



health

Department:
Health
PROVINCE OF KWAZULU-NATAL

Queen Nandi Regional Hospital

BAMBINO

STAY INFORMED

NEWS

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Greetings from Medical Manager



“The joy of leadership comes from seeing others achieve more than they thought they were capable of.” It is an incredible Honour for me to be appointed as the new Medical Manager of such an illustrious institution. Queen Nandi Regional Hospital is widely known as a beacon of excellence and quality care. Patient care is paramount in this large

specialized regional Maternity and Child hospital, and it is a privilege to be part of the executive management team leading and serving this hospital. As we start a new journey together in the complicated field of modern healthcare, I want to share some background of who I am, and what inspired me.

I was previously employed as a Clinical Manager in the Neonatal Unit at QNRH for 12 years up until this new appointment. Prior to my appointment, I had been a vociferous champion of all things Neonatal, and the class-leading Nursery had been my home away from home. I have fostered life-long relationships, and my experience in that unit allowed me to develop leadership, management, clinical, administrative and interpersonal skills. During my time in the nursery, I often acted as Medical Manager when our previous Medical Manager, the esteemed Dr Ileana Popa who has since retired, went on leave. I have acted as Medical Manager during various periods starting from 2011. These various spells have done much to inculcate in me an avid interest in the various aspects of a Medical Manager’s functioning.

I have been given this opportunity to make my mark at QNRH, and I welcome it with open arms. I have many

new ideas and plans that I am keen to impart, ideas that will aid us do what we are fundamentally here to do, create a safe, caring, clinically effective environment for our patients and ourselves.

We are always beset by limited resources in trying conditions, but I can attest to a senior management team that is only too willing to listen and to help where possible. All things are possible with a positive attitude, a willingness to give off your best, and with a responsible work ethic.

I look forward to serving you, QNRH, to the best of my ability in the years to come.

“How can I help you?”

Story by Dr M Samjowan—MM



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World Hand Hygiene Awareness Day—2019

Queen Nandi Regional Hospital commemorated hand hygiene day on the 24 May 2019. The theme for this year was “clean care for all – “its in your hands”.

Hand hygiene is a fundamental infection prevention and control strategy, when correctly practiced and it can save thousands of lives. The aim of the awareness was to highlight the importance of hand washing and how it can reduce infections.

All staff and patients, including the community at large, were made aware of and sensitized about the importance of hand washing so that, together we can break the chain of infection.

The Queen Nandi IPC team decided to cover all staff, patients and the community. All staff were given in-service education on hand washing and demonstration on 12 steps of hand washing. Patients were taught as well.

To cover the community, an awareness program was conducted at Siyakhanyisa Primary School. The informative posters were displayed. All students were made to wash hand using hand rub.

There were prizes, trophies and tokens to be won. A QUIZ was held “12 steps of hand washing were cut in to small pieces and mixed. Students were to rearrange them. 3 Groups were formed. 6 learners from grade 7, 8 from grade 6 and 10 from grade 5 participated. Grade 5 won and received tokens in the form of trophies and were crowned Hand Hygiene Champions 2019.

Other activity of the day : learners were given the opportunity to answer questions and rewarded with precious gifts. The programme ended with the learners watching hand washing video and all committing to wash hands every time when nature calls.



Written by: Mr. Dladla S—IPC

Queen Nandi Regional Hospital during Masea Awards 2018/2019

Queen Nandi Regional Hospital was awarded with numerous certificates by the then MEC for Health Dr S.M Dhlomo. Among them include Best performance in Complaints resolution, 4th position in Best implemented programme: Improvement in revenue generation and collection beyond the target line, 4th position in Best performance in Neonatal services in regional hospitals, 4th position in Best performance in financial management: least error rate and 4th position in Best implemented programme : Use of extraordinary methods and audit tools in promoting and maintaining hospital cleanliness.



Far left DNM-Ms EPCN Mtshali, Mrs CNN Mkhwanazi-CEO and Ms Hlophe –KCD District Director. Main picture Queen Nandi Regional Hospital Management was full of excitement.

Early Retirement Workshop



PURPOSE—On the 12th of June 2019, The Human Resource Office conducted a workshop on early retirement without penalization in terms of Section 16 (6) of the Public Service to Managers, Supervisors and all Staff Members from age of 55 to 60 years. It was conducted in both English and IsiZulu. The purpose of the workshop was to share information with our staff members.

BACKGROUND—Public Service Departments over the past few years, received ongoing requests for Early Retirement from employees wanting to leave the system voluntarily. Many departments have experienced related costs pressure where they could not afford to approve such requests. This has limited their decision making according to available budget to pay the penalty portion to GEPP.

A variety of options within the existing legal framework for HR and finance were explored. Early Retirement was considered in response to a need identified by employees wishing to exit the public service before the official retirement age, but where departments do not have the requisite funds within their budgets to consider such personal request into carrying the associated pension liability. National Treasury is providing additional funding to departments that wish to utilize section 16(6) of the PSA or applicable sector legislation.

LEGAL PROVISION—Public Service Act, 1994 Section 16(6) makes provision for approval by the Executive Authority at the request of an employee to retire from the age of 55 but before reaching the age of 60, if sufficient reason exists.

ELIGIBILITY CRITERIA—ER is directed at the following:

Employees identified in the DPSA Guideline Document titled “**CRITERIA TO BE USED IN RESPECT OF APPLICATIONS**

FOR EARLY RETIREMENT IN TERMS OF SECTION 16(6) OF THE PUBLIC SERVICE ACT, 1994, AS AMENDED BY ACT 30 OF 2007 (PSA)”

Those employed in terms of the:

Public Service Act, Educator’s Act, Members of the Service(Police, Defense & Correctional) & Members of the Intelligence Service , Employees who are on permanent employment, Employees of government departments and components at national and provincial spheres of government, excluding public entities or municipalities, Employees on contract or temporary employment are excluded Subject to other contextual conditions set by their respective Ministers and Employees who are 55 but not yet 60 years old (NB: During the periods 2019/20 and 2020/21) .

PROCEDURE AND CONDITIONS

Early Retirement is an employee-initiated process.

Approval of ER application is not automatic on application

The employee must:

apply on the prescribed ER Application form

furnish reasons for applying for ER

Understand the financial implications of the decision to take ER.an employee cannot cancel or withdraw an application after approval.

During the application process, but prior to approval, an applicant may withdraw their request within 30 days of date of application

TIME FRAME

Employees who are 55 but not yet 60 years old during the financial year 2019/20.

Employees who will be 55 but not yet 60 years old during the financial year 2020/21.

Applications for employees eligible for these periods must apply from 1 April 2019 up to 30 September 2019.

No submissions outside this period will be accepted.

Employees are free to apply as soon as they prefer.

Institution must establish their own internal timelines to facilitate processes to meet submission deadlines to the respective authorities

Employees must give three months’ notice when applying for ER as per PSA s16 (2A) (b) (i) & (ii)

ROLES AND RESPONSIBILITIES

Human Resource Office shall Communicate the Circular to all employees in the institution

Human Resource Wellness (EAP) shall support applicants in understanding the financial aspects of Early Retirement, including recommending debt counselling ,where necessary, providing access to financial capability training, and re-skilling if reasons exist for such.

It is advisable to check whether employees will have financial security when they exit.

Human Resource Office will assist employees to correctly complete the form.

Human Resource Office shall provide a checklist to ensure that all documents are valid, accurate and completed.

The following committees will be established to assess the applications

Early Retirement Assessment Committees (ERAC)

Departmental Early Retirement Assessment Committee (DERMC)

Central Assessment Committee (CAC).

Attendance was good and the workshop was informative. It will help our staff members to take informed decisions. We extend much appreciation to our staff members for attending and active participation



Staff who attended the workshop

Written by: Mr. SM Ndabandaba—Deputy Director: HRM

BACK TO SCHOOL PROJECT



Queen Nandi Regional hospital embarked on “Back to School” project by identifying needy children from four different schools with the help of our hospital board members from different tribal courts. The following Schools were chosen: Isigisi Primary School, Amabuye Secondary School, Qhamuka Secondary School, Old mill Secondary School. Hospital was able to collect funds to buy few items for needy children and the handing over was done on the 12 June 2019 by the Hospital Executive Management. Learners were very happy and they promised to do well in their school work.



Written by: Mrs. V Mtantato—
Finance Manager



Epilepsy Awareness Day

Epilepsy affects individuals throughout the world irrespective of age, ethnicity, socio-economic class or geographical location. The prevalence of epilepsy, however, among children attending rehabilitation services at Queen Nandi Regional Hospital (QNRH) is concerning, hence the team saw a need to undertake the activity and raise awareness on the condition.

QNRH Rehabilitation team went to Thokozani Clinic on 21 June 2019 with the aim of creating an epilepsy aware community. The team consisted of the Speech therapists, Physiotherapists, an Occupational Therapist, Audiologist and a Pharmacist.

The community at Thokozani Clinic attentively listened to Miss Mazibuko, as she unpacked the impact of Epilepsy on the developing brain, and how it can cause disability. The team addressed the patients accessing the services at the general clinic on that day. The audience included adults, mothers and children. A total of more than 80 people participated in the awareness. Purple ribbons and educational pamphlets were distributed to the audience. These pamphlets had information on epilepsy - What is epilepsy, the types of epilepsy, what to do/not do when someone has an epileptic fit and more information on medication.

MYTHS ABOUT EPILEPSY

- The use of a spoon during an Epileptic fit to prevent biting the tongue.

- Hold a spoon/ object.
- Restraining someone until the convulsions have stopped
- Pouring water over someone to wake them up

FACTS ABOUT EPILEPSY

- Put the person in the recovery position
- Don't put anything in their mouth
- Call for help
- Protect and cushion their head so they do not hurt it
- Wait for the seizure to subside



The Pharmacist educated the audience on the importance of using the medication wisely. He unpacked the different types of medication used to control Epilepsy. He emphasized the importance of taking the medication on time and as indicated by the healthcare personnel.

Written by: Ms. S Mazibuko-Physiotherapist

The Pics Say It All! Ixoxwa Ngezithombe!

School uniform project



HAND HYGIENE DAY



MASEA



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Mrs. CNN Mkhwanazi
Chief Executive Officer
EDITOR & SUPPORTER



Ms SN Ntombela
Public Relations Intern
DESIGN & PHOTOGRAPHY



Mr. BDS Hadebe
Occupational Health Practitioner
EDITOR



health

Department:
Health
PROVINCE OF KWAZULU-NATAL

CONTACT DETAILS

PHYSICAL ADDRESS:

29 Union Street
Empangeni, 3880

POSTAL ADDRESS:

P/Bag X 20005
Empangeni, 3880

SWITCHBOARD:

+27 35 907 7000

PUBLIC RELATIONS OFFICER:

+27 35 907 7156/83

CEO—SECRETARY:

+27 35 907 7003

SWITCHBOARD FAX NUMBER:

+27 86 629 2075

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