



USINDISO NEWS

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Issues**

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Her name is Nombeko Beauty Gela .Having worked in Human Resource component for many years , she is very knowledgeable and experienced in Human Resource Management.

She fully understand the corporate culture and knows the values , symbols and traditions of this institution.

Miss Gela is passionate about everything she does and believes in motivating her colleagues.

Miss Gela is of the opinion that motivating people can mean the difference between a thriving institution and a failing one.

Many people would rather be doing anything else instead of their current work, and motivating them can be quite the challenge. However , this is not an impossible task.

The following are the ideas generated from Miss Gela to share with us so as to increase our productivity in the workplace ;

- Realize that you work for a reason–sometimes it’s just for a salary, but other times it’s more than that;
- Believe that what you do, does make a difference and that you are somehow responsible for the success of the institution.
- Know the purpose and goals of working at this institution.
- Have a reason to be productive.
- Find out what motivates you to come to work every morning.

We congratulate Miss Gela on her success and hope that she continues to grow from strength to strength.



**MISS N.B. GELA
HUMAN RESOURCE MANAGER**



BABY FRIENDLY HOSPITAL INITIATIVE (BFHI)

This year marks a change in Osindisweni Hospital as the hospital embarks on a new programme, in preparation to achieve the status of being **Baby Friendly**.

Just imagine unveiling a new feeding system that claims to provide a baby with a nutritious, satisfying meal while it fulfilled all daily requirements for vitamins: at the same time, regular doses would protect the newborn against disease and infection and strengthen the bond between mother and infant. The product would be available everywhere, in exactly the quantities needed, and it would require no packaging, storage, refrigeration or preparation. A mother who used the new system would find herself temporarily protected against unplanned pregnancy, and her risk of cancer would be reduced. Imagine the price its creators' would demand!

ONLY BREASTFEEDING CAN MAKE ALL THOSE CLAIMS!

GUESS WHAT?

IT'S FREE!!!!!!



The Baby Friendly Process

Breastfeeding is universally accepted as the best method of feeding babies. But in the twentieth century breast milk met with competition from industrial substitutes and mothers were drawn to the convenience of prepackaged foods. This 'great scientific discovery' led to a decline in breastfeeding with formula feeding being regarded as 'The Greatest Uncontrolled Experiment the World has ever known!'

Hospital practices were also cited for resulting in a decline in breastfeeding. Such practices included mother and baby separation, rigid feeding regimes, administering prelacteal e.g. glucose water, uses of dummies, uses of analgesia or anesthetics.

The consequences of a decrease in breastfeeding result in an increase in morbidity (sickness) and mortality (death) of children. According to the World Health Organization (WHO), every day between 3000 and 4000 infants die globally because the ability to breastfeed their infants appropriately has been taken away from their mothers, while thousands more succumb to infection and malnutrition.



MRS. L.M. REDDY
ASSISTANT MANAGER NURSING

The decline in breastfeeding was cause for concern and worldwide effort to protect, promote, and support breastfeeding, Baby Friendly Hospital Initiative (BFHI), was launched by James P Grant, Executive Director of UNICEF, and Hiroshi Nakajima, Director- General of WHO in 1991. This initiative was created to transform Health Care Policies by restoring breastfeeding as the natural and normal practice for nurturing babies. BFHI is thus a strategy to encourage the implementation of the "Ten Steps to Successful Breastfeeding". A slightly amended version of the Ten Steps was adopted by the South African Health Matters Committee in 1990. Although notification of this was officially circulated to hospitals and BFHI was launched in South Africa in March 1993, it has become apparent that many maternity personnel have remained unaware of the concept of "Baby Friendliness"

The aim of WHO/UNICEF statement was to increase awareness of the critical role of health services in the promotion of breastfeeding and to give guidelines for appropriate information and support to mothers. The BFHI strategy, whilst focusing on maternity care services, involves the holistic care of mother and baby both within the facility and beyond.

South Africa has accepted the BFHI challenge and 'now is the time' to ensure that health care personnel, families and communities receive the information and support required for babies in South Africa to receive the best start in life!

EXPANDING THE POTENTIAL



MR. E.S MSOMI
FINANCE MANAGEMENT OFFICER



I am on my way to another field of work, venturing into other opportunities within the department of health from Osindisweni Hospital to Natalia Head Office. I will never forget the inputs from my colleagues at Osindisweni, they were superb and exciting as my job was very demanding. The biggest challenge for my predecessor at Osindisweni is to deal with the patient records that are still being operated manually, I therefore wish my predecessor to consider my vision for the department and implement the following :

- Enhancement of revenue
- Accurate completion of patients records to avoid /decrease pauper cases.
- Management of patients waiting times.
- Colour coding of outpatient records
- Enter patients data on a computerized system to avoid double registration and decrease the number of queries.
- Staff training / in-service training of staff on principles of Batho Pele to decrease number of negative incidents.

My expectation for Osindisweni is co-operation from all levels of staff, regarding implementation of procedures, processes and policies.



MR. D.E.S. NTULI
ASSISTANT MANAGER: NURSING

PRO: Enlighten us about your career thus far

Mr. D.E.S Ntuli: My career begin in 1992 at King George Hospital. In 1999 I worked at the Medical Research Council as a Senior Research Technologist under Dr. Gita Ramjee.

In 2003 I worked at IALCH Surgical Domain / Section under Matron L.E Nkosi until 2007. In 2007 I got a post of Occupational Health & Safety Manager ,where I worked until 2011 .

During 2007 and 2009, I served on District level as an Acting Coordinator Occupational Health & Safety under the supervision of BC Mabaso. In 2011, I came on promotion as Assistant Manager : Nursing to Osindisweni Hospital.

PRO: What drives you to come to work everyday?

Mr. D.E.S Ntuli: My drive is that I love my job and I try by all means to do my best.

PRO: What are some challenges being experienced in your department

Mr. D.E.S Ntuli: The major challenges are the shortage of staff and equipment.

Mthimkhulu (PRO): What type of job are you doing?

Mr. D.E.S Ntuli (ANM): I am an Assistant Manager Nursing in-charge of Medical and Surgical wards.

NEW APPOINTMENT FACES OF 2011



*DR. S. GOBA
MEDICAL OFFICER*



*DR. N. GOVENDER
MEDICAL OFFICER*



*DR. K. MAHARAJ
MEDICAL OFFICER*



*DR. H.K. NARAN
MEDICAL OFFICER*



*DR. LETOYA HAMMOND
COMM-SERV DOCTOR*



*DR. S. NXELE
COMM-SERV DOCTOR*



*DR. FRANCOIS
COMM-SERV DOCTOR*



*MISS. LUNGILE KHUMALO
COMM-SERV RADIOGRAPHER*



*MRS. T.S. ZULU
(LAB) RECEIVING CLERK*



*MISS. N. MATHONSI
(LAB) DATA CAPTURER*



*MR. L.S. SHABALALA
PHLEBOTOMIST STUDENT*



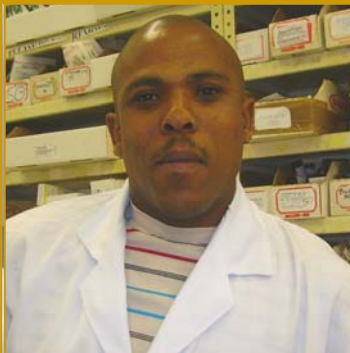
*MISS. NICOLE FAULMANN
COMM-SERV PHYSIO*



*MR. V. KHANYILE
PHARMACIST ASSISTANT*



*MS. R.S. MUTHMUNIEN
PHARMACIST ASSISTANT*



*MR. B.M. MASUKU
PHARMACIST ASSISTANT*



*MISS. DEEVAKSHA VIRANNA
COMM-SERVE OCCUPATIONAL THERAPY*

NEW APPOINTMENT FACES OF 2011: CONTINUE



*MRS. B.P MDLULI
PROFESSIONAL NURSE*



*MISS Z. GWALA
PROFESSIONAL NURSE*



*MISS. N.P. ZONDO
PROFESSIONAL NURSE*



*MISS S.S NCUBE
PROFESSIONAL NURSE*



*MISS T.T. HLONGWA
SOCIAL WORKER*



*MISS S.P. MKHIZE
DIATITIAN*



THE FACE OF PUBLIC RELATIONS DEPARMENT



*MISS. SIHLE P. SHOZI: PUBLIC RELATIONS OFFICER
IN-SERVICE TRAINEE*

Ladies and gentlemen I am Miss Sihle Portia Shozi from the University of South Africa (UNISA) I have just completed a diploma in Public Relations Management.

I joined the Osindisweni Hospital on the 1st of April 2011 to gain more exposure.

It is indeed a dynamic and yet a challenging field, but we all know that challenges are there to mould us and not to break us.

Thus far ; it has been a fruitful experience and I have gained a lot of information. I will be with the institution for a further six months. I

would like to take this opportunity to thank the management of Osindisweni Hospital, especially Mr. E.M Mthimkhulu my mentor for welcoming me on board.

THE DAY TO ALWAYS REMEMBER :67 MINUTES MANDELA'S BIRTHDAY



"Singamavolontiya, singabaphathi besibhedlela singamakhansela siyanikela emphakathini wethu wasOsindisweni"

"Sonke sizibophezele ekusizeni umphakathi"



"Senza konke okusemandleni ethu ukuthi kuhlale kuyi Mandela Day"

"Sifuna iziguli zethu zihlale endaweni enezindonga ezihlanzekile"

M

andela's legacy continue: the Councillor and members from Parliamentary office celebrated Mandela Day at Osindisweni Hospital.

Members from the community dedicated their time to help clean the wards ,make patients beds and paint seclusion rooms in the wards.

Blankets were distributed to the needy

Community members displayed that they have the power within themselves to transform the world and have ability to make an impact on the lives of individuals.



THE RELATIONS BUILDING DRIVE WITH SPORTS



SIS HLEHLE

SPORTS CO-ORDINATOR FROM TAYLOR BEQUEST HOSPITAL (EASTERN CAPE)

This is Hlehle, she is from around Eastern Cape and this is what she is saying about her Hospital.

“Taylor Bequest Hospital (Eastern Cape) is situated in deep rural areas of Mt Fletcher and has got 146 active beds. This institution is active in sports and working very hard in retaining staff.

Netball players are the champions in the Eastern Cape Department of Health the position is maintained. The Hospital has made good relations with Osindisweni Hospital since December 2010. Both institutions involve themselves in employee wellness programme under sport and recreation to boost staff morals and to improve performance at work.

Osindisweni Hospital visited Taylor Bequest Hospital: Mt Fletcher for the purpose of playing games for example Soccer and Netball. Both netball and soccer of Taylor Bequest Hospital won the games.

We have noticed that all the players were attached to each other, the friendliness and the happiness of the day will never be forgotten. To all the hospitals of KwaZulu Natal and Eastern Cape we all convey this message “come and join these two hospitals to build good working relations.



NETBAL TEAM

OSINDISWENI HOSPITAL



SOCCER TEAM

OSINDISWENI HOSPITAL

IXOXWA NGEZITHOMBE



"Ngithi sihle lesisibhedlela sihle bo"



"Siyasidinga isikhathi sethu njengamadoda"



"Sikubiza skop 'n doner kohlanganwa phambili"



"Chilax bangani chilax"



"Shisinyama mfana wami sidle bo"



"Ijimaphi leweyithi? turner baba"

ALL GOOD THINGS COME TO AN END



MISS NOMATHEMBA (NOMA) MATANDA
PUBLIC RELATIONS OFFICER IN-SERVICE TRAINEE

It's so sad to announce that, unfortunately this is the my last month at Osindisweni Hospital. The most exciting part of my in-service training was working with the patients, community and organizing sporting activities to build staff relations and wellness programs . I believe that healthy employees tend to be happier and more productive employees. I will never forget the trip to the Eastern Cape: the purpose to play soccer and netball, but also to see different places and cultures. I was so happy to go with the staff. It was an adventurous trip that had everyone excited. The pictures speak for themselves (on page 8 zaziphenduka mntwana).

It has been a pleasure to work with everyone. I would like to thank Osindisweni Hospital Management for giving me the opportunity to be part of their family and to gain knowledge. The staff have been friendly ,warm, welcoming and made me feel at home.

How can I forget to thank my mentor, Mr. Mthimkhulu (PRO) u (Meneer) who gave me the experience that I need as PRO and made sure that I learnt something new each day. Now I can proudly say I am a good PRO.



I would like to encourage others to come to Osindisweni Hospital if they want to gain fruitful experience .

I would also like to thank all soccer and netball members for participating in the activities, your presence made a huge impact.

Working with you all will help me to grow personally and professionally. I learnt a lot from you . I am not going to say goodbye in the hope of meeting again in the future.

Goodbye, goodbye,
I hate the word. Solitude
has long since turned
brown and withered,
sitting bitter in my mouth
and heavy in my veins.



"Life is a book with many chapters. Some tell a tragedy. Others of triumph. Some chapters are dull and ordinary. Others intense and exciting. The key to being a success in life is to never stop on a difficult pages, to never quit on a tough chapters. Champions have the courage to keep turning the pages because they know a better chapters lies ahead".



BREASTFEEDING AWARENESS EVENT



"Ukudla kwendlebe"



"Dietitian speaks"



"Usizo lulethwa ebantwini"



"Izingane ziphiwa ingubo"



"Injabulo ibuzwa kuye"



"Kungasala kanjani ukuhlololwa isifo seBP"

Le nyanga ayibhekene kuphela nezizathu zokuthi lubaluleke ngani lwebele, kodwa singenza kanjani ukuthi ubisi lwebele lisebenze kahle kuwe mama nomntwana wakho. kuNcwaba 05 2011 isibhedlela sasoSindisweni sibe nomcimbi obizwa ngosuku lobisi lwebele, inyanga yokuqwashisa omama ngobisi lwebele.

Umcimbi wokubaluleka kobisi lwebele wawuhlanganisa umnyango wezempilo kanye nesibhedlela sasoSindisweni ukugqugquzelela omama basOsindisweni nomphakathi wonke bazihlanganise nobisi lwebele ngogcizelelwa ukuthi izingane ezincelisiwe izinyanga eziyisithupha zisemathubeni amancane kakhulu ukungenwa yizifo noma ukutheleleka ezifweni ezifana nesifo sohudo, izifo zamaphaphu, nezingane zikhula kahle zibenempilo.

Umphakathi wakuthokozela ukuthola ulwazi ngokunika izingane zabo okungcono kakhulu izingane eziphilile nezinhle



EDITORIAL CORNER

PHUMELELA EMAPHUSHENI AKHO



MR.E.M MTHIMKHULU
PUBLIC RELATIONS OFFICER

Kungani uzama ngawo wonke amandla ukuphumelelisa izinhloso kumbe amaphupho akho? Kungani wenza yonke imizamo ,zonke izinsuku ukuze uphumelelise izinhloso zakho? Kungani uzithwesa zonke izinkinga , umelana nazo zonke izingqinamba ohlangabezana nazo empilweni ukuze amaphupho akho na? Isizathu ukuthi uma ungakwenzi lokhu, uyozisola okunye futhi uzodlulwa ithuba lokwenza ushintsho ezimpilweni zabantu.

Uma abantu sebefike ekungcineni kwezimpilo zabo, bazizwa benelisekile noma babe nokuzisola.Uma kukhona into ohlale ulangazelele ukuyenza, yenze manje, nalapho ubona khona ukuthi kungahle kungaphumeleli, kwenze noma kunjalo. Qonda ukuthi zonke izinto esinokuzisola ngazo empilweni izinto esahlulekayo ukwenza utho ngazo, ngamanye amazwi, siyoba nokukhulu ukuzisola ngezinto esingazenzanga kunezinto esazenzayo.

Uma uphumelela ezinhlosweni zakho kuhlangukana kanjani nokushintsha izimpilo zabantu? Nakho ke , uma ucabangisisa kahle ngalokho, sonke sikhuthazwa okokodwa noma izinto ezimbili.Okokuqala ukuba magange noma ukulangazelela uma sihlangabezana nezingqinamba,nalapho singenakho ukwenzanto kodwa kusiphoqe ukuba senze utho . Kunabantu bakithi abaningi lapha ngaphandle abaqala baba sebunzimeni bagula bengamali beswele behlupheka bagcine sebengabantu abaphumelele empilweni. Esinye isizathu sesibili ukugququzeleka ukhuthazeke lapho ubona okuhle okwenziwa omunye umuntu, uthatheke yikho.

Lapho ubona khona omunye umuntu eziza impumelelo ezinhlosweni zakhe, uba nenkolelo yokuthi nawe ungaphumelela.Inkinga esuke ibe kuthina sisuke sibone abantu abaphumelelayo njengabantu abanenhlanhla.Manje uma uphumelela ezinhlosweni zakho,uzokwazi ukuba wenze nabanye abantu bakhuthazeke, abantu abakubonayo babe nokuzethemba ngoba ngeke bakubuke njengomuntu onenhlanhla ngalokho okuzile empilweni. Ngabe ufisa ukuba ophumelele ngokwezemali, noma ngani , khumbula ukuthi impumelelo yakho noma ukuhluleka kwakho ekufezeni izinhloso zakho empilweni , akuthinti wena kuphela , kodwa kuba nomthelela ezimpilweni zabanye abantu osondelene nabo.

#Ukufunda ngokuba wazi ukuthi ungazifeza kanjani izinhloso zakho kubaluleke kakhulu, kusebenzise lokho okufundile ukuze kusizakale nabanye abantu baphumelelise izinhloso kumbe amaphupho abo ,nabo babe nokuzimisela okufanayo owaba nakho wafeza amaphupho akho. Amukho othi ukuziza,nokuphumelela kwakho kwaba lula, kwabalukhuni satshe. Kungakho abantu abaningi begcina bellahlile ithemba empilweni.Ziningi izindaba ngabantu abayizihluleki bese zingabi ziningi ngokwanele ezabantu abaphumelele ezimpilweni zabo.Noma kukhulu kumbe kuncane kangakanani ohlose ukukwenza ukuze ama-phupho akho , zama ngakho konke okusemandleni ukukuphumelelisa.Konke okuzile empilweni yakho kungenza omunye umuntu aphumelele ekufezeni amaphupho ayengacabangi neze neze ukuthi angawafeza.

*We regret more
about the things
we didn't do
than the things
we did do. Get
out of yourself
and just do it .*

