



HEALTH
KwaZulu-Natal

St Aidan's Regional Mission Hospital

The Voice Newsletter : July Edition

From Mr. M. B Shezi St Aidan's Hospital New C.E.O

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Mr. M.B Shezi St Aidan's Hospital C.E.O

Firstly I thank the Senior Management Team and staff for the very warm welcome. It seems like I have joined St Aidans a couple of years ago.

This is my first contribution to this preface since my ascendance to this position, therefore I will reflect my observations on a number of issues at St Aidans. Firstly I have noted that staff is very supportive from the top teams to the bottom teams. We are advantaged that the private sector culture still prevails it needs to be promoted and be sustained. Staff at all levels is patient orientated. There are few individuals in a number of departments however that still needs to be supervised, guided and motivated on what they do. Every individual's full contribution matters and it counts.

Team effort cannot be over emphasized if we are to make St Aidans a centre of excellence where best practices can be bench-

marked and be propagated in the department as a whole.

As Management Team at St Aidans we have committed ourselves to develop leaders through ongoing support, supportive supervision and coaching. We are going to create an environment that allows staff to take initiative and be innovative and also reinforce accountability in the process. We are going to establish cross functional teams for projects to address operational issues. I am impressed that our clinical staff partakes on operational planning and management of the institution despite staff shortages and high work load.

Our operational plan was a success, thank you very much for your valuable inputs. It is sad that our efforts will be limited by the budget. Let us not look at the limited budget as a problem but rather as a test of our innovation and skills on how much can we achieve with less resources without compromising the quality of our service.

I thank you once more, keep up the positive spirit and excellent work.

GET UPLIFTED AND INSPIRED !!!

"We must not, in trying to think a big difference, ignore the small daily difference we can make which, over time add up to a big difference that we cannot foresee. " - Marian Wright Edelman

Update of the developments in HR Component.

The Human Resource Office has come a long way since take-over by the KZN Department of Health in October 2003. By then it was operating with only four units. Out of that four, three were HR Officers and the other was a Registry Clerk. There was no Human Resource Manager. Three of the four were redeployed from the then head office from Ulundi and one was a transfer on take-over. There were no sub-components that exist today, e.g. Labour Relations, Human Resource Development, EAP/Wellness Centre, Health and Safety, etc.

In February 2004, head office Pietermaritzburg, Natalia, seconded the present Human Resource Manager to man the HR component. I wish to commend the staff referred to above for the good work they did under the challenging circumstances prevailing at the time.

All the past years this office has been battling to improve the quality of service of the component in many ways. Thanks to management for their assistance in ensuring the success of Human Resource Manager and his team in building the component to what it is today.

Three years back the HR Office saw a need to apply more efforts in improving relations between staff and management. As a result of the latter the HR pioneered the establishment of the Institutional Management Labour Committee known as IMLC. This is a committee that tries to resolve labour issues through negotiations, it is made up of Management and Unions. The component did not end there but continued to improve relations among staff themselves, management and the Human Resource Office by establishing a forum known as HR Indaba/Summit in February 2005 to March 2008. The aim for the forum was among other things to:

- Discuss issues of common concern that are transversal with the aim of minimizing labour issues.

- Discuss well being of staff and working conditions.

- Encourage team spirit and promotion of good communication

- Promote principles of Batho- Pele

- Enable HR office to evaluate its working standards, etc.

There are still many challenges that the HR Management faces e.g. improving communication be-



Mr. V.R Dlamini H R Manager

tween the office and staff, capacity building, general training of staff in various fields, etc. The latter challenge includes all staff plus supervisors, shop stewards and some of the managers.

The HR management wishes to thank all who participated in the Indaba and hopes that their concerns were adequately addressed. It is believed that the General Staff Meeting that substituted that forum will help to improve meaningful communication in **practicing** it rather than **preaching** it.

The visiting times to HR by staff have been staggered from 07h30 to 09h00 and 15h00 to 15h45 in the afternoon.

On behalf of HR a special thanks is sent to the Principal for the Nursing College, Miss M. Swart for valued sympathetic sacrifice in providing the component with office accommodation at the Nurses residence.

We are in the position where we are because of you "MAMA SWART". May God BLESS YOU.

Child Protection Awareness Day

The Social Work Department and the Health Promotion Team coordinated the commemoration of the Child Protection Day on the 19/06/2008. The focus this year was on empowering staff with knowledge on various issues pertaining to child abuse. The objective of this undertaking was to update staff about handling and management of abused children. Staff was urged to be a resource in their communities in this subject matter.

The family justice system, the police, the social services, community, family and health care system are collectively required to form the web of safety required to support and protect children. The days programme highlighted and brought awareness to issues pertaining to child abuse and neglect and protection of children.

Our guest speakers, Dr Bagwandeem from Mahatma Gandhi Memorial Hospital enlightened the audience on forensic medical treatment and the medico legal aspects focusing on crimes against children, Captain Naidoo from the Family Violence, Sexual Offences and Child Protection Unit educated us on the role of the police in the management of child abuse cases, Ms Bonhomme representing Durban Children's Society and Ms Cooper representing Child line gave thrilling presentations on cases of abuse and their roles in rendering services to the victims, perpetrators and families.

The children of our Hospital were treated to a special meal and goodies on this Day.



Dr Bagwandeem From Mahatma Gandhi enlightening the audience on forensic medical treatment



Child Protection Awareness Task Team At the Paediatrics Ward.



Kids receiving toys from the Task team

Staff Wellness Corner

Our EAP Coordinator presented empowering sessions for staff to deal with stress and learn more about coping mechanisms. This programme was facilitated by highly qualified and experienced service providers.

Stress can be defined as a psychological and physiological response that upset our personal balance in some way.

Stress in the workplace can have a disastrous effect on people's health and lead to sickness and absence. It can also seriously disrupt the business and reduce profits. A stress ridden workplace, with high staff turnover and excessive sick leave is neither beneficial for employees nor the organization itself.

The following important aspects pertaining to Stress which were presented in the form of interactive workshops in the various disciplines:

- Understanding and recognizing stress
- Importance of Prayer in dealing with stress
- Relaxation techniques such as Yoga and meditation
- Nutrition and healthy eating
- Exercise and fitness presentation by Virgin Active

Alternative therapies and healing which included Reiki, Reflexology, Aromatherapy and various massages incorporating the Indian head, Swedish, Hot stone and Thai massages

The Programme was an overwhelming success as indicated by the high number of attendance, the professional and high caliber presentations by the respective facilitators and the positive feedback in addition to the sincere gratitude and appreciation from staff. The Programme proved to be beneficial, educational and enjoyable for staff.

Common warning signs and symptoms of stress

Use it to identify the symptoms you typically experience when you're under stress. If you know your red flags, you can take early steps to deal with the stressful situation before it—or your emotions—spiral out of control.

Stress Warning Signs and Symptoms

Cognitive Symptoms

- Memory problems
- Indecisiveness
- Inability to concentrate
- Trouble thinking clearly
- Poor judgment
- Seeing only the negative
- Anxious or racing thoughts
- Constant worrying
- Loss of objectivity
- Fearful anticipation

Physical Symptoms

- Headaches or backaches
- Muscle tension and stiffness
- Diarrhea or constipation
- Nausea, dizziness
- Insomnia
- Chest pain, rapid heartbeat
- Weight gain or loss
- Skin breakouts (hives, eczema)
- Loss of sex drive
- Frequent colds

Emotional Symptoms

- Moodiness
- Agitation
- Restlessness
- Short temper
- Irritability, impatience
- Inability to relax
- Feeling tense and “on edge”
- Feeling overwhelmed
- Sense of loneliness and isolation
- Depression or general unhappiness

Behavioral Symptoms

- Eating more or less
- Sleeping too much or too little
- Isolating yourself from others
- Procrastination, neglecting responsibilities
- Using alcohol, cigarettes, or drugs to relax
- Nervous habits (e.g. nail biting, pacing)
- Teeth grinding or jaw clenching
- Overdoing activities (e.g. exercising, shopping)
- Overreacting to unexpected problems
- Picking fights with others

Keep in mind that the signs and symptoms of stress can also be caused by other psychological and medical problems. If you're experiencing any of the warning signs of stress, it's important to see a doctor for a full evaluation. Your doctor can help you determine whether or not your symptoms are stress-related.

Unhealthy ways of coping with stress

- Smoking
- Self-medicating with alcohol or drugs
- Using sleeping pills or tranquilizers to relax
- Overeating or eating too little
- Sleeping too much
- Procrastinating
- Withdrawing from friends, family, and activities
- Filling up every minute of the day to avoid facing problems

If your methods of coping with stress aren't contributing to your greater emotional and physical health, it's time to find ones that do.

Some simple ways to reduce stress

Healthy stress reducers

- Go for a walk.
- Spend time in nature.
- Talk to a supportive friend.
- Exercise
- Do something for someone else.
- Write in your journal.
- Take a long bath.
- Having a creative hobby
- Relaxing with friends
- Do one thing at a time/priorities tasks
- Adopt a healthy lifestyle i.e. balance between work and other activities
- Play with a pet.
- Work in your garden.
- Get a massage.
- Curl up with a good book.
- Take a yoga class.
- Listen to music.
- Watch a comedy/feel good movie.
- Deep breathing exercises
- Adopt relaxation techniques that resonate with your lifestyle such as meditation, progressive muscle relaxation or visualization
- Correct nutrition
- Adequate sleep and rest



Rev Berrly Arrikum highlighted the importance of prayer as one of Stress reducers



Clare Savage presenting Stress Management



St Aidan's Staff who came in numbers to attend the Stress Management programme



Sheean Khan Demonstrating A head Massage



Virgin Active outlined the importance of a healthy Body to present stress.

MENTAL ILLNESS AWARENESS DAY



Mrs S Govender explaining about mental health

The social work department together with the Health Promotions Committee hosted a programme themed "Attaining good mental health", to commemorate Mental Illness Awareness Month. This programme was held on the 17th July 2008 at our hospital.

Our aim in hosting such programmes is to educate and promote the awareness of various issues. The field of mental health is vast and complex and knowledge about this area helps to break down the stigma and thereby make it easier for people to cope with their life

situations.

The primary purpose of the presentation was to empower and equip staff with insight into this condition and enable them to make healthy life style choices. In doing so, they not only gain accurate information, but they can also adopt a value system of acceptance and tolerance for themselves and others.

The three distinguished speakers, specially chosen to undertake presentations were:

Professor Lasich, Specialist Psychiatrist, whose presentation was entitled "A general Overview of Depressive Disorders" ; Mrs. Fatima Hussain, Chief Social Worker at Durban and Coastal Mental Health Society, focused on, "Maintaining your Mental Health", and Ms. Honey Allee, Occupational Health & Safety Consultant at McCords Hospital, presented on " Being a health care worker and loving it".

The program was well attended and generated much interest among those who attended.

We place on record our thanks to the staff for their attendance and to management for affording us the opportunity to highlight this important aspect on the health calendar.

Written by:
Ms Surie Govender

International Nurses Day

International Nurses Day is celebrated around the world, every year on the 12th May, the anniversary of Florence Nightingale's birth. It is also a day for nurses worldwide to celebrate their profession and show the world the importance of their work. Few can say they are untouched by the hard work and dedication of nurses throughout the world.

The reason that Nurses Day is held on the 12th May each year is because this is the birth date of Florence Nightingale. She made many reforms to nursing and health care and drastically cut the death rate amongst soldiers in the Crimean War as a result of her hard work, dedication and training of fellow nurses. Each year, on the day that would have been her birthday, there is a service at Westminster Abbey, London to commemorate her life and celebrate the nursing profession.

St Aidans Mission Regional Hospital celebrated nursing and its importance on the 12th May 2008. The program consisted of a prayer by Rev Beryl Arrikum, an address by the CEO and a motivational talk by Dr

Mkwanazi, who is the retired Campus Principal of King Edward Hospital Campus. This was followed by the lighting of the candles and a pledge taken by the nurses. The lit candle was handed from one nurse to the next nurse during the service, signifying the passing of knowledge from one nurse to another, much like Florence Nightingale did when she set up her Schools of Nursing. It also signifies her nickname The Lady of the Lamp.

We paid tribute to the nursing staff at St Aidans Hospital on this day in honor of their Compassion, Commitment, Kindness, Dedication, Caring and Knowledge.

“With helping hands and caring heart, you bring so much to your work as a nurse...

and you make a wonderful difference”



The C.E.O Mr. B. Shezi , Mrs. .S.D Pillay and Dr Manaka-Mkwanazi (Guest speaker) Expressing Their singing talent

Candle lighting on the International Nurses Day Event.



LAUNCH OF GLAUCOMA SUPPORT GROUP AT ST AIDAN'S

St Aidan's Hospital eye clinic staff members started a glaucoma Support group for patients. The support group is aimed at giving important information to patients and educating about glaucoma. The support group was initiated due to a growing number of patients suffering from glaucoma hence other patients were not using their medication correctly. Mrs. Ndhlovu and her staff at our Eye Clinic took it upon themselves to educate these patients and attendance is growing rapidly. With the number of patients that attend it is clear that patients are willing to learn more about their conditions.

[ITS YOUR RIGHT TO SEE \(UNELUNGELO LOKUBONA\)](#)



EYE CLINIC STAFF MEMBERS GIVING SUPPORT



GLAUCOMA SUPPORT GROUP MEMBERS

St Aidans Mission Regional Hospital Marks World Elder Abuse Day



World Elder Abuse Awareness Day · June 15, 2008



The 15th of June 2008 - World Elder Abuse Awareness Day was designated by the International Network for the Prevention of Elder Abuse (INPEA) and the World Health Organisation (WHO), as an acknowledgement of the fact that elder abuse is a universal problem that affects the society at large.

St Aidans Regional Hospital displayed posters, printed pamphlets and held talks in an attempt to raise awareness, and to highlight the need to care and protect the elderly in our country. The elderly play a valuable role in our communities and as such they need to be cared for, loved and protected.

The Minister of Social Development Dr Zola Skweyiya said, "We want to pledge

our continued support to all stakeholders who are committed to fight elder abuse and who are involved in various programmes to address the problem. As we mark Youth Day and Youth Month we urge our youth to remember that they have a responsibility to look after the elderly in general and their grandparents in particular. The abuse of grandparents by their children and grandchildren and by other members of society in general must stop."

According to the 2001 census, there are 3,2 million older persons in our country. The province with the highest proportion of older persons is KwaZulu-Natal!! Almost half of older persons (42,9 percent) in the country have had no formal schooling. Yet the same elders have an exceptionally large number of dependents.

The Department of Social Development is in the process of finalising the Older Person's Bill. This will hopefully act as a deterrent for those who continue to abuse these special people in our lives. Hopefully these awareness campaigns serve to remind us of our duty to respect, honour and care for our elders.

"My World...Your World...Our World, Free of Elder Abuse."

St AIDAN'S PHARMACY DEPARTMENT A MULTIDISCIPLINARY TEAM

Pharmacy staff is proudly part of a multidisciplinary team, whose main objective is to provide and supply adequate information and medication to ensure safe and effective use of medicine. This does not only apply to patients but also to hospital staff. Working in a hospital poses a number of health risks. Amongst those includes needle-stick injuries. As such, the Pharmacy would like to inform the staff of certain aspects of post exposure prophylaxis.

HIV POST- EXPOSURE PROPHYLAXIS (PEP)

Exposure to HIV infection needs to be effectively managed to minimize the risk to the health of all employees. The risk can be reduced through precautionary measures. Employees at Risk; include those involved in the;

1. Blood collection and use of sharp instruments , such as needles and scalpels
2. Insertion of intravenous catheters
3. Minor and major surgical procedures
4. Handling corpses and performing post-mortem examinations
5. Handling soiled linen or medical waste

Management of Needle-Stick Injuries to Health workers:

1. Wash the injured area thoroughly , immediately
2. The employee should report any accidental exposure to the supervisor and within the hour contact the occupational health therapist on extension 274.
3. employees should receive starter- packs, which are available from the pharmacy. The first dose must be taken as soon as possible, in the first hour.
4. the drug regimen is dispensed depending on exposure and the HIV status of the source patient. Initiation of post exposure prophylaxis more than 72 hours exposure is discouraged. Risk is determined and assessed depending on exposure and the nature and infectiousness of the source patient. The need for PEP is then established.

Drug regimens are prescribed depending on the nature and severity of the injury

PEP can be preventable by precautionary measures. However, it is sometimes unavoidable. The Pharmacy also has stock after is accessible via the after-hour cupboard.

FOR MORE INFORMATION YOU CAN CONTACT National HIV HCV Hotline (0800 212 506)

FROM THE PRO'S OFFICE

I would like to take this opportunity and thank every staff member who submitted their stories for this newsletter. We all need to work together in order to achieve our intended goal. I thank the editorial committee for ensuring that what we produce is at the best level desired by our staff and the public at

large. It is now mid year and close to the December. It is highly important that we do not lose our focus and achieve whatever that we targeted ourselves to achieve. This year is very challenging financially so we should try by all means to stay within our budgets.

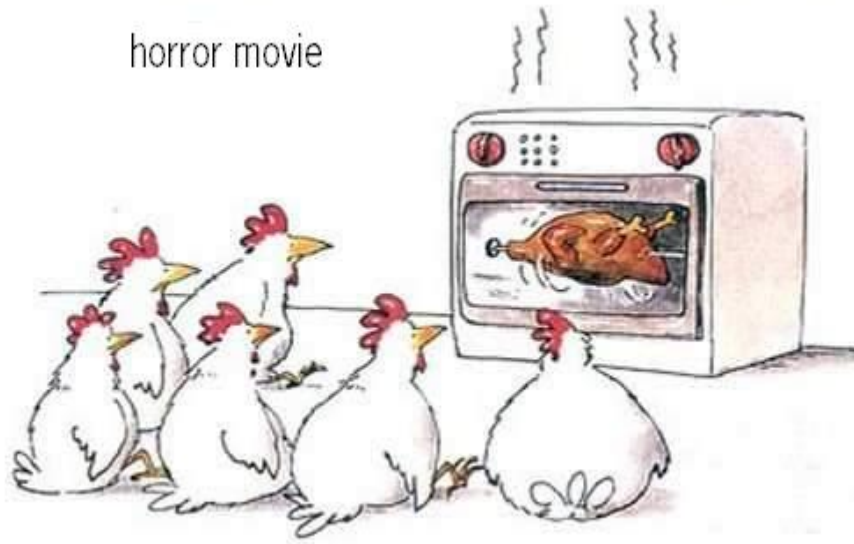
Jokes !!!!



"Okay your father managed to get a mouse. Now how do we use it?"



horror movie



Laughter is best medication for your soul.

*Honey please,
just calm down.
Let me explain....*



"Nurse, get on the internet, go to SURGERY.COM, scroll down and click on the 'Are you totally lost?' icon."

Please submit your newsworthy story or a joke to Mr. T.M Dlamini (PRO)