

## SELF-ESTEEM AT THE WORK PLACE



**Mr. J B Thusi-Office Manager-  
Zululand Health District Office**

**Hugh Downs says "A happy person is not a person in a certain set of circumstances, but rather a person with a certain set of attitudes"**

I started to look into the definition of low self-esteem when I had to grapple with staff confidence in general. In my opinion, some of them were skilled and knowledgeable but their performance did not seem to match their skills. I wondered if it had to do with their self-esteem.

The National Association for Self-Esteem defined self-esteem as "The experience of being capable of meeting life's challenges and being worthy of happiness". As a manager, in order to address a particular challenge I needed to identify

the problem as clearly as possible. This definition made me realize that maybe it isn't so much as to understand the definition of low self-esteem, rather the components that make up healthy or unhealthy self-esteem.

Let's remove whatever preconceived notion you have on the definition of low self-esteem you may have now. founded on reality gives you healthy self-esteem.

Given that you know the two components of self-esteem, the relationship of the two components. Consider the relationship between competency and worthiness see how it exists in your workplace. If someone has a wrong perception of his or her

competency, without a sense of worthiness - this will result in boastfulness. A healthy sense of worthiness balances the competency component by focusing the person on values of the goal.

The same is true when the balance is flipped. Someone with a strong sense of worthiness but who is not competent will be filled with self-importance. A healthy sense of competency in this situation ensures that the person knows good feeling is to be earned not given.

Thus a healthy self-esteem is one where the two components have a healthy balance or relationship. It is grounded in reality. If you feel you or your team mates suffer from low self-esteem perhaps take another look at the components that make up a healthy self-esteem.

For workplace purposes, I find this definition of self-esteem more practical than the definition of low self-esteem. This is because it allows one to work on components that may not be low self-esteem but unhealthy self-esteem that can be counter productive in the workplace.

Adapted from an article in [www.career-success-for-newbies.com](http://www.career-success-for-newbies.com).



## BUYAQINA UBUDLELWANO PHAKATHI KOMNYANGO NABELAPHI BENDABUKO



Babephume ngobuningi babo abelaphi bendabuko emcimbini owabe uhlelelwe bona uhlanganiswe nosuku lokuqwashisa ngesifo sika Malaleveva e Mona.

**“Ngiyofela ebunyangeni”**, lawa ngamazwi kaMongameli wenhlangano yezinyanga (Traditional Healers Organization) uDokotela N. Sibeko, emcimbini wokugubha usuku lwabelaphi bendabuko nokuqwashisa ngesifo sika Malaleveva. Lo mcimbi wawubanjelwe eMona kwaNongoma, ngomhlaka 25 Ephreli 2008. “Lokhu okwenzeka namhlanje kuyisiqalo sokuningi okuzayo phakathi kwabelaphi bendabuko noMnyango weZempilo lapha KwaZulu-Natali” Washo kanje uNgqongqoshe weZempilo kwaZulu-Natali uNkk. P. Nkonyeni.

Uqhube wathi bavumelana ngonyaka odlule nabelaphi bendabuko ukuthi sebezobenzisana nabo emkhankasweni wokulwisana nezifo. Wakubeka kwaba sobala ukuthi uzizwa enomfutho ngoba siyabuya isithunzi somuntu omnyama. “Sinethemba elikhulu lokuthi mhlawumbe nathi siyogcina sesifana nezwe laseChina ngokuthi

sibe nebelaphi bendabuko abasebenzela ngaphakathi ezibhedlela zikahulumeni. Wakusho lokhu ekhombisa ukujabula okukhulu esho ngokunanazi ukuthi “Lokhu kufakazelwa wucwaningo lwakamuva oluthi, amaphesenti angu-80 abantu abasuke begula baqala kubelaphi bendabuko ngaphambi kokuya emtholampilo noma ezibhedlela.”

Lomcimbi ububanjwe ngesikhathi esihle lapho inhlangano yamazwe aseAfrica iqambe leminyaka elishumi (decade) njenge minyaka yomuthi wesintu e Africa. Lenhlangano igcizelela ukugcinwa nokongiwa komuthi wesintu.

Lolusuku lugujwe kanye nosuku lokuqwashisa ngesifo sika-Malaleveva. Unqongqoshe uveze ukuthi lesisifo sivame ukuhlasela indawo yase Mkhanyakude. Isikhulumeni esabe siphuma ehhovisi elilwisana nale-sisifo kuMnyango weZempilo

sabekela umphakathi kanye nezinyanga izimpawu abangabona ngazo uma umuntu esephethwe yilesi sifo. Kulezimpawu kubalwa ukushisa, ukugodola, ikhanda nokunye. Kwagcizelelwa ukuthi abantu mabaye emtholampilo uma bezwa lezimpawu ngoba phela lesi sifo siyabulala. Kulomcimbi kwavela nokuthi abantu noma bezizwa lezizifo bayaye bangayi emtholampilo kodwa baqoke ukuya kubelaphi bendabuko. Kwaphindwa kwacelwa abelaphi bendabuko ukuthi uma kwenzeka kufika umuntu onalezizimpawu ezingenhla zibadlulisele emtholampilo ukuze bathole usizo olufanele.

Kuwo lomcimbi kwakukhona nezikhulu zomnyango weZemvelo nokongiwa kwayo KwaZulu-Natali. Abomnyango weZemvelo bakhombisa okukhulu ukujabula ngokuhlanganyela nabelaphi bendabuko, njengoba besebenzisa izihlahla uma bethaka imithi yabo. Kodwa abomnyango baqwashisa izinyanga ukuthi bazisebenzise ngendlela izihlahla.

Imeya yaseZululand uNkk Zanele KaMagwaza Msibi yakujabulela ukuthi lomcimbi ulethwe endaweni yayo. Yabe isiqguguzela ukusebenzisana phakathi koMnyango nabelaphi bendabuko.

Lomcimbi waphetha kahle njengoba kwabe sekuphuma iziphosiziqhamuka kumahlaka onke aye-hambe umcimbi, kwaqala imeya yahlabisa abelaphi bendabuko, nayo yahamba neziphosiziphuma kubo kanjalo nonqongqoshe wesifunda ephathiswe ezikanqongqoshe kaZwelonke.



# PROVINCIAL CHANGING DIEBETIS BUS



**DEPT OF HEALTH OFFICIALS LISTENING TO MRS. M.T. ZULU THE VRYHEID HOSPITAL C.E.O.'S WELCOMING REMARKS.**

On 26 May 2008, people around Vryheid gathered next to Bhekuzulu Clinic where there was a Diabetic Bus. This bus was from Novo Nordisk, this Novo Nordisk is the company which makes tablets and medicines used to treat diabetes. It was the first time for the bus to come to our Province. This bus moves around the Globe, Fortunately it started in our District. Our Province (KZN) has a large number of people diagnosed with Diabetes mellitus. Due to this large number of people with diabetes the provincial department then

decided to come up with an idea of the bus. Diabetes Mellitus has been perceived as the disease that only attack elders but now it is not like that because even the youth has got it. We know very well that our clinics are doing a wonderful job by screening and treating people who have this disease. So we decided to take this bus to the Community so as to put an extra effort to fight this disease which seeks to steal our brothers and sisters. People turned up positively because there was a long queue of people who just came to check

whether they have this disease or not. There was also a tent for the Voluntary Counseling and Testing. It was clear that people have realized that it is important to go for the VCT, because previously people were scared to know their status.

Nutritionists were there to advise people on the types of food that they should eat to prevent diseases. Health practitioners were very excited to see such a large number of people going for the VCT. They believe that this shows that people have now realized that AIDS is there and it kills. This bus then moved from Vryheid to Ulundi—27 May, Non-goma—28 May and Pongola—29 May.

Here are the figures which emanated from the bus as per the chronic disease that was screened:  
 Diabetics OHA's 43, Diabetics Insulin 39, undiagnosed 60, VCT 154, TB 93, Nutrition 190, Eye Care 289, Oral 24, Cervical Cancer 26. After the survey we have found out that the total number of patients screened was 1018 for the whole district.



## “IT IS VERY IMPORTANT TO RESPECT EACH OTHER AT THE WORK PLACE”

At the work place some people tend to forget that they are there to perform their duties to their level best. Let me share this with you, whenever you are at the work place you have to understand that you bound to adhere to the work ethics. There are so many definitions of work ethics but I would like us to look at this one from (F:Work Ethics.mht),

Work ethics include not only how one feels about their job, career or vocation, but also how one does his/her job or responsibilities. This involves attitude, behavior, respect, communication, and interaction; how one gets along with others. Work ethics demonstrate many things about whom and how a person is. Work ethics are intrinsic,

they come from within. At the work place we have to respect one another, we should use proper channels of communication and modify our behaviors if there is a need to do so. So let us all try to adhere to work ethics. Assuredly, By so doing we would be strengthening the relationship among employees.

**Sihle Mafambane(Comm Officer)**

# SIXOXA NGEZITHOMBE

## LUHAMBE KAHLE UHLELO LWEBHASI EBELIVAKASHELE ISIFUNDA UKUZOHLOLA OGOGO NGEZIFO EZIYIMBELESELA



Ibhasi lokuhlelela ushukela lakwa Novo Nordisk ngosuku lokuqala e Vryheid, ngaphambi kokuba liye kwabanye omasipala abangaphansi kweZululand.



Unkk N. Buthelezi ucacisela umphakathi indlela ezosetshenziswa uma abantu sebeyohlola ushukela.



Umhlangi uMn M Simelane uhlola umama l B.P ngaphambi kokuba ayohlolwa izingaLikashukela



Umxhumanisi wehhovisi lesifunda seZempilo eZululand unksz Thabisile Ngcobo ukalwa ukhalo uNkk N Masindane osebenza khona kulelihhovisi.



Umxhumanisi womnyango weZempilo nomphakathi osebenzela esibhedlela saseVryheid unksz Nqobile Mbatha naye wayengomunye wababezohlola ushukela ebhasini.



Usomsoco waseFilidi uMnu Sam Thibela unengxoxo nomama mayelana nesifo sikashukela, ukuzinakekela esifweni kanye nezinkomba. Umyala ngezinhlobo zokudla ezinconyiwe.

## EMPLOYEE ASSISTANT PROGRAM AND IT'S DEVELOPMENTS



Mr. A.M. Ntombela – Operational Manager (Occupational Health and Safety)

I am very much delighted to be given this column in **Ezase Zululand** newsletter to inform the Community about the EAP. In this District we are striving to ensure that Wellness programs are fully implemented in all our Hospitals, CHC's, Forensic Mortuaries, EMRS and in the District Office, because the wellness is regarded as the optimal state of health for individuals and groups of people. It is attained by creating an organizational climate

and culture that is conducive for wellness. It is also achieved through the identification of psycho-social health risks, because we understand that health safety and wellness directly impacts on the productivity of the entire organization. Employees are the life-blood of the organization and for that reason, they need to be helped to produce to their optimal levels. The workplace Employee Assistance Programs mainly supports individuals

through counseling, stress management, psychological debriefing and management of HIV/AIDS in the workplace. This program also promotes flexibility in the workplace to accommodate work, personal and family needs. These needs results to high levels of employee satisfaction and motivation to improve service delivery. It is with great joy to inform you that we now have the employees clinic at the District Office. This clinic provides awareness and education on medical surveillance (check-ups). We do the following check-ups: Blood Pressure, Glucose, Weight, Body Mass Index and minor ailments. For now we are only operating on Fridays at 09h00—10h00. This clinic is only going to be used by the District Office employees only. We will keep you informed of any changes that may arise.



## HIV/AIDS FREE GENERATION IS AROUND THE CORNER



Mrs. W T Buthelezi MCWH—STA

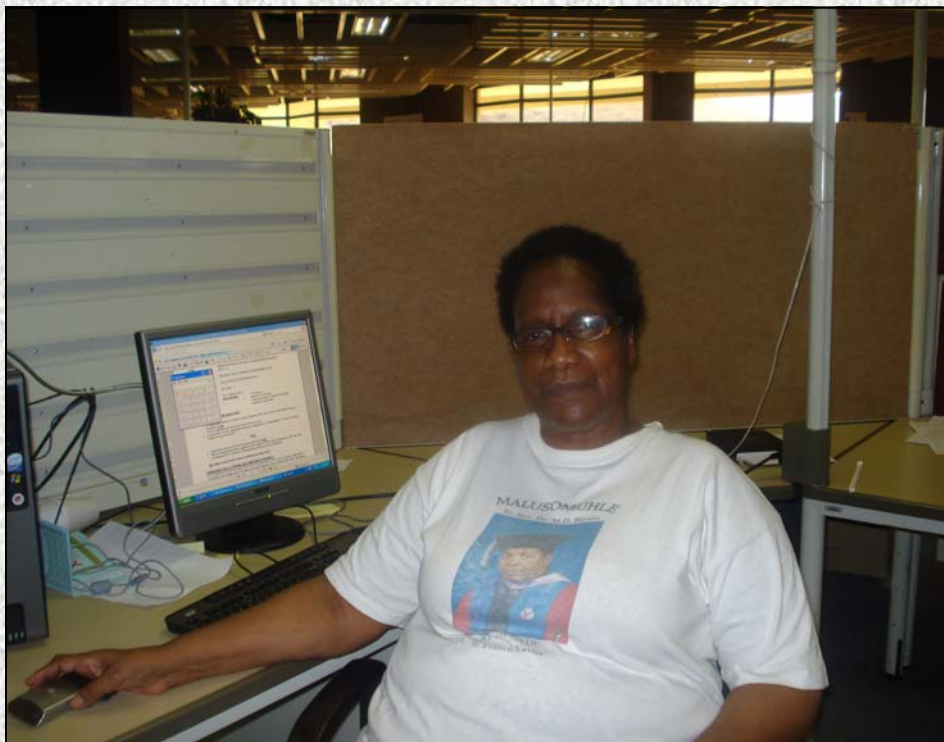
The prevention of mother to child transmission of HIV was introduced in 2001 in KZN and there was only one drug used, the niverapine. After years of offering single dose niverapine intervention, guidelines have

now been revised to change to Dual therapy PMTCT program using AZT (zidovudine) and NVP (niverapine). The aim of PMTCT Program is to decrease the number of HIV infected babies delivered by HIV positive mothers. The emphasis is on: counseling and testing of pregnant women for HIV. Measuring CD4 cell count for all HIV positive women, giving prophylactic treatment and treating opportunistic infections, referring all qualifying clients to ARV clinic. This program also issues a single dose of niverapine to HIV positive

women at 28 weeks gestation and advising them to keep the tablet and only swallow it. Commencing the same client on AZT 300mg 12hrly from 28 weeks of gestation till onset of labour. Provides infant feeding options with the client throughout pregnancy and labour. Giving cotrimoxazole to HIV exposed babies as prophylaxis as from 6 weeks. Doing PCR test for all HIV exposed babies at 6 weeks and for that are breast fed same test is to be repeated 6 weeks following cessation of breast feeding. Keep them all safe, offer PMTCT.



## THE DISTRICT BIDS Ms L. SIMELANE FAREWELL



**Ms L. Simelane Senior Technical Advisor Training Co-ordinator Primary Health Care has served the Department of Health for 42 years.**

**The** Zululand Health District would like to wish Ms L. Simelane farewell as she goes to her retirement at the end of the month (August 2008). "It is very encouraging to have people of your caliber. May the Lord bless you as you are leaving the Department of Health. We would like to thank God for making us know Ms Simelane." says Sihle Mafambane in his interview with Ms Simelane.

Ms Simelane was born on the 23<sup>rd</sup> of August 1943 in Eastern Cape at Butterworth District. She has one boy, two daughters and four grand daughters which are only girls. She started her education at Blythswood Institution where she passed her metric. In 1960-1963 she was trained as nurse at Benedictine Hospital under the German nuns/ Missionaries. She was then trained as Midwife at Edendale Hospital in 1964-1965. She also obtained an Advanced Nursing Management course at University

of Natal in 1996-1998. Ms Simelane started working for the Health Department in 1966, she was working for the Ladysmith Provincial Hospital as a Professional Nurse until 1973. From 1975 she worked at Benedictine Hospital as a Senior Professional Nurse until 1989. By that time she then bought herself a new home at Ulundi and she therefore applied for a transfer to Nkonjeni Hospital in 1990. Whilst at Nkonjeni in 1994 she got promotion as a Chief Professional Nurse up to 1998 before she went to the Zululand Health District office in 1998. At the District office she worked as a District Unit Coordinator. Her duty was to coordinate all the primary health care facilities under Ulundi Municipality. She has also worked as the Operational Manager in Employee Assistant Program for Zululand District Office. Now she is a Technical Advisor—Training Coordinator for Primary Health Care "It was pleasant to be a nurse because when you

are a nurse you work with different people from different backgrounds. But it was easy for me to cope with these people because I was involved in many Community projects. For example I became the member of the Young Women Christian Association. This is one of the reasons that made me work well with people.

"During my time as a nurse I joined the Catholic Nurses Guild Organization, the slogan was "See Christ in every patient". I also served under SANA as a branch secretary and served in the KwaZulu Nurses Organization" says Ms Simelane".

The most thing I liked when I was working with people, was to see people changing their behaviors and developing themselves. I have achieved that because when I meet people that I have worked with, they always say "you have taught us a lot, we are what we are today because of you. You have groomed us". There is also one negative thing that I have seen as a disturbing factor towards my work, that is the change of supervisors. Whenever the new supervisor comes in he/she would come with new things, but I managed to work under those challenges.

Yes this is my time to retire but I would like to leave you with the following recommendations: Team spirit amongst Health workers, Continuous education to Health workers.

"This is right time for me to retire because I am now going to have enough time to perform my Community uplifting duties" Ms L Simelane said.



## UQHUBEKE KAHLE UMKHANKASO WE “HLOLA MANJE” KOWEZEMPILO EZULULAND



yakwaNongoma nalapho kwaqala khona lomkhankaso. Ithimba elabe likhona labe liqinisekisa ukuthi lingena umuzi nomuzi lishumayela ivangeli elithi **ITB IYELAPHEKA** liphinde lithathe izikhwehlela ukuyozihlola. Abasebenza ngesifo segcwiwane lengculazi nesandulela saso babengazibekile phansi nabo njengoba babeshumayela ivangeli labo bephinada bethatha igazi kulabo bantu ababethanda ukuhlolwa.

Endaweni yaseVryheid naseNkonjeni kwabe kuqhubeka okufanayo njengoba babephumile abasebenzi boMnyango beqhuba lomkhankaso ngalo lolusuku.

Lomkhankaso waze waphela ngomhlaka 01 August 2008.

Umnu Khumalo wayelokhu egcizelele njalo ukuthi kubalulekile ukuthi **SIHLOLE MANJE** ukuze siqande futhi siqede isifo seTB emiphakathini yethu. Konke lokhu kuhlola kwabe kutholakala mahhala kuzozonke izikhungo nemizi okwabe kungenwa kuyo.



Umnumzane B R Khumalo umphathi wakwa TB kwisifunda saseZululand elungiselela ukuphuma ukuya kumkhankaso we “HLOLA MANJE”

Nakuba zagcina zingafikanga izinqola ezabe zithenjiswa nguMnyango weZempilo kwisifundazwe I “**HLOLA MANJE**” yaqhubeka kwisifunda sase Zululand.

Lomkhankaso we**HLOLA MANJE** ubuhlelelwe sonke isifundazwe saKwaZulu Natal kanti inhloso yawo kwakungukufundisa, nokuqwashisa nge-

sifo seTB kanjalo negciwane lesifo sesandulela ngculazi. Umnumzane Bonginkosi Khumalo osebenza kwaTB ehovisi lesifunda eZululand ukuqinisekisa ukuthi lomkhankaso uhamke kahle njengoba naye kade eyingxenyeyawo.

Ngomhlaka 28 July 2008 wabe ehambele indawo

## YIBA NOMTWANA OPHILILE NONCELA UBISI LWEBELE OLUKHETHEKILE



Abasebenzi bezempilo kanye nomunye wabantwana nomama owawina ngalolusuku.

Kugququzelwa ukuncelisa ubisi lwebele olukhethekile komama babantwana. Isifunda saseZululand sibe nomcintiswano waloluhlelo emthola

mpilo wakwa A oLundi, kanti izingane eziwinile zizodlulela kumcintiswano weSifundazwe. Lomcintiswano ubufaka izingane ezisukela ezinyangeni ezingu 0-6, 7-12 nezingu 13-18. Izingane ezazikulomcimbi zazivela emitholampilo yasoLundi. Ezinganeni ezisukela ezinyangeni ezingu 0-6 kwawina uNkomonde Lusanda (Unit A Clinic), 7-12 kwaba ngu Mchunu Sinthemba (Mabedlana Clinic) kwasekuthi ku13-18 kwabangu Lamula Bonga (Mdumezulu Clinic). Inhloso yalomcintiswano kwa

kungukugququzelwa koku-baluleka kokunceliswa kwezingane ibele. kulomcintiswano bekubhekwa ukuthi ngabe ingane igonywa ngendlela, ngabe umama wayeza ngendlela yini emtholampilo ngesikhathi esakhulelwe nokuthi ngabe ingane uyayincelisa yini ibele. Umnu Z.B. Khumalo ongu Somsoco wagcizelela ukubaluleka kobisi lwebele ikakhulukazi uma ingane isandukuzalwa kuze kube yinyanga yesithupha. Lendumezulu yayixhaswe ngabakwa **Johnson and Johnson** okuyinkampani ekhiqiza izigcobo zezingane.

# KUBUKEKA SENGATHI KUZOPHELELA EMOYENI UKUZIKHANDLA KWE ZULULAND ILUNGISELELA IMIDLALO YESIFUNDAZWE



Abadlali bezikhungo zezempilo zaseZululand besenkundleni bezama ukuzilungiselela imidlalo ebeyivama ukubanjwa eRichadsbay yomnyango weZempilo.

Inkinga yokungabi khona kwezimali eMnyangweni weZempilo KwaZulu Natal yenze izinto ebezi-jwayele ukwenzeka ikakhulu zokuhlanganisa abasebenzi bezikhungo ezahlukene zingakwazi ukuqhubeka. Lokhu kuvele emva kokuba kuphume incwadi ehhovisi lesifundazwe kuloMnyango ebika ukuthi ngeke isaqhubeka imidlalo yaminyaka yonke ebivame ukubanjwa ngenyanga ka September.

Kulomqhudelwano kusuke kudlalwa ibhola labafana lezinyawo kanjalo nelomnqakiswa laman-tombazane. Imizamo yokuzilolonga

ngokuzikhandla kweSifunda sase Zululand kubukeka kuzophelela emoyeni njengoba selishabalele lthemba mayelana nalemidlalo. Njalo ngenyanga kuba khona imidlalo kushintshaniswa ngoMasipala abangaphansi kweZululand ukwenzela kube lula ukuthi kuhlungelwe lemidlalo yeSifundazwe.

Abasebenzi bebhombisa ukuzikhandla ngoba okuningi okwenziwa uma kuyilemidlalo yanyanga zonke bakwenza ngesikhathi sabo futhi uma kudingekela ukuba kukhokhwe bakhapha kwawabo

amaphakethe ukuze kugcine kube yimpumelelo lokho abakufisayo.

Owengamele lemidlalo ehhovisi lesifunda uMnumzane Lucky Khumalo waphoxeka kakhulu uma ethola incwadi evela ehhovisi lesifundazwe eqinisekisa ukungabibikho kwalemidlalo. Wenze imizamo yokuhlanganisa bonke abadlali besifunda ngenhloso yokubachazela wabe esebeka kubo ukuba bazikhethela ukuthi bayaqhubeka nemidlalo yanyanga zonke noma kaqhubeki. Yonke lelizamo eyenziwe nguMnumzane Khumalo ingenxa yokuhubekela phambili ne Healthy Life Style nokwakuyinhloso yesifundazwe.

Abadlali bakhetha ukuba baqhubeka nalemidlalo yize ingasezokuba khona lena yesifundazwe. Lemidlalo yesifundazwe ibisiza kakhulu njengoba abasebenzi bebethola ithuba lokwazana kanti nobudlelwano bebakheka phakathi kwezikhungo njengo bekuhlanganiswa abadlali bezibhedlela, imitholampilo, amakhaza, abosizo oluphuthumayo kanye namahhovisi esifunda.



**This is our second issue as we promised you on our previous issue that we would publish this newsletter quarterly. The Communication Office would like to thank all the Zululand District staff for their hard work in service delivery. Should it happen that you have any complaint, suggestion or comment, don't hesitate to contact the office of Communication.**

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