



# MontyNews

Montebello Hospital Newsletter

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L e t y o u r v o i c e b e h e a r d

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## A Chat with the Chief Executive Officer



Mr. SGG Khawula The Chief Executive Officer

2006 has come and gone and it is that time when everybody reflects on plans made previously, achievements and challenges.

- The appointments of the Finance and Systems manager, Pharmacy Manager, Public Relations Officer which we never had before.
- The renovations of the residences were coming up for completion
- The acquisition of park homes for office space
- The client experience surveys awards

All of this could not have been achieved if there were no staff committed to make things happen. There were some few disappointments.

- The lock out of the gate on 23 October 2006 by the section of the community which highlighted the need to strengthen intersectoral collaboration..

- The fallen heroes who left their footprints with their hard work contributions.
- The disapproval of the Multi year plan and the slow pace in the completion of renovations and repairs. Lastly, may Lord sustain you and your families and have strength to continue serving the people. As we look forward to great 2007 we are committed in fighting diseases, fighting poverty



**"Fighting Disease, Fighting Poverty, Giving Hope"**

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## *New Appointments, Promotions and Deaths*

### **New Appointments**

The following staff members have been appointed since December last year.

- Slindile Mkhize - Lay Counselor TH Luthuli - Lay Counselor , H.J Mathobela -Lay Counselor ,
- S.P Mngadi - Lay Counselor , Thembela Nkathu -Lay Counselor , Mabu M Ngcobo - Lay Counselor
- P.D Chamane - Lay ,Counselor V.B Mkhize - Lay Counselor , S Mdimma - Lay Counselor
- Z Masuku - Lay Counselor , S Shamase - Lay Counselor , K.P Hlophe - Lay Counselor
- S.S Ngubane - Lay Counselor , F.F Ngcobo - Lay Counselor , S.A Shandu - Lay Counselor
- K.N Sokhulu - Lay Counselor , F.S Mchunu - Data Capturer, B.N Mshibe - Prof. Nurse
- S Mfeketho - Artisan Plumber, S Msomi - Driver, T.H Thusi - Driver, B.I Thusi - Driver
- Z.S Ndlovu - Artisan Electrician, N.S Mtshali - Staff Nurse, M Brauns - CEO's Secretary
- S Mthembu - Senior Finance Management Officer

***We anticipate a good working relationship with you and hope you will all enjoy your employment at Montebello Hospital***

### **Promotions**

The following staff members climbed a step further and got promoted since December last year.

- T.J Jaka - Senior Prof. Nurse, B.N Kleinbooi - Senior Prof. Nurse
- E.N Maphumulo - Senior Prof. Nurse, Z.D Vezi - Senior Prof . Nurse
- Z.C Ngubane - Senior Prof. Nurse, X.D Selepe - HR Practitioner
- N.C Biyela - Principal Medical Officer, K Redinger - Senior Physiotherapist
- T Ntaoleng - Senior Prof. Nurse, Z.C Ngubane Senior Prof. Nurse
- E.N Maphumulo - Senior Prof. Nurse, T.B Mbanjwa - Senior Prof. Nurse
- N.K Gasa - Senior Prof. Nurse, S.D Ndlovu - Artisan Painter, O.V Dlamini - Artisan Foreman

***Siyanihalalisela***



### **DEATHS**

**It is sad to announce the passing away of TC Mvelase, Staff Nurse.  
She passed away on 05 October 2006.**

*You will be greatly missed  
May your soul rest in peace*

## Batho Pele Principles—Courtesy and Leadership & strategic planning

### Courtesy

“Citizens should be treated with courtesy and consideration”

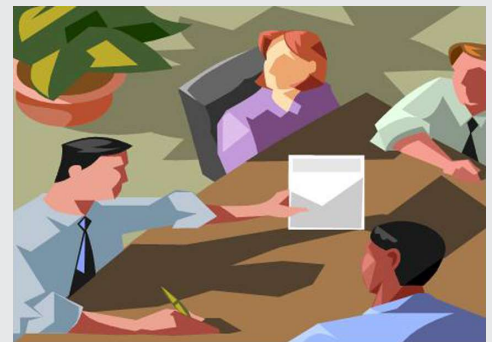
This means all citizens should be treated politely whether you know them or not. As workers we should always treat our clients or colleagues with the respect we would like for ourselves or relatives. Let us all learn to control our temper at the workplace. This will contribute to ensuring satisfaction of the provided services.



### Leadership and Strategic Direction

“Good leadership is one of the most critical ingredients for successful organisations”

Good leaders are the ones who lead by example. Every one you lead should look up to you. You should be active in every aspect of your chosen component so everyone will follow. Good communication and regular meetings with the people you lead will also add to the feasible success of your organization. Team members should be involved in every strategic plans that you embark on, brainstorming will always be a successful way of leadership.



*Yibo-ke abaphathi sibhedlela bethu laba. Bazama ngawo wonke Amanda ukuphatha ngokuzinikela. Masibahloniphe, sibalalele.*

### Hospital Management

Brief biographies of hospital management.

- Human Resources Manager: Started working at Montebello Hospital on 01 September 2006. He was previously employed at Ladysmith Hospital as an HRD and Planning Assistant Manager.
- Finance and Systems Manager: Has been with the hospital since 01 September 2006 and was previously employed as Finance and Systems Manager at St. Francis Hospital
- Nursing Manager: Has been with Montebello Hospital the longest of all management members. Ms Mchunu was initially employed as a Registered Nurse in this hospital and within a period of 19 years, she has worked her way up to her current position of 2 years as a Nursing Manager.
- Medical Manager: Was previously employed as a Clinician at Greys/Northdale Complex and had a private practice before commencing his present position in this hospital in the year 2003



*Ms J.J Mchunu  
Nursing Manager*



*Mr. E Steuart  
Human Resources Manager*



*Dr. R.A Govender  
Medical Manager*



*Mr. B.J Nombela  
Finance & Systems Manager*

## Ixoxwa Ngezithombe



A



B



C

- A) Mzukwane abomsakazo waseThekwini: East Coast Radio bevakashele isibhedlela bezokupha ojahidada amathoyizi, 24 November 2006
- B) Lapha sasi bungaza usuku lokuqwashisa ngengculazi nesandulela ngculazi, 29 November 2006
- C) Usuku lokunakekelwa kwabantu abakhubazekile, 08 December 2006
- D) Ubani ongakhohlwa usuku olwalubizwa ngeBatho Pele Celebration Day, lapho wonke umsebenzi wesibhedlela owayekhona wathola isifundo ngalemithetho eyishumi nanye, 20 December 2006



D

## Masazane singabasebenzi - Human Resources

Masibheke ihhovisi lezabasebenzi (The Human Resources) langaphakathi esibhedlela. Lelihhovisi likhona ukuze kusizakale abasebenzi bangaphakathi. Bayaqinisekisa ukuthi bonke abasebenzi abaqashiwe bayayazi imigomo namalungelo ezabasebenzi.

Isifiso sabo ukuqasha wonke umuntu ngendlela eyanelisayo nengephansi kwezomthetho wezabasebenzi eNingizimu Afrika, njengokuqashwa kwabantu abakhubazekile nabakwezinye izinhlanga.

Uma unemibuzo ngokumayelana nomsebenzi wakho ungabavakashela kusukela ngo Msombuluko kuya kuLwesihlanu ngalezikhathi ezilandelayo 07h30 - 10h00; 13h30 - 14h00.

uMnu. E Stuart nguye oholo lelithimba, bese kuba nabanye abasebenzi abayisikhombisa ( Mr. M.P Hlongwa, Principal HRO; Mr. M.J Ndamane, Chief HRO; Mr. X Selepe, Senior HR Practitioner; Ms E.C.T Dlomo, HRO; Ms E Gumede, HRO; Mr. Z Nxumalo, HRO; Ms P.T Zondi, HRO)

## Usizo lwesibhedlela entabeni yaseNhlankakazi



*Entabeni yesenhlankakazi kugidwa*



*Amadoda ebandla lamaNazaretha*



*Abanye babasebenzi bamahambanendlwana*



*Amalunga esibhedlela eqhuba umsebenzi*

Isibhedlela sase Montebello sanikela ngosizo olumangalisayo entabeni yaseNhlankakazi kusukela ngomhlaka 7 kuya ku 23 January 2007. Lapha kwakuhlangene ibandla le Nazareth Baptist Church lizokhonza inkosi nokuyinto abayenza yonke iminyaka.

Amakhulu abalandeli balelibandla baye bahlangane besuka eBuhleni Village eNanda behamba ngezinyawo baze bayofika entabeni yaseNhlankakazi. Loluhambo labo luthatha izinsuku ezintathu.

Abasizi bakaMahamba Nendlwana (Mobile Clinic) wesibhedlela saseMontebello nabaseNdwedwe CHC babesebenza nsuku zonke besiza abantu abadinga usizo olophuthumayo lwezempilo nabalimele kancane. Abalimele kakhulu babethunyelwa esibhedlela ngabosizo oluphuthumayo.

Abantu abaningi babeguliswa ukuphelelwa ngamanzi ngenxa yokujuluka kakhulu, ukukhishwa yizisu, ukulimala noma ukusikeka kwezinyawo, ubuhlungu beqolo kanye nokunye okuningi okungabangwa wukuhamba ibanga elide elilinganiselwa ku 58km ngezinyawo.

Isibhedlela sasebenzisa imithi yaso ukuze kusizakale wonke umuntu odinga usizo. Uhlobo lwemithi eyayinikwa abantu ikakhulukazi kwakungeyokudambisa izinhlungu bebuye bahlolile isifo sikashukela kanye neBP.

Sathola ithuba lokukhulumisana nomvangeli uMtshali, owancoma kakhulu usizo esibapha lona washo nokuthu ukuba asibasizi engabe bahamba ngezinawo beya esibhedlela ngoba namatekisi ayabiza.

Namanye amalungu alelibandla awuncoma kakhulu umsebenzi wethu.

Ongumgquguzeli walomcimbi kulonyaka, uDokotela L Mbhele naye wadlulisa ukubonga kwisibhedlela nakuzo zonke ezinye izikhungo ezazisiza kulezizinsuku ezingu 14 bese ntabeni. Washo nokuthi banelisekile ngokwenziwa abezempilo abanazikhalazo.

Sithanda ukubonga amalungu akwa Mobile ngokuzinikela ngokwanele. Qhubekani nokwenza umsebenzi omuhle noncomekayo.

## Renovations Underway

### Staff Residence Renovations Partly completed

The hospital's Nurses home is getting wonderful renovations this year. It will be renewed into a modern, lovely home for all our health professionals. Renovations include a modern kitchen with a double bowl sink, built-in cupboards, repainting of all walls, wall and floor tiling, new meranti double door, a lounge with all the necessary commodities, new beds bathrooms and a lot more.

The whole renovation phase will amount to an estimated cost of R75.000 - 00, according to Finance & Systems manager Mr. B.J Nombela. This is another way management is trying to maintain a good working environment for the workers.



Before (the staff residence kitchen)



Before (Floor)

After



Before (Bathroom)



After (Bathroom turned into a shower)

## Ukulungiswa kwesibhedlela sekuzoqala

i-OPD yasesibhedlela izokulungiswa kulezizinyanga eziwu-14 ezizayo. Iwodi labesifazane (Female Ward), umtholampilo wesifo sofuba (TB Clinic), umtholampilo wamazinyo (Dental Clinic), i-VCT kanye nalapho kulandwa khona imithi (pharmacy).

Ngesikhathi kwakhiwa i-OPD, indawo yokulanda imithi, i-VCT kanye nomtholampilo wamazinyo kuzoya kumaParkhomes; iWodi labesifazane liyiswe kwelezingane; iWodi lezingane selise wodini labakhulelwe bese kuthi umtholampilo wesifo sofuba uye eWemmar.

Nesibalo semibhede sizokwehla kusuka ku 155 iya ku 90.

Isibhedlela sethu sizoba yisimangaliso uma sekuqedwe ukwakhiwa, yonke lemali ekwakhiwe ngayo asiyikhaleli neze.



Female Ward



Pharmacy Waiting Area



Admission



OPD Waiting Area

Indawo	Imibhede eyedlule	Imibhede emisha
iWodi labesilisa	38	38
iWodi labesifazane	58	22
iWodi lezingane	28	15
iWodi labazobeletha	31	15
Sekukonke	155	90

## Client Experience Survey Award

An awarding ceremony was held on 24 November 2006 at the Ilembe health district office in Stanger. Montebello Hospital was one of 58 surveyed hospitals in KZN. With regards to Client Experience we received the highest score which put us in the first place.

For Outpatient composite score we obtained number 8 and number 10 for Inpatients.

Areas that need immediate attention in our hospital: improving communication with our clients, patient education, maintaining privacy in consultation, control room temperature in our hospital wards, etc. Access, Courtesy, food service, nursing and medical care, general environment and cleanliness received the overall highest positive scores. Communication and patient education received the lowest scores.

We must consequently thank each other for this accomplishment



*The Client Experience Award*

## Health and Safety at Workplace

### VISION

*To render a comprehensive, integrated, effective and well coordinated occupational health services to all workers at Montebello Hospital*

### MISSION

*To create health and safety environment that is free from hazards and risks, maintaining physical and mental well being of all people at work making them involved in maintaining such health status.*

### What is Occupational Health?

- It promotes and maintains the highest degree of physical, mental and social well-being of workers in all occupations
- It covers the protection of workers in their employment from risks associated with factors which affect their health adversely
- It covers prevention of ill-health caused by a worker's working conditions
- It assists in placing and maintaining a worker in an occupational environment adapted to his/her physiological and psychological condition.



*Sr. R.P Magwaza*

Safety at workplace is a work environment which contains no threat to safety and health, a workforce with the necessary knowledge of work safety. A workforce with a positive attitude to work safely and employees which are physically and mentally healthy.

“All supervisors are required to submit names of new employees and all employees are urged to come for medical examinations. Workers who have never done medical exams before are also requested. The dangers involved are at an increasing rate and contagious diseases are not rare.” Said Sr. R.P Magwaza, Occupational Health & Safety Nurse

## Healthy Nutrition - From our dietician

Does choosing healthy eating habits mean that I have to say good-bye to tasty food forever? Not at all! Here are some tips on how to make better choices while still enjoying flavorful food

As the saying goes, "You are what you eat", so here are some useful tips on healthy cooking:

- Instead of frying food, try following cooking methods:
- Baking, steaming, microwaving, grilling, braaiing, boiling or stewing.
- Use less oil when cooking by measuring out the amount needed for a stew or curry. Use one teaspoon of oil per person in the family. E.g. A stew for 8 people will need 8 teaspoons of oil.
- Use tub margarine instead of brick margarine. Spread less margarine on your bread (you should not be able to see your teeth marks in the margarine when you take a bite).
- When making sandwiches try using a low fat mayonnaise or salad dressing instead of margarine.
- Cut off all fat you can see on meat and take the skin off chicken before cooking.

Hopefully all these tips will be useful because winter is in and indulging on junk food like pies, fries to name a few, is not unusual.

## Sports Corner

### An active body leads to an active mind



Meet the hospital's netball team members

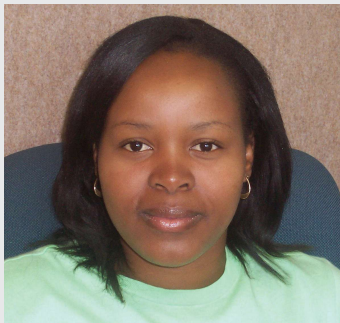


Meet the hospital's soccer team members

Sporting Developments are a great concern. We are all trying to encourage workers to engage themselves in sports, this will in turn help healthwise and socially.

A soccer match that took place between Montebello & Port Shepstone Hospital on 17 February 2007, ended with a 2-2 draw. We wish all the players a good year and hope we will have more recognition this year

## Communications



This is the first issue of the hospital's newsletter and I am looking forward to making it a regular publication for all our stakeholders.

Your contribution will play a major role in making this publication a success.

If you have any subjects or contents you would like to be

added to our next issue which is due in July, please do not hesitate to submit it to my office.

I hope you have all found this publication informative and educational.

I wish you all the best.

Thank you

Miss T. Hadebe  
Public Relations Officer

## Poetry Corner - Words to inspire you

### Life is a blessing

Life is bliss, taste it.  
Life is a dream, realize it.  
Life is a challenge, meet it.  
Life is a duty, complete it.  
Life is a game, play it.  
Life is a promise, fulfill it.  
Life is sorrow, overcome it.  
Life is a song, sing it.  
Life is a struggle, accept it.  
Life is a tragedy, confront it.  
Life is an adventure, dare it.  
Life is luck, make it.  
Life is too precious, do not destroy it.  
Life is life, fight for it.

By: Mother Teresa