

# ST AND NEWS

Jul—Sep. 2009

Volume 1, Issue 19

## Umcimbi wokugujwa kwamasiko esintu



Kwakuhotshiswe kahle kanje ngalolusuku ehholo lesibhedlela

### Inside this issue:

EAP	2
Simunye's public/ private partnership	3
Swine Flu aware- ness	4
Zixoxwa ngezithombe	5
New appointments	6

Usuku lwangomhlaka 30 kuSeptember kwakuwusuku olwalugcwele intokozo yodwa kubasebenzi basesibhedlela njengoba babegubha usuku lwaMasiko eSintu.

Ihholo lesibhedlela lali-hlotshiswe lilihle kuze kuhlotshiswe nangokudla kwesintu okunjengaMahewu, izinkobe kanye nezindlube.

Usuku lwaluqukethe izinkulamo ezihlukahlukene ezazivela kwizikhulumi zosuku ezazimanyiwe ezazisitshela ukuthi kwakunjani kusadliwa ngoludala lapho izinsizwa zaziziqhenya ngobunsizwa

bazo kanye nezintombi zaziziqhenya ngobuntombi bazo.

UMnuz Z.E. Ndaleni oyilungu lwebhodi yesibhedlela wayengesinye sezikhulumi zosuku, wakugcizelela kakhulu ukuthi izinsizwa kuqala zazizihlonipha zingaziphathi noma ikanjani zibahlonipha nabantu emphakathini okungasafani nesikhathi samanje lapho osuthola izinsizwa eziningi zigcwele emajele ngenxa yokungaziphathi kahle nokungahloniphi.

Esinye sezikhulumi okunguNkk Gasa wacacisa ngokuziphatha komuntu wesifazane kusukela esemncane aze abe uyakhula uya emendweni ukuthi wayeziphatha kanjani ngezikhathi zakudala lapho intombi yayihlala iyintombi nto

ize iyokwenda, okuyinto esabalulekile nangezikhathi zamanje ukuze abantu besifazane bavikeleke ezifweni zocansi kanye nokuthola abantwana bengashadanga.

Okunye okwakusohlelweni losuku kwakuyindlamu, isicathamiya kanye nomculo esasikuphakelwa abasebenzi besibhedlela benandisa kulomcimbi.

# The Employee Assistance Programme



I'm here to help you

My name is Bonisile G. Bekwa. I was appointed at ST Andrews Hospital on the 1<sup>st</sup> September 2009 as a Senior Social Worker and to act as EAP Practitioner. Joining ST Andrews hospital has been astounding.

## THE EMPLOYEE ASSISTANCE PROGRAM

- ◆ The mission of employee assistance programme is committed to empower and improve the quality of life of ST Andrews hospital employees and the clinic employees under ST Andrews hospital by promoting EAP and provide them with support and confidential psychological help to problems that they face on their daily lives.
- ◆ Objective of the employee assistance programme is to identify and to come with resolution to productivity problem in order to achieve and maintain improvement in employees' job performance.
- ◆ To provide confidential and professional counseling to employees who have personal or work related problems.
- ◆ To assess and monitor employees' problem in order to refer appropriately for further therapeutic assistance.
- ◆ The vision of the employee assistance programme is to promote an optimal level of compassionate quality of employee assistance programme for all ST Andrews Hospital and Clinics employees.

## What EAP can do for you?

- ◆ Confidential services
- ◆ Impartial and independent
- ◆ Help for the family
- ◆ Transferable skills
- ◆ Empowerment

EMPLOYEES HAVE ONE POINT OF CONTACT AND DO NOT HAVE TO REPEAT THEIR PROBLEMS OVER AND OVER TO DIFFERENT PEOPLE.

## Benefits of using EAP,

### Three obvious benefits

- ◆ It is high quality and professional
- ◆ The service costs you nothing.
- ◆ And the access is easy.

Using the EAP enables you to consult with trained therapist who understands human behavior and relationship as well as the culture and structures of state employment. They are skilled in problem recognition, conflict management, and development of human relation skills and issues of work place stress. The programme's outcome studies indicate a positive correlation between utilizing EAP service and an overall improvement in job performance. The maximum benefit of the EAP service is gained through a proactive approach that addresses issues and concerns before they become a crisis.

## WHY SHOULD SUPERVISORS ENCOURAGE THE USE OF EAP?

Employees personal and family problems may be revealed in job performance or work place behavior. There may be a negative effect on work productivity. Supervisors are responsible for monitoring and directing employee activity, and are in a unique position to identify those employees whose work may be affected by personal or family problems. If the problems have become apparent, supervisors are obliged to inform the employee of the counseling resources available through EAP. Using EAP is voluntary supervisors can not force employees to seek assistance. But the process of recognizing problem situations and responding with an EAP referral is a normal and expected supervisory task. The supervisory primary responsibility is to maintain a productive work environment and to promote employee development.

HUMANIZING THE WORK FORCE!!! SINAKEKELA ABASE-BENZI NGENDLELA ENOBUNTU !!!!!!!

PROBLEMS ARE PART OF ONES LIFE BUT WHEN THEY START HINDERING JOB PERFORMANCE, IT BECOMES A THING THAT NEEDS TO BE SHARED IN CONFIDENCE.

## Simunye Support Centre's partnership with public/ private organisations still going strong

Simunye Support Centre is currently working with different NGOs and healthcare companies in order to improve the quality of health care for Umuziwabantu community. Organisations like BroadReach Healthcare and Doctors for Life are dedicated into offering a range of consulting services with the approach of bringing business efficiency and private sector discipline to address health challenges especially when it comes to HIV and AIDS with a special interest in the roll-out of Anti-Retroviral Treatment.

### **BroadReach Healthcare**

This is an organisation funded by PEFAR which has been assigned the Ugu District focusing in HIV and AIDS.

BroadReach Healthcare team has introduced certain processes working together with Simunye Support Centre and Pharmacy Department. The execution of procedures that have been undertaken, implemented at Simunye and Pharmacy will assist in determining the success of the ARV programme in Umuziwabantu.

Ever since our partnership was formed with BroadReach in 2007, the company has managed to train about 393 staff members including the Community Health Workers and Home Based Carers.

### **Doctors for Life**

Doctors for Life is an NGO as well as an NPO which has trained over 200 Home Based Carers, as volunteers in the community. .

This NGO works in deep rural areas as a result it helps to bring many of our clients for example clients who need their CD4 counts to be done, Chronic patients etc. to the hospital.

Home Based Care material such as napkins, gloves, linen savers are given to Doctors for Life to distribute to clients on our Home Based Care programme. The other Non Governmental Organisations e.g Noah's Ark have also benefited from this exercise as the stable terminal clients looked after by this NGO are taken care of resulting in all Home Based Care clients being comfortable in their home environment with family around, assisted by the help of volunteers.

Doctors for Life does home visits across the board i.e. the wards under Umuziwabantu and linking up with feeder clinics and the hospital. They are of considerable help with minor procedures at home e.g. simple dressings, bed baths, feeding as far as providing where possible groceries that have been donated through the goodness of Harding Spar at no cost.

Many clients who have defaulted on ARVs, TB treatment, Hypertension, Diabetic and for mental treatment are also traced and transported to the hospital by Doctors for Life.

*Compiled by: Sr C.H. Manning—Simunye Support Centre*

## DEAF AWARENESS WEEK



Lungile Mbewana getting her ears tested by the Speech and Audiology Therapist Zama Khumalo



Mr Ngcobo and Sr Tshongweni waiting to have their ears tested

On the 31st August up to the 4th of September 2009, the Speech and Therapy department offered a free hearing screening for all staff members at the hospital. Staff members used this opportunity to their advantage and they had their ears tested.

## OUTPATIENTS DEPARTMENT DEDICATES THE WHOLE MONTH OF SEPTEMBER TO SWINE FLU AWARENESS



Community members singing a song just before Swine Flu educational talks started

The month of September was busy for our Outpatient Department as they had educational talks on Swine Flu every Monday in September. The main aim behind the talks was to let the community more aware about the symptoms and preventative measures of this disease.

Different talks were given on H1N1 by different staff members including the Health & Safety Officer Mr M. Mbuthuma and the Matron of the department Matron Silwane. The community was also given a chance to ask more questions from the staff about the disease. The Outpatient Department also distributed flyers and brochures on this disease so that community members can read more about this disease at home.

Posters were also pasted at the local taxi rank and more flyers were handed out so as to make more people aware about H1N1.

### CASUAL DAY—4TH SEPTEMBER 2009



The staff went all out to support this day as you can see even the Hospital Manager, Mrs T.L. Ntleko (top right) was seen wearing her casual gear



I believe I can fly!!! The Finance & Systems Manager Mr M. Nguza was really feeling good, even tried to fly but the force of gravity failed him— ag shame!!



Other staff members posing with Pastor G. Nzama—Awu Mfundisi why are you so formal?!?

As the whole country was celebrating Casual Day, St Andrews Hospital employees also got with the programme and decided to do away with ties, formal shirts, pants and skirts and wear their casual clothes in order to show their support for people with disabilities.

The institution managed to sell more than 60 stickers and the money raised on these stickers was sent to Schola Amoris School for Children with Disabilities at Umzinto.



UMGUBHO WAMASIKO ESINTU—HERITAGE DAY



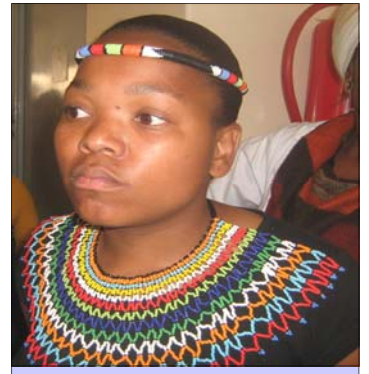
UNkk Gasa ethula inkulumo yakhe eyayishubile engokuziphatha komuntu wesifazane.



UMnuz Z. Ndaleneni oyilungu lebhodi yesibhedlela ethula inkulumo yakhe ngokuziphatha kwezinsizwa



Bhotani Mawethu!! uNkk Thabisa Ngcakaza wabingelelela kanje ethula injongo yomcimbi kwizethameli



Zinsizwa nisalindeni nansi intombi idinga ukuthathwa—Siyambona lapha uNkz Lungile Mbewana osebenza eRegistry elalele izinkulumo ngalolusuku



Amalungu ekomidi leWellness eculela abasebenzi ngomgubho wamasiko. Hhayi kwakushubile



Engabe uNondyabo Mazingisa usazokwazi yini ukuxhensa njengoba esesina kangaka?



Cha abasebenzi basesibhedlela bayakwazi ukufihla induku emqubeni kanti uMnuz Mxolisi Mbotho uyibhikla kanje



Awu Mqulusi (Mnuz Sizwe Mchunu) bakhombise ke ukuthi thina siyishaya kanjani le ehla



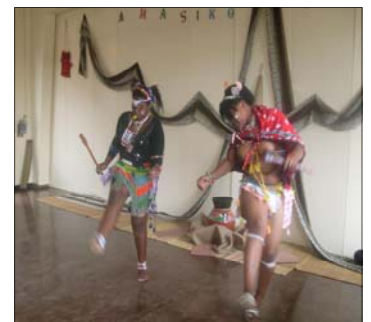
Hayi kwakukubi ngempela ngoba nangu no FIO uNkz Sphiwe Jele egida ekhombisa ukuthi uyayazi into ayenzayo.



Hayi bo Celeste Ngcobo kanye noNozipho Mzize kahleni ngezinkamba sisemsebenzini!!



Awu baze banesizotha labodadewethu. Labosisi abahle kangaka uFuneka Zulu (kwesokunxele), uNkosi Zwane kanye noNkk T. Ngcobo.



Umona phansi labodadewethu babebahle nje kwaphela abanconywe.

## NEW APPOINTMENTS Jul.-Sept. 2009

<u>NAME</u>	<u>RANK</u>
1.Ntsimbini ZH	Professional. Nurse Comm. Serve
2.Cemane FGT	Session Doctor
3. Mlungwane L	Session Doctor
4.Duma TD	Staff Nurse
3.Ndudane NR	Professional Nurse
4.Shezi TP	Staff Nurse Grade I
5. Mjongozi NL	Staff Nurse Grade 1
6.Khambula PN	Professional Nurse
7.Kubheka NM	Principal Dietician
8. Bekwa BG	Senior Social Worker
9. Ntanda GN	Nursing Assistant
10. Mabaso SC	Nursing Assistant
11.Khumalo VG	Nursing Assistant
10.Ngubelanga NG	Nursing Assistant
11.Dubazana TP	Staff Nurse
12. Motloug KG	Nursing Assistant
13.Nxumalo B	Staff Nurse
14. Ndlela N	Principal Medical Officer
15. Mukanda DDM	Pharmacy Manager
17. Xeketwana M	Clinic Nurse Practice
18. Khumalo SM	Staff Nurse
19.Olaiifa AO	Principal Medical Officer
20. Tshiseka GB	Operational Manager
21. Igboamalu CC	Principal Medical Officer

## LAUGHTER—THE BEST MEDICINE!!!

### CHILDREN'S LETTERS TO GOD

Dear GOD, Did you mean for the giraffe to look like that or was it an accident? -Norma

Dear GOD, Instead of letting people die and having to make new ones, why don't You just keep the ones You have now? -Jane

Dear GOD, Who draws the lines around the countries? -Nan

Dear GOD, I went to this wedding and they kissed right in church. Is that okay? -Neil

Dear GOD, Did you really mean "do unto others as they do unto you"? Because if you did, then I'm going to fix my brother. -Darla

Dear GOD, Thank you for the baby brother, but what I prayed for was a puppy. -Joyce

Dear GOD, It rained for our whole vacation and is my father mad! He said some things about You that people are not supposed to say, but I hope You will not hurt him anyway. Your friend (But I am not going to tell you who I am)

Dear GOD, Why is Sunday school on Sunday? I thought it was supposed to be our day of rest. -Tom L.

Dear GOD, Please send me a pony. I never asked for anything before, You can look it up. -Bruce

Dear GOD, If You give me a genie lamp like Alladin, I will give you anything you want, except my money or my chess set. -Raphael

Dear GOD, Maybe Cain and Abel would not kill each other so much if they had their own rooms. It works with my brother. -Larry

Dear GOD, You don't have to worry about me. I always look both ways. -Dean

Dear GOD, I think the stapler is one of your greatest inventions. -Ruth M.

Dear GOD, Of all the people who work for You I like Noah and David the best. -Rob

Dear GOD, My brother told me about being born but it doesn't sound right. They're just kidding, aren't they? -Marsha

Dear GOD, I would like to live 900 years like the guy in the Bible. Love, Chris

Dear GOD, We read Thomas Edison made light. But in school they said You did it. So I bet he stole your idea. Sincerely, Donna

Dear GOD, I didn't think orange went with purple until I saw the sunset you made on Tuesday. That was cool! -Eugene

Slow down and enjoy life. It's not only the scenery you miss by going too fast - you also miss the sense of where you are going and why.

**Eddie Cantor**  
US comedian & singer (1892 - 1964)

### St Andrews Hospital

Private Bag X 1010  
HARDING  
4680

Phone: 039—433 1955

Fax: 039—433 1529

Email: [nkosi.zwane@kznhealth.gov.za](mailto:nkosi.zwane@kznhealth.gov.za)

We're on the web! Website: [www.kznhealth.gov.za/standreshospital.htm](http://www.kznhealth.gov.za/standreshospital.htm)