programme director Alaysha Rahim ensured that she kept the programme on point and kept the audience attentive. Jackie Pillay wrapped up the event concisely with a great summary and a heartfelt vote of thanks to helpful stakeholders and generous sponsors. The event was attended by 130 female employees all beautifully attired in stunning outfits, heels and glittery face-masks. The stage décor portrayed the Masquerade theme, as did the icebreaker, two presentations, and table settings of various vases, necklaces and feathers.



Women's forum members: Left to right: Ms N. Jali, Ms N Mayku, Ms T. Mathe, Ms .M. Mbhele, Mrs N.E. Gumede, Ms Z. Koloane, Mrs. P. Mhlongo, Ms L. Chirkoot, Ms J. Pillay, Ms K. Ishwarduth, Ms N. Naidoo and Ms A. Rahmin.



WOMEN'S DAY CELEBRATION PHOTO GALLERY



Grey's hospital conducted a peer Ideal hospital inspection of the facility using the Ideal hospital inspection tools in 2023. The aim of the inspection is to assess the readiness of the facility for accreditation. The inspection covered fifty seven (57) departments which covers the entire facility. Grey's hospital achieved an overall performance of 98.35%, a slight decrease in performance compared to the 2022 results. The graphical presentation below shows the performance of the three measures namely; Non-negotiable vital, Vital and Essential for the 2022 and 2023 years.

Ideal Hospital Results



Ideal Hospital	2022	2023
Non-negotiable Vital	99.1%	99.42%
Vital	99.15%	98.63%
Essential	98.68%	97.95%
Average	98.95%	98.35%

Is Grey's hospital ready for accreditation by the Office of Health Standards Compliance?

The role of the OHSC is to inspect and certify health establishments as compliant or non-compliant with prescribed norms and standards for a health establishment. **All health facilities must be certified by the OHSC to be considered for accreditation by the NHI.**

Grey's hospital will be conducting an internal peer inspection in June 2024.

CHILDHOOD CANCER DAY AWARENESS

While childhood cancer is rare, it is the leading cause of disease-related death past infancy in children and adolescents. The likelihood of surviving a diagnosis of childhood cancer depends on the country in which the child lives: in high-income countries, more than 80% of children with cancer are cured, but in many Lower middle income countries, less than 30% are cured. Every September, advocacy organizations, healthcare institutions, patients, and families raise awareness for childhood cancer. The idea of National Childhood Cancer Awareness Month was first introduced in 1990 in a presidential proclamation by the then President George H.W. Bush. On September 26th 2019, September was officially recognized as National Childhood Cancer Awareness Month to honor the fight against childhood cancer. Grey's hospital hosted a childhood cancer awareness day in POPD on the 21st of September 2023. Educational awareness was raised with various talks on childhood cancer early warning signs, messages from a parent with a child suffering with cancer who provided an inspirational message demonstrating the improvement in her child's clinical condition since the commencement of chemotherapy. We also had a childhood survivor speak on their experience of childhood cancer. Debbie Riggen, from Reach for a Dream arranged a team who provided face painting, party packs and treats for the children as well as balloons which was received with much fanfare. Agie Govender, regional co-ordinator for CHOC KZN arranged party packs as well as treats for the children. Co-ordinators of the event, Dr Kama-lina Coopasamy and Sister Lee Ann Marimuthu had also arranged greater public awareness events with Dr Coopasamy doing radio interviews at both East Coast radio and Radio Hindvani which was well received.



Paediatric Team

HERITAGE DAY CELEBRATION

Heritage Day is a public holiday that celebrates the cultural diversity and richness of South Africa. It is observed on 24 September every year, and it is a day to honour the various traditions, languages, cuisines, arts, and histories that make up the Rainbow Nation. Grey's Hospital celebrated Heritage day by encouraging the staff members to wear their traditional clothing or the clothing of another culture that they admire on 22 September 2023. This is a way to show pride in their heritage and to appreciate the diversity of others. Heritage Day is a great opportunity to learn more about your own heritage, or the heritage of others. It is a day to honor the past, enjoy the present, and look forward to the future. It is a day to be proud of who you are, and to respect who others are. It is a day to celebrate South Africa's intangible cultural heritage, which is the foundation of our nation.





Staff members participated in pharmacy walk to celebrate the contributions of pharmacists and pharmacy support personnel to the healthcare sector.

GREY'S NETBALL TEAM SHINE

uMgungundlovu District Tournament held their annual tournament between 19-20 October 2023, where all districts in uMgungundlovu are welcomed to participate in various sporting activities. Grey's hospital netball team secured 3rd place in the tournament, bringing home a trophy for their efforts. Executive management personally congratulated the team for their outstanding performance. Well done Grey's Team.



Netball Team seated from left: S Mkulisi, H Mthembu, K Mazibuko, K Ntuli, B Duma (Team members not in picture include H Cass, N Zuma, Z Manyathi, N Dube, S Mwelase, T Zuma, T Sokhela, I Mthini).

RENAL AWARENESS WEEK

Renal awareness week is an annual event that aims to raise awareness of the importance of kidney health and the prevention and early detection of kidney disease. According to the South African Government, kidney disease affects about 15% of the population and can lead to chronic renal failure, which requires dialysis or transplantation. Some of the risk factors for kidney disease are diabetes, hypertension, HIV, obesity, smoking, and family history. One of the ways to help your kidneys is to know your numbers, such as blood pressure, blood sugar, and creatinine levels. These can indicate how well your kidneys are functioning and if you need any treatment or lifestyle changes. Ward G1, G2 and Ward F2 were also visited by the team to raise awareness on Lifestyle and Kidney disease. Mr T Mashaba did a talk on the role of the psychologist, prevention and the impact of Kidney Disease. Hospice donated hats and mini blankets for Renal Patients that travel on the PPT buses.



From left: Mrs F Harmse, Ms S. Hlongwane and Mr T Mashaba

Grey's hospital Oncology Department organized a Breast Cancer Awareness Campaign in the month of October 2023 to increase public knowledge and awareness of breast cancer and aims to promote screening and prevention of the disease. Breast cancer is a serious and common disease that affects millions of women around the world. The Oncology team organized a session with the Lodger Facility mother's and raised topics on educating the women on Breast Cancer. The topics that were covered are: the Misconception about Breast Cancer, Learn to do Breast Self-examination. Miss Zwane spoke on the various types of Cancer treatment that are available and how they work. Mrs Mbhele provided a demonstration on self-examination exercise and elaborated on early detection of breast cancer and where to seek assistance.

What Are the Symptoms of Breast Cancer?

- New lump in the breast or underarm (armpit)
- Thickening or swelling of part of the breast
- Irritation or dimpling of breast skin
- Redness or flaky skin in the nipple area or the breast
- Pulling in of the nipple or pain in the nipple area



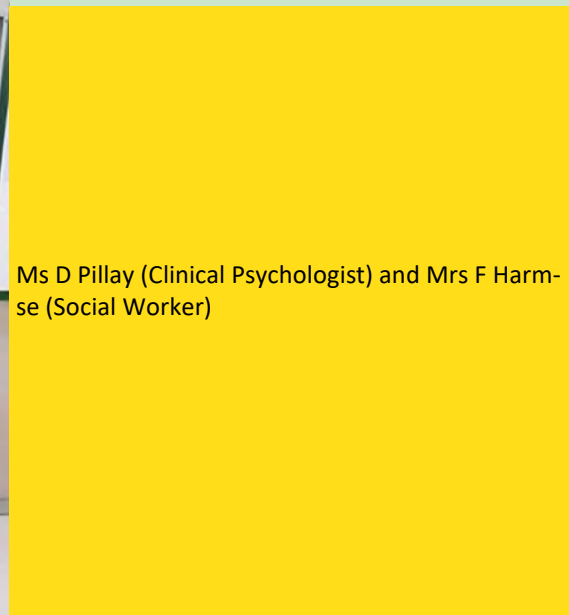
Mrs M. Mbhele addressing the attendees during the breast cancer awareness at Lodger Mother Facility

Bipolar Disorder

What causes Bipolar Disorder

Treatment for Bipolar Disorder

A "manic" episode may include:	A "depressive" episode may include:
Intense feelings of euphoria, excitement, or happiness	Feeling down, sad, worried, worthless, anxious, guilty, empty, or hopeless
Appearing abnormally jumpy or wired	Lack of interest, or no interest, in activities
Having excessive energy	Feeling tired, low energy
Insomnia or restlessness (a decreased need for sleep)	Forgetfulness
Speaking fast or being unusually talkative	Indecisiveness
Having racing or jumbled thoughts	Difficulty concentrating
Distractibility	Changes in sleep, either sleeping too much or too little
Inflated self-esteem	Changes in appetite, either eating too much or too little
Doing impulsive, uncharacteristic, or risky things like having unsafe sex or spending a lot of money	Thoughts of death and/or suicide
Increased agitation and irritability	
Hypomania	



NATIONAL DEPARTMENT OVERSIGHT VISIT TO ONCOLOGY DEPARTMENT

On 02 November 2023 the National and Provincial Department of Health conducted their annual oversight visit to Grey's Hospital Oncology department. The purpose of the visit was to assess the quality and functionality of the oncology equipment and services at the hospital, which is a referral institution for cancer care in the Western half of KwaZulu-Natal.

They were welcomed by the CEO of Grey's Hospital, Mr BM Shezi and Senior Manager of Medical Services: Dr NMT Gumede.

The delegation toured the oncology clinic where they interacted with the staff and the patients. They also inspected the state-of-the-art oncology equipment, which includes a linear accelerator, a brachytherapy machine, and a PET-CT scanner. These machines enable the hospital to provide advanced radiation therapy and diagnostic imaging for various types of cancers.



WORLD DIABETES DAY

World Diabetes Day is a global event that aims to raise awareness of diabetes and its prevention, diagnosis, and treatment. It is celebrated every year on November 14, the birthday of Sir Frederick Banting, who co-discovered insulin in 1921. Grey's hospital hosted World Diabetes Day on the 16 November 2023 at Outpatient Department. Patients were encouraged to eat healthy food and they were provided with healthy food on the day.



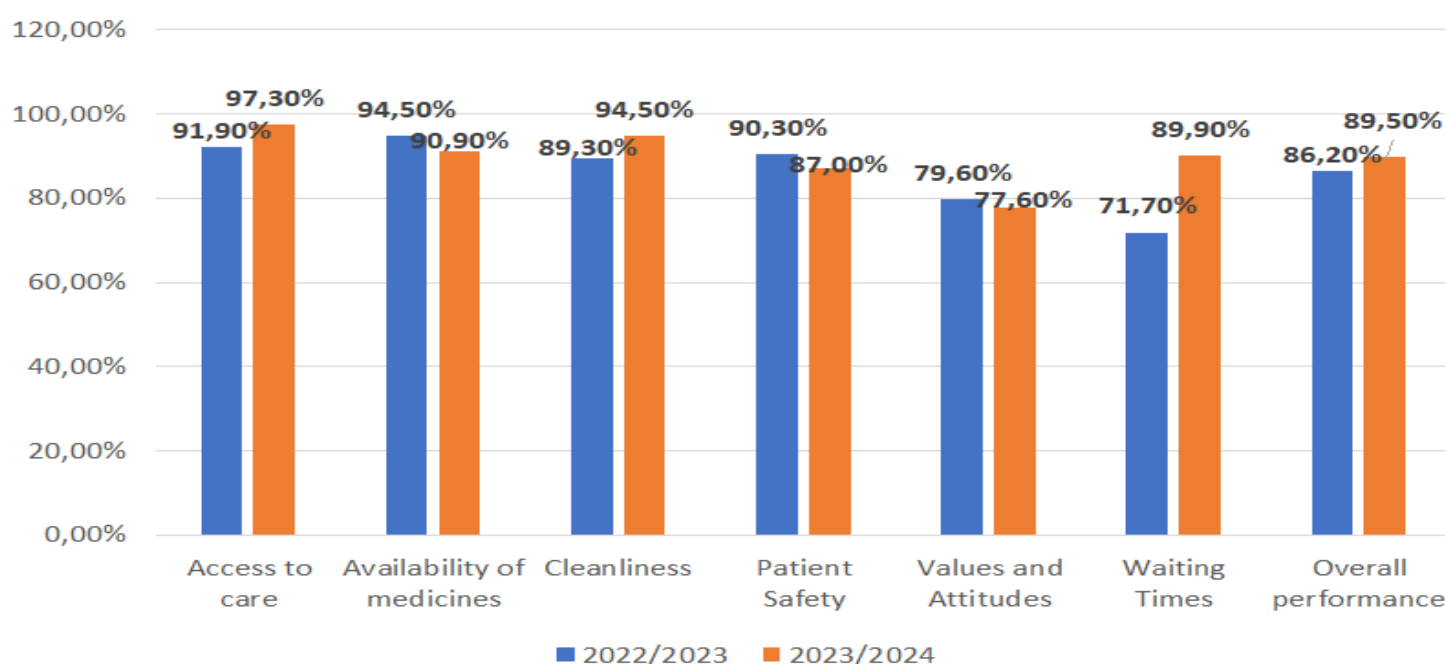
Ms Z Ngubane addressing the attendees

PATIENT EXPERIENCE OF CARE SURVEY

During the month of September 2023, Grey's hospital conducted its annual Patient Experience of Care survey. The survey was co-ordinated by Ms A Quayle (Quality Assurance Manager) and Mr Z Mnthwugwa (PRO). The aim of the survey is to provide valuable insights into patient experiences and satisfaction levels, ultimately leading to enhanced care delivery. Mr S Dlamini (FIO) oversaw the capturing of the survey onto the PEC website after quality checks were completed. The 2023/2024 overall result for the facility was 89.5% , a 3.3% increase compared to the 2022 result. The importance of patient feedback is :

- **Enhancing patient-centered care** : Feedback helps in tailoring services to meet patient needs and preferences.
- **Quality Improvement**: It leads to the identification of areas for improvement in healthcare delivery.
- **Building Trust**: Positive feedback fosters patient trust in the healthcare system.
- **Empowering Patients**: It allows patients to actively participate in shaping their healthcare experience.

PEC 2022/2023 versus 2023/2024



World Radiography Day is a global event that celebrates the discovery of x-rays and the role of radiographers in the healthcare system. It is observed every year in November. The theme for World Radiography Day 2023 was “Celebrating patient safety”, and it focused on the importance of protecting the health and safety of patients during radiological procedures. Grey’s Hospital celebrated World Radiology Day on 18 November 2023. Patients were provided with food on the day and it was happy day for both patients and radiographers. The celebration was a success.

World radiography day 2023



MEET THE LONGEST SERVING EMPLOYEE OF GREY'S HOSPITAL-40 YEARS

Nonhlanhla Aurelia Sithole who is also affectionately known as Ma Sithole is serving her 40th year as an employee of Grey's hospital. We had the privilege of interviewing Ma Sithole.

When were you appointed at Grey's hospital? I was appointed in February 1985

What position did you apply for? General Assistant in Maternity, I rotated in Maternity department for 13 years and eventually ended up at Switchboard as a switchboard operator in 1998.

Tell us more about your Career Pathway: I did a diploma in Switchboard operations which is a six month course before I applied for the Switchboard Operator post. Sr L Scott (retired operational manager of Labour ward) was instrumental in my pursuit of obtaining the post, as she assisted me in applying for the switchboard operator post. I also did a course in Book keeping. I have now been on night shift in Switchboard since 1998.

Tell us more about yourself: I am a single mother of two boys (ages 41 and 37), one is a clerk at a bookshop and the other is a plumber.

What are your hobbies? I like to laugh, sing and dance. I also grow a vegetable garden which include strawberries, madume, butternut and sweet potatoes.

Describe your journey at Grey's hospital: It was not always a smooth journey, one needs to be employed so I stayed for a very long time. I encounter many people with a bad attitude when speaking to me as the switchboard operator, but I always humble myself and try not to retaliate. Always keeping calm has led to a happy environment for me. I also pray on my way to work which helps me to be able to deal with various personalities on the phone.

Do you still find job satisfaction after so many years at Grey's hospital? Yes I do, it is always up to the individual to create an environment that we can still be productive.

What are your plans for the future? I will be retiring in November 2025 and I plan to keep myself active at home by planting madumbe and selling them and I also plan to rear chickens. I just thank God for all He has done for me and I am so grateful to Him for bringing me this far in life.



40 years of service

INTRODUCTION OF CONTINUOUS PROFESSIONAL DEVELOPMENT FOR NURSING PERSONNEL

The South African Nursing Council (SANC) has stipulated that all nurses wishing to renew their annual practicing certificate will need to earn a minimum of 15 CPD points. By earning CPD points, nurses will improve their knowledge, skills, attitudes and professional integrity thus keeping up to date with new developments. CPD points are allocated to a given activity/event/programme, based on the level of complexity and participation in the activities/events/programmes undertaken, i.e. CPD weighting. These are defined as “Packaged Point Allocation” (PPA), and are allocated regardless of time spent on the activity/event/programme. It is important to note that where the nurse is employed for a specific role/job, they cannot be allocated points for the job, unless they do something beyond their job description. For example, a lecturer cannot be allocated points for teaching, and a mentor cannot be allocated points for his/her mentoring role.

Packaged Point Allocation (PPA0:

Observation and attendance. (The individual is part of an Audience.): 1 point

Actioning. (The individual takes charge and leads or presents an activity.): 2 points.

Development. (The individual develops a product/lecture.): 3 points

Points will be needed to earned under 5 themes and the number required differs according to the category of staff.

Nursing Category	THEMES FOR DELIVERY AND REQUIRED CPD POINTS					
Nursing Category	Ethical and Legal domains EL	Area of Practice AoP	Leadership/ Management LM	Teaching T	Research R	Total CPD Points
Prof Nurse	4	6	3	1	1	15
Enrolled Nurse	3	9	1	2	nil	15
Auxillary Nurse	3	10	1	1	nil	15

Practitioners are expected to:

Identify learning needs and associated CPD activities and develop a Personal learning plan.

Take responsibility for identifying relevant CPD activities.

Obtain management/supervisor approval to participate in CPD activities.

Complete a Portfolio of Evidence (PoE), including the Log sheet, (N6/20) in the required format. The Log sheet must be co-signed by a relevant Supervisor/CPD Provider and made available for submission to SANC upon request. Where there is no Supervisor/CPD Provider is available, this must be indicated in the appropriate column and be substantiated if appropriate.

Practitioners need to keep their own CPD activity records in a Portfolio of Evidence (PoE) file for a period of three (3) years after submission of the *Declaration of Compliance form* to SANC. The PoEs must be submitted to SANC upon request for auditing.

Submit a completed Declaration of Compliance form annually to SANC. This documentary evidence must be kept for three (3) years after submission of the *Declaration of Compliance form* to SANC for audit purposes.

Apply to the SANC for exemption in June, if need be; prior to the submission deadline of the Declaration of Compliance form.

Submit supporting documentation if audited and when required.

Keep documentation for a minimum of three (3) years following the year of submission of a Declaration of Compliance form.

If a Practitioner is selected for auditing, he/she will be required to provide SANC with a Log sheet and PoE within 21 days of receipt of such notification. Practitioners will not be allowed to “bank” CPD points from the previous year.

CONTINUOUS PROFESSIONAL DEVELOPMENT CONTINUES...

Employers are expected to:

Create an enabling environment for CPD activities/events/programmes.

Monitor employees' compliance regarding CPD activities/events/programmes, routinely.

Facilitate CPD compliance and registration.

Keep documentation relevant to CPD activities/events/programmes for a minimum of three (3) years following the year of submission of a Declaration of Compliance form.

Exemptions.

Practitioners eligible for exemption may apply in writing to the SANC for a period of exemption from their annual CPD requirements for renewal of the Annual Practising Certificate. The *Exemption form* must state the reason why exemption is being sought. Exemptions are not automatic and will be decided by the SANC on an individual basis. An administrative fee will apply.

Practitioners eligible for exemption are:

- Those who are registered for formal education and training for a specific year (proof of registration will be required).
- Those who have been working for five (5) or less months during the course of the CPD accrual cycle, such as those on sick leave or living/working outside of South Africa.
- Retired nurses who are not working however, choose to maintain their registration.
- Those who wish to remain on the Register despite the fact that their area of practice is not in the field of nursing or midwifery.
- Those on military and national assignments.
- Those who are undertaking indigenous training.

Extensions.

Practitioners, who in extenuating circumstances, are unable in any year to acquire the minimum number of CPD points for renewal of the Annual Practising Certificate, may apply in writing to the SANC for an extension to complete their CPD requirements, stating the reasons for the request. The extension will be granted for three (3) months from July to September.

Auditing

The SANC will audit up to 10% of Practitioners per annum by drawing a stratified sample. Practitioners included in the sample will be required to submit their PoEs to the SANC.



The race is on to obtain your 15 CBD points

On November 17, 2023, Grey's Hospital conducted a comprehensive external disaster drill with the aim of enhancing emergency response efficiency, strengthening team coordination, and reinforcing familiarity with emergency protocols. The drill commenced at 09:13 AM when the hospital's CEO, Mr. B Shezi, initiated the External Disaster Plan, effectively mobilizing relevant units in accordance with the established procedures. Student nurses from Grey's Campus were integral to the exercise, acting as simulated casualties of a fabricated disaster—a bus accident resulting in a vehicle collapse over a bridge into a contaminated river. Their realistic portrayal of victims added depth to the scenario, allowing participants to engage in a more authentic response effort.

Dr. P Ramraj and Sr S Jackson, as the coordinators, meticulously prepared the participants for the drill, ensuring a seamless execution of the simulation. The Emergency Medical Services (EMS) representative, Mr. S Naidoo, along with Grey's clinical department, were instrumental in the staging of the incident, setting the stage for an immersive training experience. Despite the inherent complexity and time-consuming nature of the external drill, it was completed in 45 minutes, followed by a post-drill debriefing session. The exercise revealed minor challenges in communications, staff deployment, and control center management. These were discussed, and actionable solutions were proposed to refine the hospital's disaster response capabilities. The drill was a critical component of Grey's Hospital's ongoing commitment to maintaining a state of readiness. It served not only to evaluate the current External Disaster Plan but also to elevate the emergency preparedness awareness among the staff and provide essential training in a controlled, non-threatening environment. We were honoured to have Provincial assessor from head office Mr A Mohamed amongst our observers for the day, with auditors Dr R Chetty (CEO from East Boom CHC, Mr Khanyeza (Safety Officer HGRH). Thank you to all that participated in the drill and for your hard work. Preparedness is key to successfulness. **(Please note: The “patients “ in article were all volunteers and not actual patients.)**

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16 DAYS OF ACTIVISM FOR NO VIOLENCE AGAINST GENDER BASED VIOLENCE CAMPAIGN

The Women's & Men's Forums of Grey's Hospital jointly hosted a Peace March and an Awareness programme on 30 November 2023 to commemorate the 16 Days of Activism for No Violence against Gender based Violence Campaign. Approximately 35 staff members participated. **STARTING POINT:** Montgomery Entrance, outside the Chapel and **ENDING POINT:** Outpatient Department where an awareness programme was held. Colour the world orange: *Orange or white items were worn during the event.* This programme was held at OPD and was successful in educating patients and staff on ways to deal with Gender Based Violence (GBV), stress and conflict, on creating peace in our homes and community. The programme entailed the following:

- An Opening & Prayer by Mrs P. Mhlongo
- 16 Days against GBV message and Quiz with prizes by Ms Lekha Chirkoot
- Informative Talk on Dealing with GBV issues in families by Ms Futhi Mkhize
- Educational talk on The Role of men in strengthening relationships by Mr Tumelo Mashaba
- The Programme director was Ms Nonhanla Jali and Vote of thanks was moved by Ms Jackie Pillay.

We sincerely thank the members of the Women's & Men's Forums of Grey's Hospital as well as the various departments that supported the event.



I am SD Mkhize and have accompanied my brother Skhumbuzo Mkhize to Grey's Hospital on the 7th of May 2024. The service he received at MOPD section was splendid. I would like to commend Dr. SHAIK in the section who attended to my brother and did all she could to assist him. This included referrals to other sections and making phone calls to other sections of the hospital. One of the sections she called was the ultrasound unit where my brother arrived and was already expected by the officials concern. She took her time in attending to him and I really felt the BATHO PELE principles in action. I cannot praise her enough on her professionalism and hard work and energy she puts into the health profession. May God keep her going in representing the health profession well. Thank you greatly

SD Mkhize

Dear Sir/Madam,

I am sending this email to compliment your staff, namely ward H2

Night shift staff.

Sister - Gugu Madlala

Sir - Lucky Mjoli

ENA- Zanele Mswane

I am in awe of their skills, professionalism, dedication and empathy. Been a medically boarded Matron, with years of experience. I'm amazed with the manner in which they show professionalism and dedication to their duties. Every task is done with empathy and passion, they are true 'Florence Nightingales' nothing is ever too much for them. If a elderly patient is been difficult they handle them with empathy and take pride in doing their tasks. I have been a patient in many hospitals from private to public, but yet to find such dedication. I salute them and pray God blesses them. We very quick to complain but slow to compliment. I am still a patient in H2 and healing, mentally, emotionally, spiritually and physically thanks to the above mentioned staff members. I salute them and pray they get the recognition they so deserve.

Regards

Leonie Ndlovu

Greetings to you all.

My name is Wendy Fynn, I would like to express my sincere and heart felt thanks to the Oncology department at Greys Hospital. The wonderful and professional way I and many other patients we treated with so much respect kindness, compassion. It was indeed a privilege to have such wonderful staff headed by a lady I only know as Rokkaya and others. This entire department went above and beyond their call of duty at all times and all were very pleasant despite the stress of the day they were always so professional. You guys worked together like a well oiled machine. Each knowing exactly what their responsibilities were. This cannot go unnoticed Thank you from the bottom of my heart. May God bless you and continue with the good work that you do and the Big hearts you have.

Thank you so much

Wendy Fynn

Dr Vahed (Oncology department) was very patient during consultation with my daughter, he took his time explaining that transferring the patient was not going to help other than delaying her for getting treatment. Oh! what a kind human being he is, the patient is continuing with her treatment. I don't have the actual words to express myself as to how grateful I am towards Dr. Vahed and the rest of the staff from that unit, I wish all of them to continue brightening our lives as they are doing at the moment. Thank you

Bonisiwe Mchunu (Patient's Daughter)

Urine Analysis: The purpose of a urinalysis test is to check for abnormalities in the appearance or composition of your urine. It is commonly used for screening, diagnosing, and monitoring different health conditions, such as kidney problems, diabetes, or urinary tract infections (UTI).

Urine Urobilinogen	It is normal for your urine to contain some urobilinogen. If there is little or no urobilinogen in your urine, it can mean your liver is not working correctly. This test is only one measure of your liver function.
Urine Glucose	Glucose is not normally in the urine. Positive urine glucose test result could indicate diabetes or renal glycosuria and calls for follow-up testing for diabetes
Urine Bilirubin	The detection of bilirubin in the urine is an early indication of liver disease such as hepatitis, a blockage in the liver drainage system, or a problem with your general liver function
Urine Ketones	Presence of ketones in the urine suggests increased fatty acid metabolism, which occurs during starvation and in conditions such as diabetic ketoacidosis.
Urine Specific Gravity	Causes of low specific gravity include conditions that result in the production of dilute urine, i.e. diabetes insipidus and acute tubular necrosis. Causes of high specific gravity include dehydration, glycosuria (e.g. diabetes mellitus) and proteinuria (e.g. nephrotic syndrome)
Blood in Urine	Blood in the urine may indicate Urinary Tract Infection (UTI), kidney stones, cancers of the urinary tract, nephritic syndrome and/or strenuous exercise. False-positive reactions due to menstrual contamination may be seen
Urine Ph Level	Causes of low urinary pH include starvation, diabetic ketoacidosis and other conditions that cause metabolic acidosis (e.g. sepsis, high protein diet). Causes of high urinary pH include urinary tract infection, conditions that cause metabolic alkalosis (e.g. vomiting) and medications (e.g. diuretics)
Urine Protein	Causes for protein in urine includes nephritic syndrome and chronic kidney disease.
Urine Nitrites	The presence of nitrites in the urine is suggestive of urinary tract infection.
Urine Leukocytes	The detection of white blood cells (WBCs) in the urine may be a sign of Urinary Tract Infection (UTI). Kidney stones or a blockage in the urinary tract can also cause more leukocytes to be in your urine

URINE COLOR CHART



COLLABORATION BETWEEN SA RED CROSS AMS AND KZN DEPARTMENT OF HEALTH ENHANCING ACCESS TO SPECIALIST CARE IN AREA 2

In a groundbreaking collaboration aimed at improving healthcare access and bolstering specialist care in Area 2, the South African Red Cross Air Mercy Service (SA RED CROSS AMS) and the KwaZulu-Natal Department of Health have joined forces, marking a significant milestone in healthcare provision. The recent handover of new Cherry vehicles to SA RED CROSS AMS underscores the power of shared vision and effective leadership in advancing public health initiatives.

The handover ceremony, which took place at a Cherry Automotive branch in uMhlanga, witnessed the presence of key figures driving this transformative partnership. Mr. Brian Shezi, Chief Executive Officer of Grey's Hospital, and Dr. NMT Gumede, Senior Medical Manager of Grey's Hospital, graced the occasion, symbolizing the commitment of healthcare leaders to enhancing medical services in the region.

The newly acquired Cherry vehicles represent a leap forward in technological innovation, equipped with state-of-the-art features tailored to meet the unique needs of medical professionals. These vehicles not only ensure safe and comfortable travel for doctors but also facilitates timely access to specialized care for patients across Area 2.

"The collaboration between SA RED CROSS AMS and the KZN Department of Health heralds a new era of healthcare delivery," remarked Mr. Shezi during the handover ceremony. "Through synergistic efforts, we aim to bridge gaps in access to specialist care, ultimately improving health outcomes for our communities." Dr. Gumede echoed this sentiment, emphasizing the significance of the partnership in addressing healthcare disparities. "By leveraging resources and expertise, we can overcome logistical challenges and ensure that every patient receives the quality care they deserve," he stated.

The collaboration between SA RED CROSS AMS and the KZN Department of Health represents a testament to the transformative impact of collective action in the healthcare sector. By pooling resources and leveraging technological advancements, the partners are poised to revolutionize medical services, particularly in underserved areas. As the Cherry vehicles roll out onto the streets, they symbolize more than just transportation—they embody a shared commitment to excellence in healthcare delivery. With visionary leadership guiding the way, this collaboration holds the promise of a healthier, more equitable future for all residents of Area 2.



Newly acquired Cherry vehicles for SA RED CROSS AMS



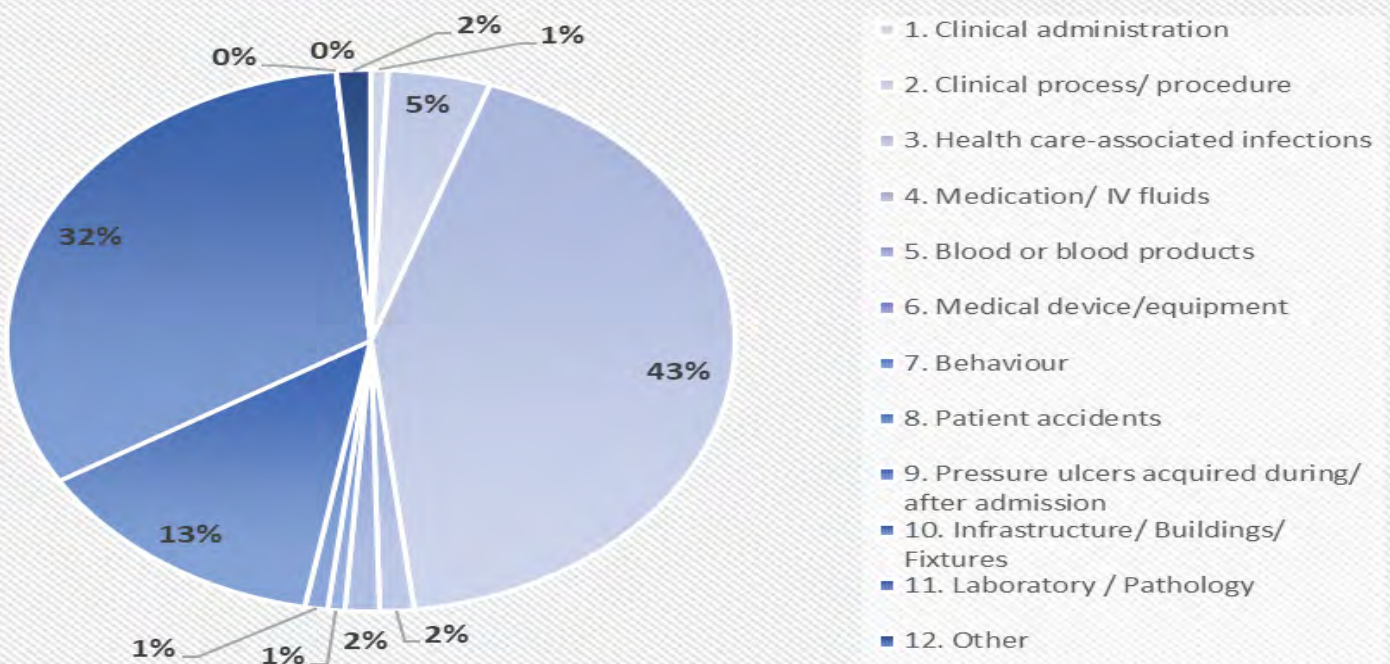
Mr. Brian Shezi and Dr. NMT Gumede attending the handover ceremony

PATIENT SAFETY INCIDENT REPORTING

Grey's hospital reported a total of 135 Patient Safety Incidents for the 2023/2024 year, an average of 3.2 incidents per month. The highest reporting period is identified as May, August, November 2023 and February 2023 and March 2024. It is noted that Healthcare associated infection category makes up 43% of the reported incidents with pressure ulcers category been the 32%.



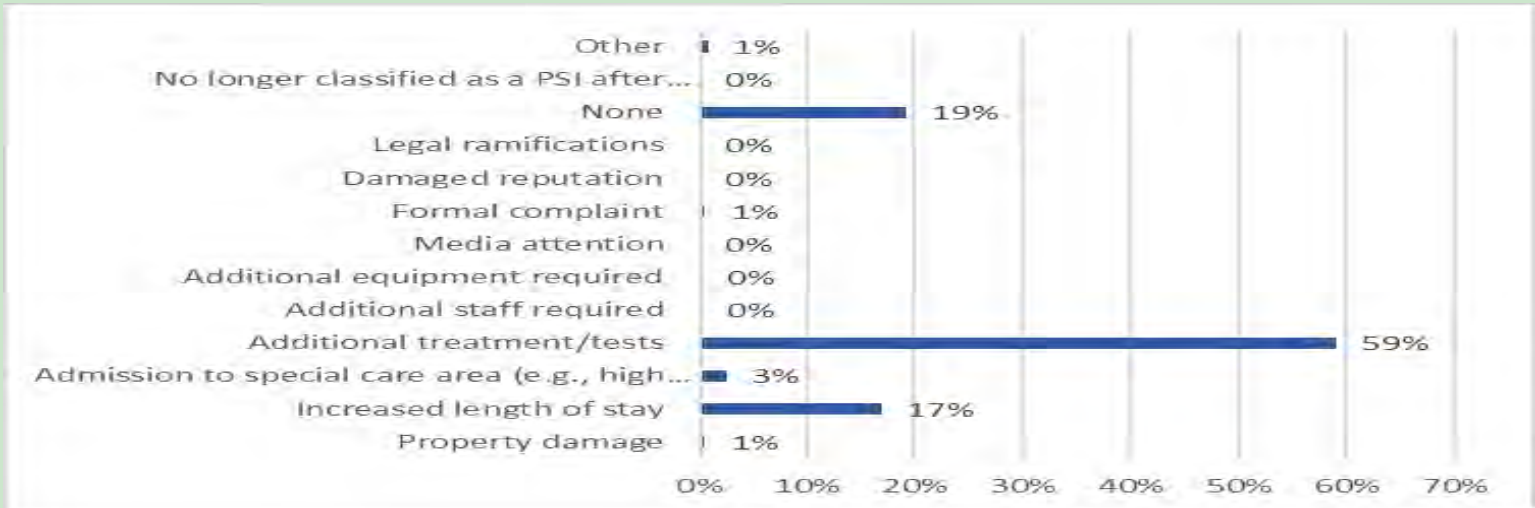
According to the Department of Health National Guidelines on Reporting incidents (2022), a PSI is an unplanned or unintended event or circumstance that could have resulted or did result in harm to a patient while in the care of a health facility. This event is thus not due to the underlying health condition or natural progression of disease. An incident can be a near miss, no harm incident or harmful incident (adverse event). All staff working in healthcare establishments are responsible to: (a) report and record all patient safety incidents, (b) report all incidents that resulted in serious harm or death (SAC 1 incidents) within 24 hours to management or sub-district/district and provincial office.



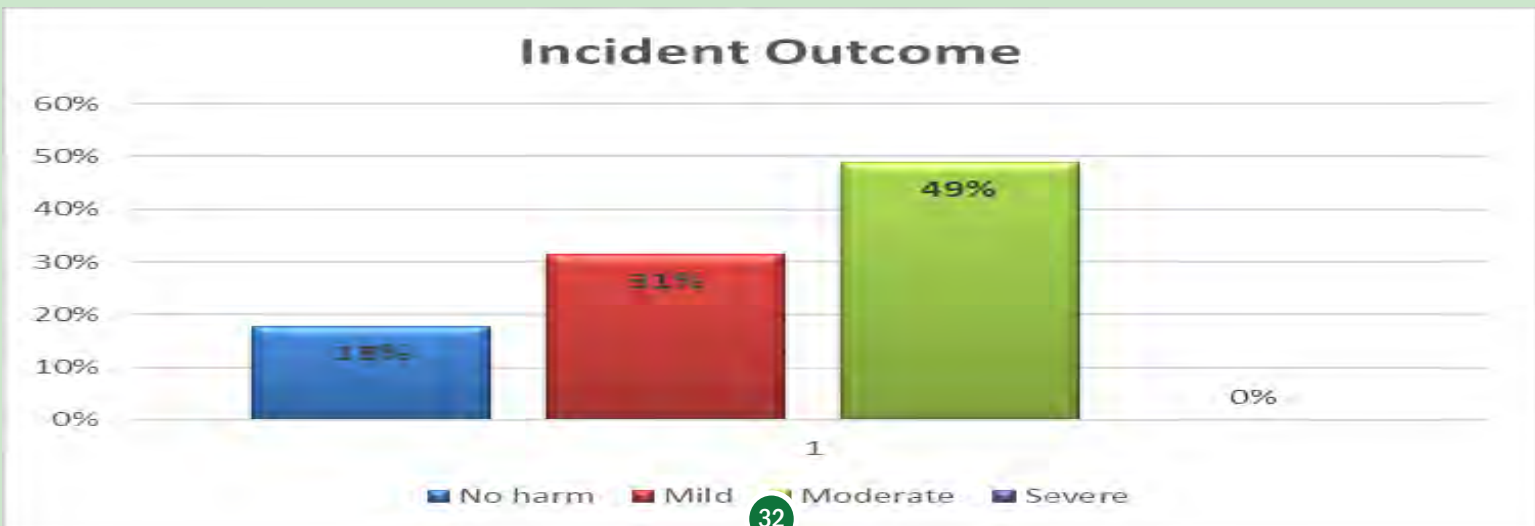
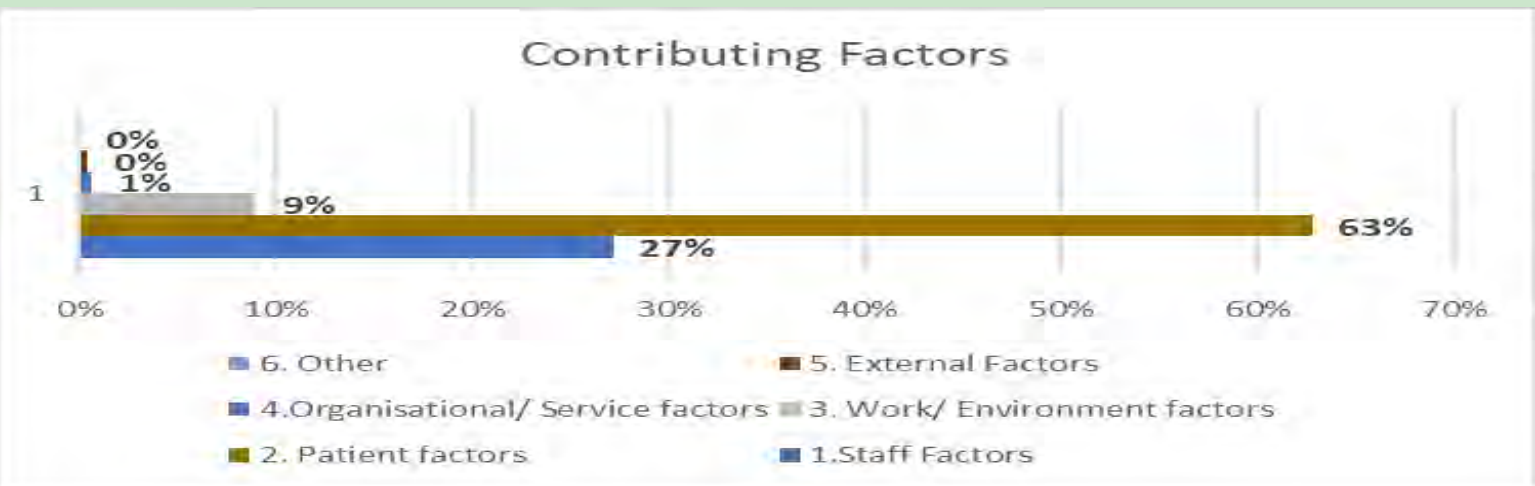
Types of PSI's Reported

PATIENT SAFETY INCIDENT REPORTING CONTINUES...

The reported PSI's resulted in 59% additional treatments and 17% in an increase in hospital stay by the patient. Grey's hospital strives to deliver the highest quality of care to all patients and corrective measurements have been initiated to manage negative events. New improved Cleaning checklists have been implemented and training of the cleaning service has been conducted. A "Stop a Lesion" task team has been tasked to address the rising number of pressure ulcers at the facility.



The leading contributing factors are identified as patient related factors which include (patient condition/disease related) and staff factors which include (lack of knowledge of clinical processes/ guidelines/protocols).



FAREWELL



Mrs ZB Koloane
Transplant Co-ordinator



Dr K Rasmussen and Dr A Adeniyi
HCU Medicine and HCU Nephrology



INTRODUCING NEW APPOINTEES TO GREY'S HOSPITAL



Mr RS SHELEMBE
Deputy Director: Radiology



Ms F.I. ALLY
A.M.: Medical Physics



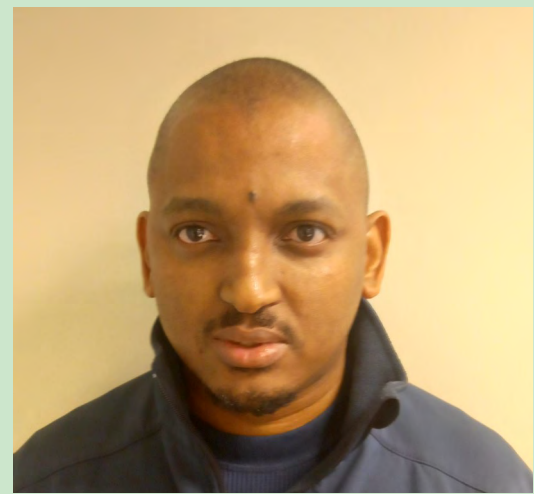
Ms N.Y. ZUMA
Social Worker



Dr H. GERBER-JACOBS
Specialist



Ms T.P. KHUMALO
SCM Supervisor



Dr S.D. NTSHALINTSHALI
HCU Rheumatology



Mr S. NGUBANE
SCM Supervisor



MS H.P. NGCOBO
EAP Practitioner



Mr S.P. NDLOVU
Assistant Director: SCM



Ms N.S. PHEHLUKWAYO
Medical Physicist



Mr S.M. KHUMALO
Food Service Supervisor



Mr S.G. KHUMALO
Maintenance: Artisan



In Loving memory



Ms JGH Nyide
Systems Department



Ms B Mbambo
Systems Department



Ms T Mabaso
Nursing Department



Mr G.A.S. Shangase
Systems Department

ACKNOWLEDGEMENTS

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