

ST AND NEWS

Apr – Jun. 2008

Volume 1, Issue 13

St Andrews Hospital dedicates the whole week to staff wellness



Sr T. Toni (eye clinic) helping Mrs T. Ngcobo (buying office) at the eye screening station

“A healthy mind equals to a healthy body” This was one of the slogans used during the Health Management Campaign week that was held at St Andrews Hospital from 26th to 30th of May 2008.

This campaign, that was organized by the hospital’s wellness team, was aimed at promoting a healthy lifestyle among health workers.

Different activities were carried out the whole week including check-ups for

high blood pressure, blood sugar, body max index, eye screening and VCT.

On Wednesday a sports day was held where different activities that were planned for the week, where different games like netball, soccer and indigenous games like *magalobha*, *3 tin*, *ingqathu* (skipping rope), *mlabalaba*, *ukugenda* and *donsani* were played by staff members. Board games like chess and snake n ladder also formed part of the day. The dance competition was also one of the activities during the sports day.

After the games the Candlelight Memorial ceremony was held at the hospital hall whereby a short sermon was held in memory of staff members who have passed away.

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Faith is like a boomerang: begin by using what you have and it comes back to you in greater measure—Charles Allen

Dealing with conflict in a workplace



Mr T. Hlanga (standing) giving a lecture during the EAP Supervisory training that was held at the Training Centre

Wherever you find living beings, there will be conflict. It is a natural phenomenon.

According to Anstey, conflict exists in a relationship when two parties believe that their goals cannot be achieved at the same time or they recognize that there are differences in their values, needs or interests.

Conflict may result from poor communication where there are incompatible personalities, stereotypes, fighting over limited resources etc.

Unresolved conflict at work may result in an increase in

both genuine and false claims for sick leave.

How to manage it?

Different people use different methods when managing conflict. Please note that this is one of the methods. However, we will be focusing on one particular method i.e. problem solving.

Problem Solving

This is a win-win method. It involves an open and thorough discussion of the conflict and arriving at a solution that is satisfactory to both parties.

Everyone is committed to a final solution. Following are the steps that one may use:

Step 1: Introduction

Makes your intention clear by stating the positive outcome that you're seeking.

Step 2: Define the problem

Give one sentence that identifies the issues to be resolved. It must be relevant and honest.

Analyze where the differences are coming from, but keep this brief.

Step 3: Identify the needs of the parties involved

List the main stakeholders and specific needs.

Step 4: Explore Solutions

Brainstorm ideas

Evaluate the ideas generated

Reach consensus on ideas that have the greatest mutual benefits.

Step 5: Closure

After reaching an agreement, confirm your understanding with the other party and clarify what needs to happen to implement the solution. This can be done by repeating the points of agreement and confirming the action plan.

Compiled from the Services SETA: EAP

MORE PHOTOS OF THE HEALTH MANAGEMENT CAMPAIGN WEEK



Miss C. McLellan (Dietitian) explaining about good nutrition to one of the staff members



Miss Z. Phahla (PR Intern) with Mr S. Mchunu (HRD Practitioner) posing at the BP testing station



Tug of war! (Donsani) things were bad between these two teams - no team was willing to give in



Mrs N. Gule (Quality Manager) playing *uMagalobha*



Dr Isanza at the blood sugar testing station



The boys enjoying a nice soccer game



Miss N. Ndlovu (HR Manager) checking her blood sugar level



Mrs T. L. Ntleko (Hospital Manager) at the eye testing station.

Imidlalo yobungani phakathi kwezibhedlela

Isibhedlela I St Andrews sihlange ne zibhedlela ezingomakhelwane zazibandakanya emidlalweni yobungani lapho kwakudlalwa ibhola likanobhutshuzwayo kanye nebhola lomnqakiswa.

I St Andrews yadlala kahle kakhulu njengoba phela iqembu lamantombazane lanqoba yonke imidlalo ngamagoli angama 43, yathola amaphuzu ayi 9 kanti iqembu labesilisa lona lanqoba imidlalo emibili ngamagoli ayi 6, bathola amaphuzu ayi 6. Izibhedlela okwakuqhudelwana nazo singabala i-Dunstan Farrel, East Griqualand & Usher Memorial, kanye ne St Patricks.



Iqembu lamantombazane elabx-abula wonke amaqembu ngama phuzu angama 43 sekuhlanganiswe amaphuzu emidlalo yonke



Yilona iqembu likanobhutshuzwayo elalidlala ngokukhulu ukuzimisela enkundleni yebhola e Harding Sports Ground



UNondyebo enza adume ngazo eyofaka ibhola epalini

NEW APPOINTMENTS FOR APRIL TO JUNE 2008

Bila B.A.—Staff Nurse
Dlamini N.O.—FSO Intern
Dzanibe E.T.—Staff Nurse
Gule N.—Quality Assurance Manager
Hlabe L.I.—H.R. Intern
Khanyile S.—Staff Nurse
Magugwana S.M.—Principal Pharmacist
Mbona L.V.—Enrolled Nursing Assistant
Mchiza B.F.—Data Capturer Intern
Mthembu N. A.—FSO Intern
Mzobe V.C.—Data Capturer Intern
Mzize A. N.—Assistant Manager Radiography
Nondabula N.M.—Staff Nurse
Phahla Z.I.—PR Intern
Potgieter C.S.—Principal Dietitian
Spambo M.—Professional Nurse
Toni T.—Professional Nurse
Vethe E.N.—Staff Nurse

DEATHS

St Andrews Hospital is sad to announce that four employees were lost during the April – June period.

Those employees are:

- M.G. Nyawuza
- N.K. Khumalo
- MN Gasa
- T.C. Ndandane

May their souls rest in peace.

JOKES

The phone bill was exceptionally high and the man of the house called a family meeting...

Dad: People this is unacceptable. You have to limit the use of the phone.

I do not use this phone, I use the one at the office.

Mum: Same here, I hardly use this home telephone as I use my work telephone.

Son: Me too, I never use the home phone. I always use my company mobile.

Maid: So Manje(Now) what is the problem? We all use our work telephones.

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Sipho had a bad attendance record with the company he worked for, particularly being late for work in the morning. He was called to a disciplinary hearing where he was given a chance to explain his reasons.

His argument: 'I get up in de morning. I shower, I look in de mirror and try tuh straiten my hair. Den I sumtimes miss de texi and den I am late.'

His boss has a bright idea. He gets one of Sipho's colleagues to sneak into Sipho's room and steal the mirror off the wall, without Sipho's knowledge

The following day Sipho does not turn up for work. The same happens the day after that. So Sipho gets summoned to another hearing to explain his reasons for not attending work.

His argument: 'I get up in de morning. I shower, I look in de mirror. I see no Siphoo.'

I think Siphoo already left for work'

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