



# UMTHOMBO WOLWAZI

YOUR SOURCE OF INFORMATION

JANUARY 2011

## HEALTH KwaZulu-Natal

### NEW UNIFORM FOR NURSES

The dress code committee of MGMH has successfully facilitated and implemented the new dress code for the nurses. The committee which was formed last year is made up of representatives from all wards and departments. The committee is chaired by Sister R. Mkhamba, secretary M.F Sibiya. To implement the new dress code, the committee had a series of meetings with staff where the importance and objectives of a new dress code were emphasised. According to the Committee, at first the new dress code was received with some skepticism and resistance but from very few who had manageable concerns. After staff anxiety were allayed it was well accepted.



### MALE DRESSCODE

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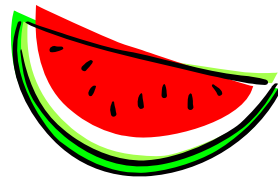
### FEMALE DRESS CODE

## HOLIDAY DETOX

The majority of us probably overdid comfort foods and indulgent treats during the holiday season.

During the festive season we attend many parties, gatherings and family functions where it is difficult to control what we eat. The result is that we end up gaining weight, feeling bloated, our energy is gone, we feel tired and heavy.

According to research the relentlessly festive schedule of holiday partying may also take its toll, your skin, hair and overall appearance. One way to jumpstart your detox is to have a plan which consists of fruit juice in the morning and vegetable juice in the afternoon. Avoid alcohol, too much caffeine, red meat and dairy and instead focus on foods high in water content.



My favourite detox diet includes ½ lemon squeezed into a glass of warm water when waking up in the morning. For breakfast a smoothie made with pear, rice milk and rice protein powder, and when it's snack time one can have apple juice or water. Chunky vegetable soup made with vegetable stock, and for dinner salad with mixed greens, red peppers with salad dressing of garlic and lemon juice.

With the following suggested tip-you are surely going to feel rejuvenated and up to your old self again.

*Info submitted by: Hloni Mnganga  
PR Intern*

## STORY OF A PENCIL

A wise old lady once advised his grandson that he should strive to be like a pencil. Puzzled the grandson asked, "why granny". "Because of its qualities" said the old lady:

**First quality:** you are capable of great things, but you must never forget that there is a hand guiding your steps. We call that hand God, and He always guides us according to His will. **Second quality:** now and then, I have to stop writing and use a sharpener. That makes the pencil suffer a little, but afterwards, he's much sharper. So you, too, must learn to bear certain pains and sorrows, because they will make you a better person. **Third quality:** the pencil always allows us to use an eraser to rub out any mistakes. This means that correcting something we did is not necessarily a bad thing; it helps to keep us on the road to justice. **Fourth quality:** what really matters in a pencil is not its wooden exterior, but the graphite inside. So always pay attention to what is happening around you. Finally; the pencil's **fifth quality:** it always leaves a mark. In just the same way, you should know that everything you do in life will leave a mark, so try to be conscious of that in your every action

It is a DPSA initiated project aimed at ensuring that the Public Service is able to provide accurate and relevant information on the capacity of the state to deliver on government's socio-economic objectives.

The HR Connect project is developed as a process of collecting skills information by utilising a common reference framework for skills audits which map out employer/ organizational skills requirements and employee skills sets for improved management of supply/ demand equilibrium. The uniform use of the HR Connect system will result in the creation of a single skills database and human resource audit system which will ensure a common understanding and interpretation of critical skills priorities and gaps within the Public Service.

The HR Connect Project is currently being rolled out across all national and provincial departments over a period of two (02) to three (03) years. There are six Departments remaining in KwaZulu-Natal, namely: The Department of Health, the Department of Social Development, the Department of Sport and Recreation, the Department of Co-operative Governance and Local Affairs, the Department of Economic Development and the Department of Community Safety and Liaison. The Office of the Premier in KwaZulu Natal is the co-ordinating body for all the Departments in the Province. The National Treasury is the Department facilitating the funding of the project and monitoring implementation..

### **. DEPARTMENTAL BENEFITS**

- Better interdepartmental communication; assessable and up-to- date information
- Uniformity in posts provincially and nationally which promotes consistency across departments.

Wherever there are new projects or charges that have to be made or managed. the department has easy access to available skills and can thus use internal resources rather than outsourcing these functions.

### **BENEFITS FOR HR PRACTICE IN THE PUBLIC SERVICE**

- Identify correct competencies for career pathing.
- Access to accurate skills data and continued track of skills development (this can be done locally and nationally/ provincially).
- Assist individuals to broaden skills in a focused and meaningful way.
- Easy to generate management reports.; easier to define employee skills.
- No grey areas in job titles and functions; PERSAL cleaned up.
- Know what skills are required and identify existing skills gap to be addressed in HR planning.
- An opportunity to develop change management and innovation skills and to improve technical skills.

### **BENEFITS FOR THE EMPLOYEE**

You can plan better for your own career development based on real information that is accurate and meaningful.

You will have an improved understanding in terms of what is expected of you in the work situation.

You will know where your own skills gaps are and can work in a focused way to address them.

You can be part of legacy and a transparent process.

Have all your knowledge and skills recorded and accessible across government, not only to your Department.

## EMPLOYEE ASSISTANCE PROGRAMME

Employee Assistance Programme (EAP) is a worksite based programme aimed or designed to assist in the early identification and resolution of productivity problems associated with employees impaired by personal concerns including, but not limited to health, marital, family, alcohol, drug, emotional, stress or other personal concerns which may adversely affect employee performance.

**EAP focus is the wellness of all MGMH employees.**

### What is wellness?

- Wellness is not only the absence of sickness – it is the balance in all aspects that complete us as individuals.

Wellness can be compared to a car that needs to be taken care of, or you are in for a bumpy ride. It is similar to our lives, whereby there are important areas of life that needs to be developed in order to eliminate worry, stress and to be fully well. Areas of wellness that as individuals we need to improve on so as to achieve complete wellness are: environmental, physical, emotional, social, spiritual, intellectual, occupational and financial wellness.

The Employee Assistance Programme is there to assist you rebuild yourself. Our door is always open. Confidentiality is maintained at all times.

A wise person has the ability to realize that if things are not going well, shout for assistance.

### Words of motivation:

**Remember “You can change your life by changing your thoughts and feelings”. – Rhonda Byrne**

**“You are creating your life with thoughts and feelings. Whatever you think and feel creates everything that happens to you and everything you experience in your life”- Rhonda Byrne**

**“The greatest discovery of our generation is that human beings can alter their lives by altering their attitudes of mind”. – Lee Iacocca**

## Christmas party for surgical patients

Christmas and New Year is a festive season of sharing and caring, spending time with family and friends a creating a lifetime of good memories. Some individuals were sadly unable to celebrate this joyous occasion as they had to spend their time recovering from illness at the hospital.

The Occupational Therapy Department held a party for patients admitted to the male ward of Mahatma Gandhi Memorial Hospital on the 28<sup>th</sup> of December 2010.

As part of an ongoing treatment programme, interactive group sessions were held with patients, educating them on the importance of leading healthy balanced lifestyles, thereby promoting health and preventing illness and disability.

Patients were excited about the party and the eagerly participated in the group sessions, asking questions and sharing their knowledge with the

other patients. There were taught basic exercises that they could engage in everyday and were educated on healthy eating to maintain their health and stamina.

It was great to see that many individuals stated that their resolutions for the New Year was to be more healthier and cope with their life stressors in better ways. They reported that they enjoyed running, dancing and playing sport during their leisure time. A lifestyle clock indicating a balanced lifestyle was also discussed with the patients to assist them to fulfill their New Year resolutions.

Healthy snacks and fruit juice were provided for patients as well as gift packs to celebrate the upcoming New Year.

The Occupational Therapy Department wishes all staff and patients of Mahatma Gandhi Memorial Hospital a Happy 2011!!!

## WHAT IS PERSONAL PROTECTIVE EQUIPMENT?

Personal Protective Equipment or PPE is designed to protect employees from workplace injuries or occupational diseases which results with employees being exposed to hazard in the workplace e.g. chemical, physical, ergonomic and biological exposures.

Examples of PPE are visor, safety goggles, hard hats, gloves, safety shoes, safety garments, ear plugs and more.

### WHAT ARE THE RESPONSIBILITIES OF AN EMPLOYER?

In regards to PPE regulations such as the General Safety Regulations section (2), National and Provincial Guidelines that are as well as the Occupational Health and Safety Act 85 of 1993 are in line with occupational health and safety requirements.

According to the OH&S ACT (8) mandates that employers conduct hazard identification and risk assessment of their workplace to determine what hazards are present and require the use of PPE.

The employer should provide the employee with appropriate PPE.

The employer to provide PPE at no cost to the employee.

Adequate amount of PPE for identified employees who use PPE with correct sizes to be provided.

### DUTY OF EMPLOYEES IN REGARDS TO PPE

Ensure PPE is used where there is risk of exposure.

To ensure provided PPE is used for its intended use.

To take reasonable care of PPE.

Not to use PPE that is damaged in any way.

To inform employer when PPE is in need of repair.

To observe manufactures instructions on care of PPE.

### DOES USING PPE GUARANTEE THAT THERE IS NO EXPOSURE TO HAZARDS?

Using PPE is often essential but generally the last line of defense after engineering controls, work practices and administrative controls. All PPE has its own limitations.

### QUESTIONS ABOUT PPE

Does PPE protect workers from foot and leg injuries?



Foot protection in form of safety shoes, boots are mainly used to prevent injuries from objects falling, tripping, slipping, penetrating from sharp objects e.g. needles, nails, blades, wet floor, contaminated surfaces. Waste removal and cleaning team and maintenance to ensure correct type of PPE is used as per exposure of risk).

Does PPE help protect workers from eye and



face injuries?

Yes, spectacles, goggles, helmets or shields, spectacles with side shields, and face shields can protect employees from the hazards of flying fragments, body fluids, objects, sand, dirt etc.

Should workers wear PPE to prevent hand injuries?



ries?

Yes, workers exposed to harmful substances through absorption, cuts, abrasions, burns will benefit from hand protection. ( General and clinical orderlies when working with chemical and body fluids, medical officers and nurses when working with body fluids and maintenance when working with tools, material and equipment)

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## **HEALTH**

KwaZulu-Natal

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## **GENERAL NOTICES**

- The PR department welcomes inputs and suggestions to improve this publication. All staff members are welcome to submit articles for the Hospital Newsletter.

**BABIES ARE ALWAYS A JOY TO ANY FAMILY. HERE ARE SOME OF OUR STAFF WHO WELCOMED BUNDLES OF JOY TO THEIR FAMILY. ENJOY THE SLEEP-LESS NIGHTS.**

- Choice Dlamini (Mrs Mbambo) MOPD —gave birth to her first baby girl named Jamee Mbambo.
- Ashmita from X-ray had a baby girl late last year, congratulations!!!

## **SOLDIERS**

There are certain loyal souls within the MGMH family who have been with the Department of Health in the struggle to provide health services for over 20 years- this issue of the newsletter serves to acknowledge and appreciate their commitment in the service.

### **30 years service: MGMH**

1. Ms N. R .Mthembu – Prof Nurse (spec) - Appointment date 1980/11/01.
2. Mr. R Govender – Pharmacy Assistant – Appointment date 1980/10/08.

### **20 years service: MGMH**

1. Mr. J Moodley – Operator Laundry – Appointment date 1990/04/09.
2. Mr. J A Reddy – Gen. Orderly – Appointment date 1990/01/22.
3. Ms K Naicker – Staff Nurse – Appointment date 1990/06/01.

### **20 years service: PATC**

1. Ms S Imrith – Therapy Assistant – Appointment date 1990/08/01.
2. Mr. S G Moodley – Finance Service Officer – Appointment date 1990/01/05.
3. Ms A Pillay – Physio. Assistant

***Information submitted by HR***

