



IZWI LETHU

KANDLA HOSPITAL NEWSLETTER

VOLUME 1 ISSUE 4

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It is always exciting to enter into a calendar new year. The entry into a new financial year, however, is something else. It is time to evaluate and time to re-plan. The annual performance assessments are due and they present an opportunity for each one of us to reap what we have sowed. It has transpired already that it is easy to do work planning but difficult to align monthly activities with what we have planned. Most people get taken away with routine work and forget other aspects of work plan and other planned KRA's. This results in good performance of one or two KRA's and poor overall performance. Monthly and quarterly reviews are therefore important to support staff and to ensure alignment of our efforts with overall objectives of the institution.

The other challenge of a new financial year is budgeting. Budgeting is a difficult process of allocating limited resources to unlimited needs of the community. In addition to routine operational costs, the budget should also cover the expansion of services. In our case we have planned such programmes such as dental service, occupational health and safety, quality assurance, infection control, to mention a few. These programmes have huge financial implications. The complaints received from patients through suggestion boxes and consultations clearly show that our institution does not live up to expected standards of hospital infrastructure. Sanitation facilities are still inadequate. The quality of linen is deteriorating due to inadequate supply from contractors.

Nkandla hospital is disadvantaged by inadequate levels of staff, especially scarce categories. The recent resignation of two medical officers destabilized the clinical workforce. Instead of focussing on health programmes, management spent most of the time recruiting short-term doctors to cover the hospital during this critical period. We hope that the newly appointed medical staff will resolve the crisis and bring back the situation to normality. Not only is the hospital struggling to retain medical officers – there are staff problems in other categories such as radiography, therapy and nursing as well. The pharmacy manager has just been appointed and we hope to replace the radiographer too.

Nkandla hospital is privileged to have dedicated and cooperative personnel. The enthusiasm shown by staff in all components is encouraging. The revival of committees such as infection control, health and safety,

mental health, clinical audits, complaints handling, accommodation committee, IMLC, information committee etc is a sign of dedication and vision by our staff. Management and all supervisors of Nkandla hospital are encouraged to provide supportive leadership that is responsive to the needs of both service delivery and staff.



The theme for this year is “meeting the needs of the community”. We aim to achieve this objective through efficient and equitable resource planning. We intend to improve support to community-based facilities and structures. Our clinics will receive better supervisory visits and transport assistance. The visits by medical officers will be introduced. Community activities will be strengthened and the NGO's empowered. The cooperation of the community in the current measles/polio campaign is appreciated. I wish to convey our gratitude to Nkandla hospital staff and school educators for their contribution in the campaign. Without them the success of the immunization campaign cannot be guaranteed. We hope that we shall receive similar support during the second round polio campaign in June.

Sometimes it is difficult to relate mathematics to real world. It took me more than ten years to understand what my mathematics teacher meant by “ $W=F \times S$ ”. No matter how much you push (force), work (W) is not done until the subject moves (S).

HOSPITAL MANAGER'S NOTE
BY : MR. M.MNTAMBO HOSPITAL MANAGER
NKANDLA HOSPITAL

SNOWY DAY AT NKANDLA AFTER 8 YEARS.

On the 22nd May 2007 Nkandla Community witnessed the freezing day of them all in 8 years, the community of Nkandla woke up to a snowy weather, this last happened in 1999.

For some people it was a first time ever to see such a freezing point, "it's a blessing to witness such a thing, I've only seen it on TV, cars covered in snow, its wonderful but very cold" said one of the community members.

YO BAYABUTHANDA UBUMNANDI ABANYE ABANTU, MRS. G. SHANGE PHC TRAINER ENJOYING ICE WITH STUDENT NURSE NTOMBIFUTHI MYENI



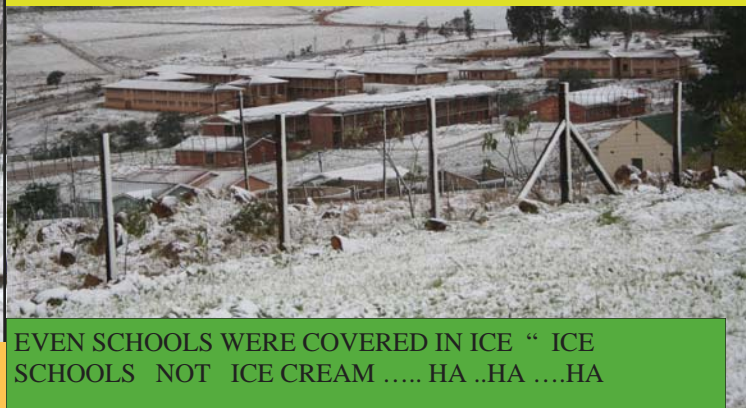
OUR CARS COVERED IN ICE POOR THINGS



ICE COLD ARV CLINIC, SHAME FOR THOSE ABASEBENZA KHONA ,



GOLDEN OPPORTUNITY !!!!! OH SHAME IT'S A PART OF OUR HISTORY AT NKANDLA HOSPITAL



EVEN SCHOOLS WERE COVERED IN ICE " ICE SCHOOLS NOT ICE CREAM HA ..HAHA



TB BLITZ

THE community of Nkandla and surroundings were as warm and as welcoming as their weather, they were very interested in everything that was discussed with them and participated in all the activities that took place.

TB has killed thousands people in South Africa, and its continuing doing so especially in rural areas where there is no infrastructure and the health facilities are too far to be reached, and the diet that they are in is not balanced enough to protect their immune systems from opportunistic diseases like TB and XDR-TB (Extreme Drug Resistant TB), even in urban areas this disease is also vast.

Nurses from Nkandla Hospital, Members from the District of Health office, Health Care Givers, DOT Supporters and the Nkandla Hospital P.R. team lead by Matron N Dladla, took off to the community's homes visiting people from household to household. The Blitz started on the 27th of February 2007, These are the places that were visited-Cwezi, Thalaneni and the following day, 28 February 2007, off we went to Kwa-Nxamalala, Hhambu and Ndabaningi from morning till noon. We then continued on 26 April 2007, we went to Kwa-Vuka store, eSkhaleni and Gijima areas next to Thalaneni

Clinic.

The main aim of the Blitz was to encourage people to get tested for TB, help those who have signs of TB how to go about doing the tests by assisting them to cough out their sputum, educate and warn people against this deadly disease but to also give hope to those diagnosed with the TB virus that they can be cured as long as they follow the treatment procedure correctly, i.e. take their medication for six months without missing a single day. Also to identify those who are suspected to be infected in the same household and also encourage them to also do the test.

The community of Nkandla and surroundings were as warm and as welcoming as their weather, they were very interested in everything that was discussed with them and participated in all the activities that took place. As the Department of Health says: IMPILO IYASETSHENZELWA, we say: PHAMBILI NGEMPILO,





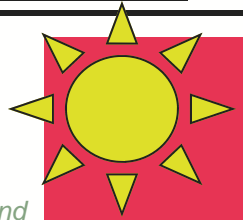
Entrance at Chwezi Clinic iyaheha ne ?

New Chwezi Staff residents from the



Chwezi Clinic Waiting area

CLINIC NEWS EZASEMITHOLAMPILO



This time we visited on of our Clinic namely Chwezi Clinic and we had a chat with the Clinic Supervisor to know more about this clinic.

This Clinic is situated at Chwezi under Sibisi tribal Authority , we are currently serving the population of about 14000 from areas like Babanango, Chwezi, Mpungose Tribal Authority and it was officially opened in 1998.

It currently have 12 staff members and they are running HIV/ AIDS support group, Youth mentors and carrying out the HIV/ AIDS ARV roll-out Programme



UBAN'OPHETHE / WHO IS INCHARGE

We then sat down with the Clinic in Charge who is better know Sizah.

IZ : Tell us when did you start working for Clinic ?

I started working here in 2000, previously Nkandla Hospital from Nkandla Hospital as a primary health Care Nurse

IZ : If you not a nurse what would u have been and why ?

I would have been a doctor, I enjoy rendering service and being a part of this community, I get hurt when some one gossips about me, I don't like to see opharns.

IZ : Have you ever cried at work ?

Yes i have cried on duty but I won't tell you why and who made me

IZ : Is there anything you are currently doing beside working ?

Yes I'm currently doing studying but then I still have time for my family, that is my lovely husband and my beautiful girls

Three things you didn't know

- * She is a dying fan (did I say FAN ?) yes fan of Orlando Pirates.
- * She is a very good singer of Choral Music
- * She goes to church more than clothing shops

For more information on our Clinics a special page is under construction, where you can search and get all the information you may need to know about our Clinic.

You can alternatively browse through www.kznhealth.gov.za/nkandla hospital

EAP DESK

EMPLOYEE ASSISTANCE PROGRAMME WHAT IS AN EAP?

"EAP is an organized, systematic, programme of counseling, advice and assistance, operating within organizations, funded by the employer and designed to help employees with personal and work-related problems."

The ultimate concern is with identifying, preventing and treating problems that adversely affect job performance.

THE MISSION STATEMENT OF AN EAP

To enhance the productivity and social functioning of all employees through expert consultation, therapy, effective referrals, networking and maintenance of confidentiality at all times.

THE MAIN GOALS OF AN EAP ARE:-

To improve productivity
To reduce absenteeism, sick leave abuse and alcohol and drug abuse
To improve work harmony
To assist in solving workplace problems

OBJECTIVES

Some of the objectives of an EAP are the following: -To provide a constructive and confidential counselling service which will assist all employees and their dependents in preventing or dealing with overwhelming problems, be it psychological and or physical problems, including job stress, HIV/AIDS, depression, anxiety, marital and family problems, financial problems that may affect job performance and that could jeopardize their continued employment.



**Ms. X. Sangweni—
EAP PRACTITIONER**

To retain valued staff and employees with skills and experience through early identification and resolution of problems before it becomes a matter for disciplinary hearing of discharges.

EAP PRACTITIONER

EZOKUPHEPHA / HEALTH & SAFETY DESK

OCCUPATIONAL HEALTH AND SAFETY

The current development in the Nkandla Hospital and our 10 Clinics is opening avenues for its employees, patients, clients and visitors to understand the importance Occupational Health and Safety. This will enable workers to report potential health and safety problems and thus be responsible for their actions.



- Occupational Health and safety Act No.85 of 1993 requires the Nkandla Hospital Management to provide and maintain as far as reasonably practicable a work environment that is safe and without risk to the health of the workers, patients, clients and visitors.
- Employees are expected to co-operate with the employer in order to bring about a healthy and safe environment for all in the hospital.
- Occupational Health and Safety in our Hospital/Clinics will be achieved through: -
 - (a) Workforce with proper knowledge and sufficient training on Occupational Health & Safety Procedures.
 - (b) Workforce that is aware of any health risks
 - (b) associated with its job or processes.
 - (c) Work environment that contains no threats to Health and Safety.
 - (d) Workforce that is physically, mentally healthy and correctly placed.
 - (e) Workforce with positive attitude towards work, colleagues, patients, clients and visitors.

NDAWONYE SINGAPHEPHA!

Much luv Sthe !Safety Officer

ESHASHALAZINI / SPOTLIGHT

People has spoken !! It took me 2 full month to finally get hold of our SPOLIGHT personnel for this issue, Hhayi it was hard shame, but I took my note pad and camera to visit her.

This Issue's personnel on the **HOT** Seat is none other than Mrs. Ntokozi Dladla (Matron Dladla)



MATRON NTOKOZO DLADLA WELCOMING US WITH A WONDERFUL SMILE

“Be positive “ Positive thinking gives you a power boot to help you handle whatever life hands you, Don't let bad breaks dominate your life that's a recipe for failure, TRUST in yourself”

IZ : Who is Matron DLADLA ?

I'm Ntokozi Dladla (uMazungu) born in the family of 5 noisy girls and one boy, I'm the eldest and married to my High School Sweetheart uDumsani Dladla

skirt for the first time, the thick Classroom mathematics Book, wow it was so exciting

IZ : Do you have a super hero or Role Model ?

My parents, They raised me to question things and account for all my actions and be opiniated, they wanted the best out of me and installed a never say die spirit in me

with them, it makes you walk tall when you know that you've made the difference in ones life and made that somebody feel better, its also a dynamic career you deal with new developments / changes now and then

IZ : Where did you do your lower level education ?

Sigisi Primary School and Matriculated at Amagwe High School in 1992

IZ : Have you ever cried at Wok ?

Yes there are times when you feel you've stretched yourself to the limits but seem to be setting no where & nobody is prepared to listen and to support you.

IZ : What was your career wish when you were still growing up ?

A Radiographer

IZ : What are your High-light in your current position ?

Hosting Campaigns & Blitz going to out to the community, working under pressure, attending to our clinics (10 of them) and 5 Hospital components, achieving major targets e.g. TB cure rates, increasing ARV uptake and interacting with different people



BUSY TIMES AT MATRON DLADLA'S OFFICE

IZ : What made you turn into Nursing ?

I had an invalid mother she used to be admitted in an emergency unit almost a mother, as the elderst child I used to accompany her to the hospital and when visiting doctors during a cute attacks, the way nurses use to rush attending was amazing and touchy, I think I fell inlove with the profession from that time

IZ : Something you don't like about your Job ?

Its too diverse, Dealing with 10 Clinics, 2 mobile teams, School health team, PHC services, OPD and theatre. Its foustocking especially when you must drive and visit the clinic come back to give the Hospital report to the night duty Matron and be on call on weekend

HA THAT'S THE LOW NOTE

IZ : What is the most Memorable Childhood SCENE ?

Going to town with my mother to buy Christmas clothes those long white frilled, socks, food and all the hype I was so exciting.

IZ : Would you advice young people to take on Nursing as a career ?

Of cause I would advice them it's a rewarding job, you interact with dir-referent people and learn more to deal



A CHIOR LEADER PART-TIME PRE-PAIRING FOR ONE OF THE CAM-

My first day I High School wearing a

PRO'S DESK / EZIKA SOMLOMO

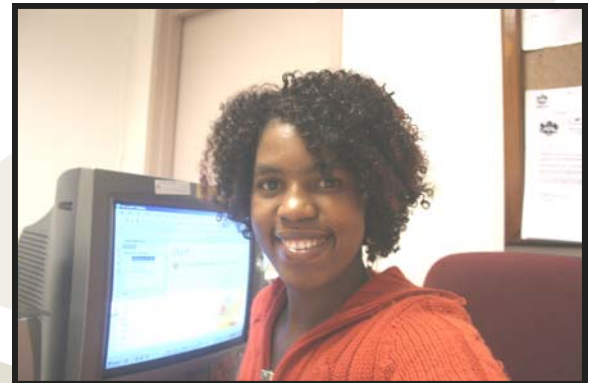
These past few months have been very busy for the P.R.O's office, from saying goodbye to our dear departed colleagues to saying hello to our brand new faces that have recently joined us all the way to the most exciting and enticing activities that have been happening within as well as outside out hospital.

This newsletter has got to be the fattest of them all, a lot has happened since the last edition. A lot has changed as well namely our newsletter design, we are very confident that this new design will definitely be exactly that: **New.** And we really hope that you will like it as well. Sometimes change isn't always good like when we said goodbye to some of our old friends and colleagues now that was some sad moments and it got worse when we had to say our final goodbyes to one of our late enrolled nurse. Sometimes there is no good in goodbye.

On a more positive note, we have welcomed our brand new colleagues on board, a whole lot of them! And we have managed to take photos, interviewed and got to know a little bit about them in that process we made

them feel at home. Our soccer and netball teams have been very active and making us proud out there, they have managed to win a few games as well, that was our moment of glory but what was more glorifying was the snowy day that we were blessed with here at Nkandla, read all about it and more about what's been going down in our institution.

It was Karl Marx who said, "Men make their own history, but they do not make it just as they please"- think about it... **Till the next edition. Samke (PR INTERN)**



GOSSIPS / WOZA NENDLEBE

WHO IS GONE ? WHERE THE PARTY WAS AT ? Ukuwa kwendlu ukuvuka kwenye RIGHT ? RIGHT, so few members have members have left Nkandla Hospital to other Institution.

Mina nozakwethu went to parties, sadly u Sister Nandi Siyaya who was ARV Sister incharge has joined TSHELEJUBA Hospital and Siboh Mfeka junior Radiographer has left us for Ngwelezane.

But on a more exciting note, iTB ward ibinendumezulu yomcimbi wokugubha izinsuku zalabo abazalwe kusukela ngo-January kuze kube u April. Kwakukuhle kudelile, the food was mouth watering and the cake! Mmh. Angikwazi ubukhulu obungakaya!! Naba-ke ababegqoke amanabukeni: Tusani Mbatha, Sister Zikhali, Bongzi Shezi, Sister Sebe Shezi, Futhi Nxumalo, Mtu Gasa and Cynthia Dlamini. Happy belated birthday! sithi nje kini, nikhule nilingane nendlovu!!



TB Ward Tea Room Birthday Party, kanti uzalwa nini Tusani in every Party ukhona hhayi



Confused ? Vele nami I am Why Ms. Siboh Mfeka and her Supervisor Mrs. KS. Sibiya seem to be happy on Sboh's Farewell ? After I caught her crying ? Mhh asazi



Sister Siyaya !!! Alright !! Sidlubusha bethu Siphethe no Siyaya.....Shame Mhlwazi wenkosi uhambe kahle, sure I'll miss seeing you at 5am usu-jima aye ye ... Sister Nandi Siyaya on her farewell party



GOSSIPS / WOZA NENDLEBE

WHERE THE HUGE PARTY WAS AT ?

After a very long time of serving 16 years Mr. Mbatha still looks like he can still work 20 more years, on the 15th of May 2007 ebusuku of -course I attended a farewell party ka Mr. Mbatha who had worked for 16years at a finance Office Payments Division.

Sithi uhambe kahle Mthiyo'mkhulu usivakashele bo.

BEZIWA KANJE...

HHAYI ABAKWAZI UKOSA LAPHA AYI-VUTHIWE LENYAMA

UMPHATHI WOHELO MR. C. NGCOBO



AWU QEDA PHELA SAFA INDLALA



MRS. MSIMANG & MR. RADEBE ON THE CHAT PAGE

BAKWETHU NGINI-BONGA NONKE !!!!

MAPHANGA NKOSI YAMI SHESHISSA



MR. MBATHA THANKING US FOR A FAREWELL



MR. M. MNTAMBO (CEO) & MRS. BC. MAPHANGA NURSING MANAGER BADLA U 100 %

BAFOWETHU ASI-YIPHUTHUME ISIVUTHIWE



ATLEAST SESIWATHOLILE AMA SNACKS SAID MRS. MBATHA & MRS SHEZI

ZIYAKHIPHA LA MR. BEKWA BUT AN-GIBABONI ABANTWANA



MR. NDABANDABA & MR. BEKWA





C

CAREERS

SIXOXA NE HR. PRACTITIONER HRD & PLANNING

This is a new feature where we will be interviewing people from different career aspects to tell us in details what their career entails.



**Mr. S. Ndababdaba -
HR Practitioner HRD & Planning**

HUMAN RESOURCE PRACTITIONER (HRD AND PLANNING)

THE PURPOSE OF THE JOB

To co-ordinate training and development of employees within the institution including clinics.

OBJECTIVE

To ensure that all employees are well developed and trained, thus equipping them with knowledge they need in order to perform to the required quality standards.

RESPONSIBILITIES

As an H R Practitioner, my responsibility is to develop and implement workplace skills plan and to perform duties as the skills development facilitator.

To monitor the implementation of employment equity plan.

To develop and maintain database for HRD Training Programmes

To participate in the development, implementation monitoring and receiving of skills development and leadership programmes.

To monitor the skills development budget.

To provide assistance to managers with continuous assessment of training needs.

To facilitate ABET Programmes within the Institution and to Report for all training undertaken

To supervise day to day human Resource Development and planning within Nkandla.

NEW APPOINTMENTS / ABAQASHIWE

Ngihlale ngisho ukuthi ukuwa kwenye ukuvuka kwenye (I hope you see what I'm talking about) Nongaboni uyoze abone, angazi ngiqale kuphi ukwethula ozakwethu abasijoyinile, Right we now have a Pharmacy Manager, Infection Control Manager, New ward Clerks, Environmental Health Practitioner (Labukhuni Igama) EAP lelogama-ke (Practitioner) I Hope sizot-hola abanye soon **PLEASE MEET THEM.....**



SEEN ABOVE : ARE CLINICS ADMINISTRATION CLERKS, MR. M.NENE (WANGU CLINIC) Ms. C.N. GASA (MANDABA CLINIC) Ms. T.L. LANGA (NDABANINGI CLINIC) Ms. C.W. NDAWONDE (ESINHUDENI CLINIC) Ms. T.B. GINA (THALANENI) MR. S.S. MAKHATHINI VUMANHLAMVU CLINIC

NEW APPOINTMENTS / ABAQASHIWE



L. Sangweni our new Switchboard operator loves watching TV



Khanyisile AKA Khanyi Nkwayana is our new Ward Clerk, yena loves TV, Traveling and communicating with people



This is u Zandile Ngcobo she is also a ward clerk she loves watching TV



Hey I'm Londiwe "NDONDO" Zikode a ward clerk as well



This is Zwelakhe Langa umshana he is also a ward Clerk, he likes soccer



We Mantombazane Oh my Gosh he is cute isn't HE ? !!! This cutey is Mr. S.N. Gasa he is an Environmental Health Practitioner he is from Harding loves everything else but not Soccer



This is an EAP Practitioner Ms. X Sangweni yena



Meet Our New Pharmacy Manager Mrs. P.T. Dumako from my Home town eMandeni uyithanda kanjanishe was working at Sundumbili Clinic.... she is taken HOLA MKHAYA !



Guys Please !!!! Don't ask me I cell number yakhekuyazalwa kweminye imizi.....Lophuma Langa Sikothe u Ms. P.M. Williams from Bloemfontein Ye Bana go thata she is an Environmental Health Practitioner



Mr. Sandile Mdlalose he loves cricket uyazifela ngo Herschelle Gibbs yena is our New Informations Office Intern



Mr. Sduduzo C. Ntuli is our brand new General Orderly, he is crazy about soccer as well.

NEW APPOINTMENTS / ABAQASHIWE



PLEASE MEET THEM

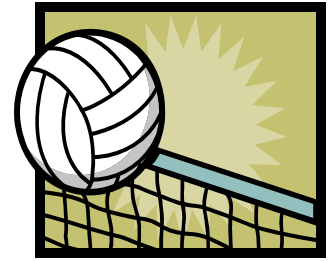
1. Ms. Ld. Sikhakhane
2. N.R. Sikhakhane
3. P. Shandu
4. N.B. Mncwabe
5. K. Nkala
6. Z. Mlaba
7. P.Z. Mbuthu
8. X. Nxumalo
9. Dr. M.B. Bila
10. Ms. N. Zulu
11. Velisiwe Majoi
12. N. Khanyile
13. M. Biyela
14. I.S. Ngcobo

15. N.S. Manyoni
16. M.D. Khanyile
17. H.P. Ngonyama
18. Z.D. Zulu
19. A. Mdluli
20. B. Biyela
21. B.A. Sikhakhane
22. S.C. Ngobese
23. TV. Ngobese
24. T.G. Shabangu
25. S.M. Mnomiya
26. S.M. Mncube
27. S.A. Shezi
28. N.C. MAjola
29. L.P. Ngcobo
30. C.N. Ntombela
31. Sk. Gasa

32. M. Buthelezi
33. K.C. Dlamini
34. D.R. Mchunu
35. P.D. Ntshingila
36. M.O. Sibisi
37. X.V. Hadebe
38. DR. V.P. Vallabhjee
39. N.M.E Mkhize
40. J.N. Khanyile
41. M.I. Mhlongo
42. M. Ngobese
43. S.T. Mfeka.
44. W.B. Mthembu
45. S.C. Myeni
46. Z. R. Ndlovu
47. E.N Buthelezi
48. M.D. Chissico



SPORTS NEWS / EZEMIDLALO



On the 7th Of April 2007 Nkandla Hospital was visited

by Kaizer Chiefs Legends, Yes Kaizer Chiefs Legends the Likes of Shakes Khungwane, Ace Khuse, Banda Lubisi Humphrey Mlwane, and more.....the aim of their visit was to give hope of survival to our patients.... After their visit they played with Nkandla Municipality**HHOLA MAKHOSI AMAHLE HHOLA**

NKANDLA HOSPITAL VISIT TO RK KHAN

I know that all the players from Edendale Hospital and RK Khan Hospital bayathuthumela if they hear the word NKANDLA.....Let me tell you why.....

On the 21st April 2007 we visited Rk Khan Hospital to Play with them and Edendale Hospital from PMB both soccer and Netball, unfortunately Rk Khan didn't have Netball team so Edendale Taught Nkandla Hospital Team a good Netball Lesson by beating them 18– 4 in

the first game and 10–6 second game.

Nkandla Hospital Soccer Team “ Opelepele” paid a re-venge by beating Rk Khan by 2-0 and bashaya I Edendale Hospital by 1-0 , goals courtesy of TS. Majola and Musa “ China-boy” Dlamini who scored twice.

HHOLA MAJITA

HARD LESSON FOR NKANDLA SAPS SOCCER AND NETBALL

Sengike ngasho ukuthi who ever will beat Nkandla Hospital will have to work very hard , after their games with Edendale and Rk Khan Hospital they returned back to the training Camp and trained hard.....these guys are really hot.... They beat to dust the Nkandla SAPS by 10 –2 , Yes 10 goals for Nkandla Hospital and 2 goals for Nkandla SAPS

MAN OF THE MOMENT



NKANDLA HOSPITAL SOCCER TEAM “ OPELEPELE ”



MUSA CHINA-BOY DLAMINI IS HOT HE HAS SCORED 7 GOALS IN 4 GAMES, HE SCORED 5 GOALS AGAINST NKANDLA SAPS.. YOU GO BOY