

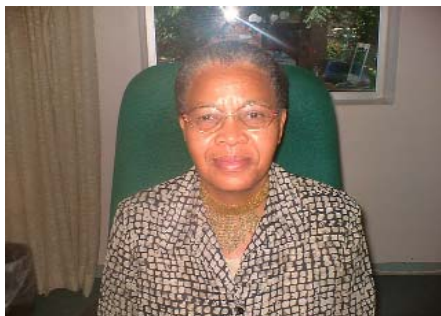
ST AND NEWS

St Andrews Hospital

APRIL 2005

Volume 1, Issue 4

FROM THE HOSPITAL MANAGER'S DESK



Mrs TL Ntleko
Hospital Manager

This is the beginning of the new financial year. The institution is looking forward to accreditation for ARV treatment.

One of the institution's goals is to reduce the waiting times by starting a PHC service where PHC nurses will screen patients to strengthen referral system and to support three more clinics.

On behalf of the hospital management I would like to extend a warm welcome to all new staff members and also thank all staff members for their hard work and co-operation throughout the past year.

UMYALEZO WOMPHATHI WESIBHEDLELA

Lesi yisikhathi sokuqala konyaka omusha. Isibhedlela sethu siphokophele phambili ukuqala sikhuphe imishanguzo yengculaza.

Okunye esifisa ukukwenza ukuzama sehlise izikhathi zokulinda kweziguli ngokuthi siqale usizo lomtholampilo lapho abahlengikazi balomtholampilo bezobheka iziguli kuqala ukuze baqinise uhlelo lokudluliselwa kweziguli nokuthi banikeze noxhaso kwimitholampilo emithathu.

Abaphathi besibhedlela bathanda ukwamukela abasebenzi abasha ngezandla ezifudumele siphinde sibonge bonke abasebenzi ngokuzikhandla kwabo besebenzela isibhedlela unyaka wonke odlule.

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FOOD FOR YOUR MIND

REMEMBER!!!!

Life is a journey, not a destination.

So work like you don't need money,

Love like you've never been hurt

And dance like no one's watching!!!

A DINNER PARTY TO WELCOME NEW STAFF – A FIRST FOR ST ANDREWS HOSPITAL STAFF

A wonderful dinner party, which was aimed at welcoming new medical and paramedical staff, was held for the first time at St Andrews Hospital on the 30th of March 2005.

The hospital management together with the hospital board hosted this event with the aim of giving the new staff members a chance to mingle with the management and also meet other staff members. The dinner party was also aimed at discussing issues that affect private doctors who use the hospital services.

The Medical Manager Dr Raju introduced the new medical and paramedical staff to everyone who was attending the party, he then read out the hospital's vision and mission and told everyone that through team-work the hospital staff could accomplish the vision and mission of the institution.

Dr Raju also mentioned various changes on the medical services. "Doctors will be trained and developed in various medical fields for an example an advanced training in HIV for doctors will be offered." He explained

The event did not concentrate on medical issues only, different topics concerning patient administration, private partnership with private doctors, patients' rights charter, code of conduct and health programmes were discussed as well.

The Hospital Manager Mrs TL Ntleko presented the hospital's strategic plan to the new staff members and she mentioned that hospital's performances would be measured through the hospital's strategic plan. She also mentioned that supervisors need to do for their departments like ensuring that they train their supervisees on performance management training. She also urged all supervisors and unit manager to have an orientation and induction plan in process and also do a complaints plan to deal with patients' complaints.

At the end of different talks then came the main part, which was food!!! Everybody enjoyed a delicious dinner that was prepared by the hospital's main kitchen staff under Mrs de Waal's supervision.



Mmm...kwaze kwamnandi ukudla angisafuni nokuphazanyiswa kungathi wayesho njalo lapha uM-nuz DG Gounden oyi Chief Admin Clerk yePatient Administration kanti ohlezi eduze kwakhe uMiss Toni oyi Assistant Nursing Manager

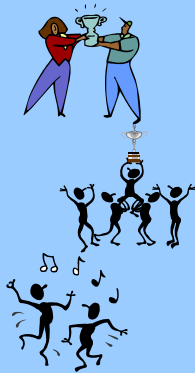


Bathi ingxoxo imnandi uma uyisheba nokudla njengoba uzibonela nje i-Pharmacy Manager uGugu Radebe nePhysiotherapist uGlen Nunes ukuthi babenanele kamnandi inkulumo yabo

St Andrews girls outshined the rest during a tournament



Nanti iqembu lezintokazi ezigile izimanga lapha bame nomqeqeshi wabo uNksz Nobuhle Ndlovu



Khalakatha!!! Lapha uZandile Mngadi ongalibheki ipali wayesenza lezo adume ngazo!

St Andrews netball players have done the hospital proud during the friendly games that were held on Saturday the 23rd of April at Mntomuhle Khawula Sports Complex in Harding.

The girls first played with the netball team from Tayler Bequest Hospital. The game started well, each team was still full of energy but St Andrews girls refused to be beaten on their home ground. They thrashed Tayler Bequest with 19 - 7.

After that game the girls went for a small break and they came back to face the netball team from Port Shepstone Hospital. This was 'the' game of the day everybody who was at the sports complex wanted to see this game since Port Shepstone is considered as the netball giants in the Ugu region but on Saturday, St Andrews girls decided to teach Port Shepstone Hospital a thing or two about netball.

During the first half the score was 8-7 and St Andrews was in St Andrews favour after a small break the game continued. Port Shepstone Hospital wanted to win the game badly but St Andrews girls refused to bow down, and at the end Port Shepstone Hospital was beaten with 13-12.

When asked about her girls' victory Nobuhle Ndlovu—St Andrews netball coach said: "I'm really proud of my girls, they have improved a lot and what I love about them it's their dedication, when they practiced for these games I was not there most of the time but they continued to practice on their own without failure. My girls are true diamonds they've outshined the rest."

Everybody from St Andrews Hospital agrees with Miss Ndlovu and we all feel the same about our diamonds!!

Speech-Language Therapy and Audiology – a new service for St Andrews Hospital

St Andrews Hospital has now offers a new service of Speech Therapy and Audiology. This service is run by Miss CA Mazeka, a Speech-Language Pathologist and Audiologist, is aimed at helping those people who cannot hear or talk.

Miss Mazeka explained that there are certain medical conditions like AIDS, stroke, colds, dizziness, draining ear, German measles, meningitis, voice problems, stuttering and many more that are associated with communicative disorders, and that she can assess and rehabilitate.

The Speech Therapist and Audiologist also offers rehabilitation to premature infants, children born with syndromes like Down's syndrome, Fetal Alcohol syndrome, Fragile X, Prader-Willi syndrome, Turner syndrome, Asperger's syndrome as well as children who have Cerebral Palsy, developmental delays, learning disabilities, language problems and learning disabilities.

When asked why she chose to come to St Andrews hospital, Miss Mazeka responded "Ask a mother, a spouse, child, sibling of a non-communicative person, ask a person who cannot talk on how it feels, how does it affect their day to day lives, ask a hearing impaired person on how it feels not to hear their own voice, or the rainfall and to only have silence. You may try to understand what they feel. This is why I'm here, the community needs to know that there is a person that can help them here at St Andrews Hospital. Some people need a Speech Therapist and Audiologist and I'm here to serve the public as best as I can and I will, come rain or sunshine."

"Awucabange ukuthi kubuhlungu kanjani ukuhluleka ukukhuluma noma ukuzwa. Ucabange umzali wengane ehlulekayo ukukhuluma noma ukuzwa ukuthi ngabe uzizwa kanjani. Uzo-zama ukuqonda indlela abazizwa ngayo. Yingakho ngilapha ukuzosiza umphakathi ikakhulukazi umphakathi wasemakhaya. Abanye abantu bayamdinga umuntu ozobasiza ngezinkinga ezixhumene nokukhuluma nokuzwa, futhi ngizimisele ukubasiza noma kumnyama kubomvu." Lawa ngamazwi ashiwo uNksz Mazeka oqondene nokusiza abantu abangakwazi ukukhuluma nokuzwa.

Unksz Mazeka angasiza abantu abanezimo ezingakhinyabeza ukukhuluma kwabo njengesifo sohlangothi, ingculaza, isiyenzi, ukungingiza kanye nokunye.

uMazeka uphinde asize izingane ezincane ezinenkinga yokukhuluma, ukungingiza, izingane ezizalwe ngaphambi kwesikhathi, izingane ezinenkinga yokufunda (learning disabilities) kanye nezinye izimo.

IMIGUBHO YOSUKU LWESIFO SOFUBA

Isibhedlela iSt Andrews sigubhe usuku lomhlaba wonke lokuqwashisa ngesifo sofuba ngendlela ehluke kunezinye ebijwayele ukuzenza eminyakeni edlule.

Lesi sibhedlela safikelwa isihambeli sakwa-Sanofi Aventis uNkk. Bongu Mhlongo. UNkk Mhlongo waba nezingoxo nabasebenzi abaqondene nezokunyangwa kwalesi sifo ngezinto ezahlukahluke, njengezimpawu zesifo sofuba, amaphilisi aqondene nokunyangwa kwalesi sifo nanokuthi athathwa kanjani lamaphilisi.

Ababethamele lomcimbi, odokotela, amanesi, abasebenzi basekhemise benza inkulumo kwaba enohlonzengxa yemibuzo yabo ababeyibuza abanye befuna ukuthola ulwazi olunzulu nabanye beveza nolwazi abanalo ngalesi sifo.

Ngasekupheleni kwezinkulumo uNkk Mhlongo wabalula ukuthi

wonke umuntu kufanele asheshe asukume uma ezizwa enezimpawu zalesi sifo. “Uma uhlezi ukhathela, ungabi nalo uthando lokudla, ukukhwehlela ngaphezu kwamaviki amabili, ukukhwehlela izikhwehlela ezinegazi, izinhlungu esifubeni, ukujuluka kakhulu ebusuku noma ngabe kuyabanda, ukubuyisa igazi kanye nomkhuhlane – kufanele uthole usizo ngokushesha,” kuxwayisa uNkk Mhlongo.



Unkk Bongu Mhlongo ekhuluma nezethameli



Izethameli

FACE YOUR FEARS

YOU GAIN STRENGTH, COURAGE AND CONFIDENCE BY EVERY EXPERIENCE IN WHICH YOU REALLY STOP TO LOOK FEAR IN THE FACE.

YOU MUST DO THE THING, WHICH YOU THINK YOU CANNOT DO.

ELEANOR ROOSEVELT

Progress on ARVs

St Andrews Hospital was accredited on the 8th December 2004 as an ARV roll-out Centre. There has been progress in the correct direction.

There's certain criterion to be followed:

1. Patients must have VCT done and be positive
2. The patient has to disclose to someone he trusts so as to have a treatment supporter or treatment buddy
3. The patient must come with his treatment buddy to commence modules on patient treatment literacy and drug and readiness training.
4. Patient's CD4 count must be below 200

On completion of training the patient is referred to Murchison for the actual ARVs. Other patients, due to financial constraints, prefer to wait for the ARVs to be available at St Andrews Hospital and from there patients are commenced on a cotrimazole in order to prevent opportunistic infection.

Patients with CD4 counts of above 200 are given a six-month appointment – to have a repeat of CD4 counts. These patients are further taught positive living which is:

- ❖ Good nutrition
- ❖ Prevention of re-infection by using safe sex methods which is:
A – abstinence, B – be faithful and C – condomise.

ST ANDREWS TARGETS FIRMS

St Andrews Hospital has targeted different firms during the STI/Condom week that resumed on the 9th and ended on the 14th of February. The hospital PRO Nkosi Zwane together with the hospital's HIV/AIDS team visited two firms that are situated in the Harding area with the aim of teaching their staff members about the importance of using condoms.

The firms that were visited by the HIV/AIDS team were Kulu Snaks and Harding Treated Timbers. Sister Cynthia Manning who was part of the team was very impressed by the way these employees were outspoken about the subject of using condoms "I just loved the fact that they were willing to learn and share information with us especially employees from Harding Treated Timbers they were well informed about HIV. I was also happy when I heard that the management of Harding Treatment Timbers offers condoms to their em-

ployees from time to time," said Sister Manning.

Buhle Mkhize, a Site Mentor for Ugu District echoed Sister Manning's words. She also emphasized that there is a great need to teach men about HIV/AIDS. "The reason why I'm saying this it's because some women who spoke to us during this campaign told us that the reason why they do not use condoms it's because their men refuse to use condoms; especially married women are the ones who have this problem." She then urged people to come to the hospital if they think they might have a Sexually Transmitted Illness.

The hospital has thanked the management of Harding Treated Timbers and Kulu Snaks for giving them time to address their employees about STIs and condoms.



Mrs T. Ngubo, HIV councillor addressing the employees



Harding Treated Timbers employees

EMPLOYEE ASSISTANCE PROGRAMME CORNER



Do you have personal problems? Are these problems causing you to have difficulties to concentrate on your work? Don't despair!!! Employee Assistance Programme is here to help you!!

EAP is a worksite-based programme designed to assist with identifying and finding solutions to problems that affect em-

ployees' productivity. These problems are caused by personal concerns such as mental, family problems, financial problems, alcohol, drugs, legal issues and other personal stressors.

For more information about this service please contact the EA Practitioners – Sr Dlamini (PHC), Mrs J. Jantjies (Stores department), Sr Rayi (Martenity), Mrs Mfeka (Equipment Officer), Sr Zikizela (Health and Safety), Miss Didi (Human Resource Officer), Sr Ntanzi (Infection Control) and Miss Dlulane (Social Worker).

Article written by Miss Dlulane

This space will be used by EA practitioners to offer advice on different problems that can affect your work negatively.

JOKE!!! JOKE!!! JOKE!!!

A man who is driving a car is stopped by a police officer.

The Officer: "You were going at least 75 in a 55 zone."

Man: "No sir, I was going 60."

Wife: "Oh, Harry. You were going 80."

Officer: "I'm also going to give you a ticket for your broken tail light."

Man: "Broken tail light? I didn't know about a broken tail light!"

Wife: "Oh Harry, you've known about that tail light for weeks."

Officer: "I'm also going to give you a citation for not wearing your seat belt."

Man: "Oh, I just took it off when you were walking up to the car."

Wife: "Oh, Harry, you never wear your seat belt."

Man turns to his wife and yells: "Shut your damn mouth!"

Officer turns to the woman and asks, "Ma'am, does your husband talk to you this way all the time?"

Wife: "No, only when he's drunk."

FOOD FOR THOUGHT

JUST FOR TODAY

Decide to be happy today, to live with what is yours - your family, your business, your job.

If you can't have what you like, maybe you can like what you have.

Just for today, be kind, cheerful, agreeable, responsive, caring, and understanding.

Be your best, dress your best, talk softly, look for the bright side of things.

Praise people for what they do and don't criticize them for what they cannot do.

If someone does something stupid, forgive and forget.

After all, it's *just for one day*.

Who knows, it might turn out to be a nice day!

“WE LOVE OUR WORK!” “SINOTHANDO LOMSEBENZI!”



Laundry staff posing for a picture after a long day's work

Abasebenzi baselondolo bethatha isithombe emva kosuku olude lomsebenzi.



Sectional Heads attending an HSC workshop that was held at the hospital's boardroom.

The Hospital Manager Mrs T. L. Ntleko cascaded all the information that she received during an HSC workshop that was held in Pietermaritzburg



PHC staff together with the hospital Social Worker Miss Dzulane attending an event that was organized by the KZN Welfare Department.

The event was held at Kwa-Machi on the 13th of March 2005.

ENTERTAINMENT!!! ENTERTAINMENT!!!

Ziyawa mo e- St Andrews

If you think St Andrews is such a booring hospital since it's in a rural area you better think again!!!

The hospital employees have decided to create some fun each and every month just to promote team spirit and good relationships. On February the 14th (Valentines Day) a group of eight employees (who were able to go) decided to go out for a Valentines dinner at the ever-beautiful Ingeli Forest Lodge and on the 17th of March 2005 they had a braai just to make the new employees feel at home.

Omunye wabasebenzi ongathandanga ukuba igama lakhe lidalulwe uthe "Lokhu kuyasiza kakhulu ngoba kwenza abantu bagcine sebethanda ukuhlala endaweni ngoba isibhedlela sethu sinenkinga yokuthi abantu bafika isikhashana esincane bahambe emva -

kwalokho ngoba bekhala ngokuthi isibhedlela sisemakhaya futhi kunesithukukuthezi ayikho into ohlezi uyiphokophele, uhlezi ucabangana nomsebenzi – kulungile lokho kodwa futhi ngicabanga ukuthi kuhle uma uke uthole ukupholisa umqondo kancane."

Ngiyacabanga ukuthi manje umbono osunawo ngalesisibhedlela usushintshile kanti futhi abasebenzi bathi ngeke baze bayeke ngoba bayabona ukuthi uma benza lokhu baya ngokuya beba imbumba futhi lokhu kwenza ukuthi kusebenzeke kahle kakhulu ngoba bahlangene.

Well the employees are still organizing more fun for next month and the preparations have already started.

Ugade ungashiywa - walala wasala!!!



Hospital staff outside Ingeli Forest Lodge



NEW APPOINTMENTS!!!



The hospital would like to welcome the following staff members:

Dlamini PT, General Worker
Gumbi BP, Chief Professional Nurse
Khan F, Community Service Medical Officer
Mapetshana NC, Senior Professional Nurse
Mazeka CA, Community Service Speech Therapist and Audiologist
Moodley S, Pharmacy Assistant
Mkane PN, Food Service Aid
Mngadi ZY, Community Service Radiographer
Mthembu BP, Senior Admin Officer
Mtshiza N, Chief Professional Nurse
Nkosi NP, Enrolled Nurse
Nunes GM, Community Service Physiotherapist
Radebe NG, Pharmacy Manager
Shozi LL, Enrolled Nurse
Sogoni TD, Professional Nurse
Thomas LB, Pharmacy Assistant
Zulu HJ, General Worker

RESIGNATIONS

Govender Chris, Medical Officer
Cele FB, Nursing Assistant
Lugongolo BTT, Medical Officer
Jali BS, Enrolled Nursing Assistant (Transfer out)
Dubazana MF, Nursing Assistant (Transfer out)
Dlomo N, Nursing Assistant

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