



WENTWORTH HOSPITAL NEWSLETTER

JANUARY 2003

GIVING YOU HOT OFF THE PRESS NEWS

Issue number 3

TRANSFER OF STAFF TO INKOSI ALBERT LUTHULI HOSPITAL VS CONDITIONS IN THE HOSPITAL

Let me firstly say well done to the staff at Inkosi Albert Luthuli for putting together a wonderful event, to mark the official opening of their hospital.

Having then dealt with that part, I now want to get back to the contentious issues pertaining to the decommissioning and recommissioning of Wentworth Hospital.

Many a times, one has come across a variety of rumors, some negative, some unimaginable and some just outright ridiculous (and I will go into what those rumors, later in the article). These damning rumors have almost made life difficult for some of our staff members, intending to transfer to IALCH.

Several meetings were held, in an attempt to deal with these rumors, which led to a decision to finally call an all-inclusive mass meeting, which was subsequently held on Friday, 24 January 2003, with all stakeholders present (staff, unions, Labour relations/HR practices Head Office, management from Wentworth and IALCH, organized Labour, etc.), in order to finally put nail to this coffin of unfounded rumoring and misinformation. But most importantly, this was to address all genuine concerns, raised by our staff members.

I would like to believe that the meeting discussed some very important issues and that it was able to allay the fears of our staff.

The issues discussed included among others, cost of creche and accommodation, nursing uniform, service conditions, etc.

Representing IALCH, Mr. Carpenter was on the firing line, tackling all sorts of questions, from concerned staff members.

Carpenter explained categorically, that all stakeholders were working tirelessly, to ensure that possible means are employed to deal with concerns. However, he added that the running of certain services at IALCH, was the sole responsibility of IMPILO, hence he would not be able to influence decisions taken, at that level.

He also mentioned that negotiations regarding the issue of transport, were drawing to a close. A shuttle bus service will be made available to staff members, in the interim. He also said that this would be at a nominal fee, to be decided shortly.

The cost of accommodation stands as was reported. However, the Dept is also looking at the possible ways and means through which the situation could be brought to a level where all employees wanting to make use of these facilities, would be in a position to do so.

Crèche fees have been revised, a new fee structure was issued on 07 January 2003, we trust that you will all find the revised figures acceptable.

Staff members are also welcomed to phone the office of CEO at IALCH, for further enquiries.

Coming back to our own issues. Wentworth Hospital will not be closing down. I want to emphasize this, once all the specialists services have gone, we will commence as a district hospital, at the earliest possible date.

!NEWS IN BRIEFS!

DISTRICT HEALTH SERVICES FOR THE PEOPLE OF WENTWORTH AND THE VICINITY.

Wentworth Hospital will soon roll out district health services, which will be accessible to the people in the following areas; namely:

- Lamontville
- Yellow Wood Park
- Bluff
- Merebank
- Austerville
- Clairwood
- Seaview
- Montlands
- Jacobs
- Wentworth

VISIT BY THE EUROPEAN UNION DELEGATION.

Wentworth hospital had the honour of being visited by the EU Officials, on Thursday, 23 January 2003, to look at the projects which the hospital has embarked on, with the aid of the EU funding scheme.

The visit went very well, the delegation was happy with our programmes, including the twinning programme, which was started in 1999.

STRATEGIC PLANNING SESSION

WE to hold its annual strategic planning session, on Friday, 14 March 2003. The resolutions thereof will give the us a strategic direction, in the establishment of a district health service.

A GOOD START TO "2003"

The grateful parents of Nikhiel Ramduth, would like to convey the following message, to the following staff members:

- Dr Buckels
- Dr Haque
- Dr Losman
- Dr Hoosen
- Dr Makenjee
- All the nursing staff in the ICU and Ward C1.

"This January 24th, our son Nikhiel Ramduth turns one. To think he came to you only hours old. He was just two weeks old when you all performed a miracle for us."

"Every time we look at him, we..."



...think of the good work that the Doctors, the nursing staff and other support staff continue to do, to improve the health of our people. There are no

words that could express the way we feel or how grateful we are, that we have our baby back.

You all worked hard to give us our little miracle. You are God's hands, here on Earth and hope that he gives you all the strength and power to perform more miracles like the one you gave us.

"Best wishes to all. Keep up the good work."

From: Mr. and Mrs. Ramduth & Baby Nikhiel.

HALL OF FAME

Ladies and Gentlemen, our system is now in place to discover who will be the very first Best Care Giver of the Month, at Wentworth Hospital.

I will use this column to say thank you, to all staff members who go an extra mile, to ensure excellent clientele, for the benefit of our customers, for the good of our hospital & province entirely.

I also want to highlight that this system will be based purely on a point system. Two different forms will be used for this competition. One will be given to patients and the other to staff members.

This then means that the end result is solely dependent upon the input of both patients and staff.

Here is how it will work:

- The PRO will conduct a one-to-one monthly patient satisfaction survey. In each ward/section.
- During the survey, each patient will be requested to nominate/ vote for the "Best Care Giver of the Month", from his/her ward and will also be required to give motivation for such nomination.
- Thereafter, all nominations will go to the assessment committee (*as mentioned*), which will thereafter announce the overall winner.
- In the case where there is a tie, two or more staff members will be given the "Care Giver of the Month Status"

NB: This competition is designed to suit all employees in the hospital, so if you know a colleague who performs his/her duties... *...continues/*

PREMIER'S GOOD GOVERNANCE AWARDS

The excitement, the anxiety and panic has come and gone, & we have a bronze trophy to show for our efforts. The awards have left an even bigger challenge, upon all of us, at Wentworth Hospital, the mission to advance even further, in the good governance awards. There were great lessons to learn and we certainly enjoyed the process.

Our "mission" for 2003 (and I mean all of us, as a Wentworth Family) should be to strive towards the highest possible standards of patient care. We are known for our excellence, and there is no reason on this planet why we should compromise our reputation.

Let us all put our efforts together and show everyone, that we are in fact, "**Candidates for the Gold Trophy**"...



...Having said that, the Public Relations Office would like to acknowledge the contributions made by staff members, during the assessment process. You all played a pivotal role, in the hospital winning the award.

We also say congratulations to the department of Health for making the evening look like it was meant to honour hospitals, in KwaZulu-Natal. We also congratulate Addington Hospital for making all of us look good on the day. Well done to the Health Department: KwaZulu-Natal.

"Sithi halala kubaphathi bethu, U-Minister Mkhize kanye no Professor Green-Thompson. Cha, nisilole kahle impela" Ends...

(See photograph on Page 3)

YEAR END AWARDS EVENT

Credit must surely and without doubt go to our Minister of Health, Dr Mkhize and the Head of Department, Prof Green-Thompson and their support staff, for staging such a wonderful event last year (2002).



The photo on the left, was taken at I.C.C. during the Premier's Good Governance Awards Ceremony. Seen in the photograph is the Wentworth Team, with the Minister of Health, Dr Zweli Mkhize, enjoying the evening.



There is a business philosophy that sez, "A good organization is, that which keeps its internal stakeholders satisfied, thus making itself attractive to those outside".

For as long as I am in the dept of health, I will not be able to challenge this philosophy, because I have witnessed its application. Hence it is precisely for this reason that we all employees of this department, should congratulate our Senior management, for ensuring that service excellence and team performance is rewarded.

I am talking here about the Department's year-end function, held on Friday, 22 November 2002.

It is not often that a productive organization like this department of ours, gets all its internal stakeholders together, with a view to recognizing their various contributions.

Therefore, one would have been forgiven for mistaking that event for a Dept of Health Bosberad.

On Friday, 22 November 2002 every employee of the Department was a winner. Every team (hospital and sub-department) and every team member went away with a sense of recognition, from above.

The mood was relaxed and began on a high note, with a prayer from Professor Hendricks. As the function proceeded, it became clear that the theme of the day was "to have fun".

Not only did we get to share light moments with our Minister, but we also had an opportunity to review the successes and the challenges that our department has achieved and overcome respectively, during the past 10 years.

What particularly pleased me about that whole event was the realization that the department of health has reached a stage of business maturity, which is the level at which any big and successful organization, is expected to be. The staging of the year-end function, was a real indication that the Department of health cares about its employees and that we are not just colleagues who come together to deliver health services to our communities, but that we are in fact a "big happy family".

Therefore, I am sure that I speak for all members of the Dept of Health family, when I say that we are proud of Dr Mkhize and Prof Green-Thompson.

This is a thank you note, from the Wentworth perspective.

HALL OF FAME

...continued from page 2

....extraordinarily, allow us to honour that person, by collecting a form from the PR office, fill in their details, and motivate why you think that person should be the "Care Giver of the Month".

Please note that no person is allowed to nominate himself/herself. Only your colleague can nominate you and only submissions with brief motivation will be considered.

The winner/s will be photographed for the hall of fame and will also receive certificates.

For enquires please contact PRO.

CRÈCHE AND ACCOMMODATION FACILITIES



A kind reminder to all staff members, currently using the above facilities, that due to limited spaces, all users who will be transferring to Inkosi Albert Luthuli Hospital will unfortunately not be able to use these facilities, once they have gone across to Inkosi Albert Luthuli Central Hospital.

This therefore serves to advise you to make necessary alternative arrangements, in order to avoid any likely hassles. It would also be advisable for such persons to start....

...making enquiries at IALCH, as there is reportedly limited accommodation.

Staff members wishing to find out more information about accommodation and crèche facilities at Inkosi Albert Luthuli Hospital, can kindly contact:

- Mr. Normal Mhlongo (031) 240 3245 (Residence)
- Lizelle (031) 240 2891 (Crèche)

Thank you.

Produced by:
The Public Relations Department
Editor: Thamsanqa N. Mthembu

Editorial Comment:

Greetings to you all in the new year. Welcome back to those who took some time off, to be with family members, I trust that all of you had a wonderful festive season. Well, here is 2003 and I certainly hope that everyone is ready and eager for all our challenges, this year.

The year 2002 saw the successful transfer of two departments, to IALCH, a move that basically marked the beginning of the strategic transformation of services by the department of health, in KwaZulu-Natal.

The three remaining departments will move as follows:

- Plastics & Recon. (22 February 2003)
- Cardiology and Cardio-Thoracic (01 March 2003)

However, the struggle continues, for those remaining at WE. Our biggest challenge will be the rolling out of a district services, a process that will see the direct roll out of basic health services to the people in our catchment areas.

We have already begun training a handful of staff members, who will assist us during the first stages of setting up the district health services. Plans are underway to send more staff members for training. We are also negotiating with other district hospitals, to allow our staff members the opportunity to learn about district facilities and we trust that it will be all systems-go come Tuesday, 01 April 2003.

The structure of the new district hospital has been approved in principle. We are now awaiting the commencement of the reconstruction of the present structure.

The district services will be introduced in phases, with effect from 01 April 2003. In between the time that we do that and now, staff members are expected to re-orientate themselves to the functioning of a district service.

Lastly, the editorial wishes all our staff members who are going to IALCH the very best in the years ahead.

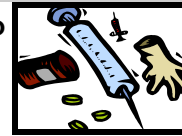
“Carry the Wentworth banner with pride”



HEALTH WARNING



A stern warning to all healthcare workers. Please note that the incidences of needle-stick injuries appear to be on the rise again. We urge all needle users, people working in areas that are likely to have needles, etc, to take extra care. Linen for example, should be checked, before it is folded, to avoid injuries. People using needles are kindly reminded to follow....



....correct procedures of disposing used needles.

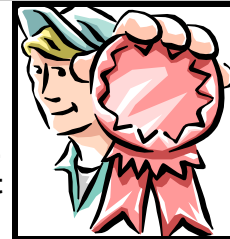
Remember, this can present threats to people's lives, so consider your life and that of your colleagues.

If you are pricked by a needle, kindly ensure that you follow the safety guideline, as defined by hospital policy. All needle-stick injuries should be reported to the Occupational Health Clinic, and recorded thereof.

...Ends

APPRECIATION

The Directorate: Institutional Support Services, Dr PD Ramdas congratulates all staff members at Wentworth Hospital, for the team spirit, teamwork and commitment, which they continue to show, while also providing excellent health care services to members of the community.



Linda Manuel thanks the following staff from Ward D3; SISTERS Zo, Ann, Mbuli, Shezi, Zulu, Harriper-sad, Zungu and most importantly Sister

Vezi and the general assistants in the ward. She also says thank you to the following doctors, Dr Tariq, Dr Mathivha, Dr Poonsamey, and all the other doctors.

FAREWELLS

This month we say “Hambani Kahle” to two of our long serving staff members.

- Dr Mathivha (Cardiology Dept) has been promoted to Chief Specialist/ Professor in Cardiology, at the Pretoria Academic Hospital.
- Sister Ngomane (TSU) one of the long-serving nurses in this hospital, retires at the end of January 2003.

We congratulate Dr Mathivha and wish Sister Ngomane a happy and well deserved retirement.

ON A LIGHTER NOTE!!

- Congratulations to Ms Gloria Cele on the birth of her baby Girl. “Sithi akhule aze akhokhobe lowo muntu”
- We also say congratulations to Mr. Mdanda who has been promoted to In-service Training Coordinator. He takes over from Matron Mngomezulu, who had served as Chair-lady and coordinator, for two consecutive terms.
- A big congratulations to those staff members, whose children were in Matric last year.