



TO THE POINT

- The hospital's Compound building is getting much needed renovation. The renovation forms part of management's attempt to revitalize the institution. The building is to be known as Training & Development Centre. Upon its completion, this centre will boast modern lecture rooms.
- The Medical Registry Office has moved to the ground floor of the Compound building. The new Ext number is 3285. The old office near the Labour Ward was condemned by inspectors from the Dept of Labour.
- Staff members who will attend ABET classes this year are advised that their classes will take place at the Nursing College. The College Principal Dr I Manaka-Mkhwanazi has allocated Room 4.
- All health professionals practicing at King Edward VIII Hospital are requested to renew their registration with their respective professional councils. All professionals are required by the legislation to submit documentary evidence that they have renewed their registration. According to Human Resources Circular No 7, "should a health professional not renew his/her registration she/he must be placed on leave without pay."

EZASEKHANGELA

PROBLEM FREE FESTIVE SEASON



General Matrons Office: Mrs P. Sishi and Mrs S. Mntambo



Staff in the Labour & Nursery wards came together to celebrate the birth of the Christmas Baby.

No major hiccups were reported in the hospital this past festive season despite the influx of visitors to Durban.

"We had made special arrangements to deal with any eventuality," said Hospital Manager Mr Mboneni Bhekiswayo who also praised those who were on duty especially on Christmas Day and New Year's Eve for their "noble contribution in ensuring a safety and enjoyable festive season." The Hospital's Trauma Unit was open 24 hours a day. According to

Sr T.G Mdletshe the unit was well equipped with sundries equipment, extra oxygen cylinders, portable ventilators (Oxylogy), portable suction, extra trauma stretchers and new x-ray trays.

Bhekiswayo further thanked all organizations and individuals who donated food parcels, Christmas gifts and hampers for patients. "They made it possible for us to present hampers to the first babies born on the Christmas Day and New Year respectively."

WHEELCHAIR TO PROVE DEATH WAS NOT IN VAIN

"Everything happens for a reason." That's the view of Mr M Naidoo of Phoenix following the death of his daughter who used to receive treatment at King Edward VIII's Haematology Clinic.



Sr-in-charge, S Mthiyane received a donation of a wheelchair from Mr M Naidoo of Phoenix.

surprise to all of us," said Matron M. Hlophe.

"The death of my daughter should not be in vain," said Mr Naidoo. "King Edward VIII is a huge hospital. To move from one Ward to another may be extremely difficult for some patients. We hope this wheelchair will assist to move patients around."

In an unprecedented move, the Naidoo family have donated a brand-new and top of the range wheelchair to the hospital. "It came as a

... ON THE MOVE



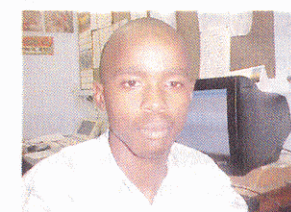
Mrs Manesh Bagirath has been appointed an Enrolled Nurse. She is currently working in Casualty and she plans to study further in order to become a Registered Nurse.



Mr Ntando Bhethwana has been appointed Data Capturer for the ARV Rollout Programme.



Mr P Van der Walt, Systems Manager has retired after more than 35 years with the KZN Department of Health. Chief Works Inspector Mr Goodman Zuma is currently acting.



Mr Zamo Mthimkhulu, is the new Telecom Operato, Switchboard. Public Relations is his passion.



Ms Samantha Hoffman, is the new PA to the Deputy Director: Human Resource, Mr B.B Magubane



Mrs Nomonde Ncume, at the helm of King Edward VIII Hospital's Finance Department.



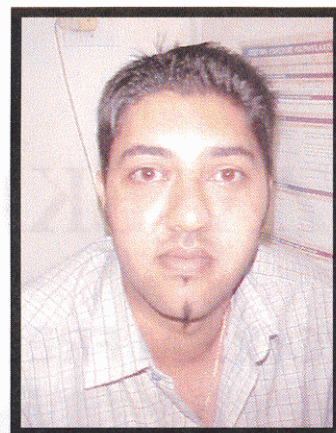
Every year King Edward VIII Hospital's PR & Communications Dept hosts groups of international students (left). Apart from touring the hospital, the students are given an opportunity to interact with the staff. It is hoped that this initiative will assist in luring some of these students to come and work in the hospital once they finish their studies.

Below, Matron Ntuthu and Mr Themba Ngcongwane posed for a picture after an interview on Vicky Masuku's show of Ukhozi fm. The station was a media sponsor for an HIV/Aids Workshop for Learners.

Nurses in S2B Ward had a surprise visitor, former patient, Mr Dube (wearing a white hat below). He visited the ward just to express his gratitude to the nurses who looked after him.



VIEWPOINT



Dr Ugendaran Moodley
(MBChB: Nelson Mandela School of Medicine)
Project Manager: ARV Programme

The ARV Clinic has been in existence for less than a year now. Previously the clinic functioned as a Wellness Clinic, which included patients from all regions throughout the province. We have built good capacity using the resources of this clinic and with a number of hospitals being credited, we have started the process of decanting patients to these sites.

There have been a few logistical problems in 2004, which have been timeously attended to and we now seem to be ready to face those challenges of 2005.

It is vitally important to remember that we give people a chance to have a normal and productive life. This has become the ethos for our clinic.

Late last year, the hospital management added Dr Ugendaran Moodley to its management roster. Dr Moodley is charged with the co-ordination of all activities in the Family Clinic with special emphasis on the ARV Rollout

EZASEKHANGELA is an official publication of King Edward VIII Hospital.

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KING EDWARD VIII CELEBRATED SERVICE EXCELLENCE



As we speak King Edward VIII Hospital is old, dilapidated and in fact we would appreciate to wake up tomorrow morning and find a new beautiful, modern and state of the art hospital. But remember while it is important to have a modern infrastructure it is more important to have transformed, committed and democratic individual teams that care beyond the call of duty. Some services are moving to St Adains Hospital, as a phase towards the revitalization of KEH, this in itself poses various strains and stresses to the whole community of KEH. But I do know that you are handling all of this with dignity, hope and even deeper commitment to serve. I would like to congratulate management, staff and recipients of the awards." Message from Dr J.L Mhlongo, General Manager, Development and District Hospitals & Clinics—KZN Department of Health.

HOSPITAL MANAGER OFF TO INDIA

Life begins at 40, hospital manager Mr. Mboneni Bhakiswayo remarked shortly after his appointment last year. Bhakiswayo look set to tackle a new challenge. He is to pursue Masters in Business Administration (MBA) at the prestigious State University of New Delhi in India.

Before Bhakiswayo made an official announcement, there were speculations about his pending move. Some suggested that he was to become a member of the provincial legislature. "He has strong administration skills something that is needed in the provincial parliament," one staff member explained.

There is no doubt that KwaZulu Natal's public health system stand to benefit when he returns from India in February 2006. "On my return I am definitely going to work for this department," he emphasized.

In an exclusive interview with EZASEKHANGELA Bhakiswayo said a partnership between the Indian government and the provincial government made it possible for him to get this opportunity. "2005 has been declared by the ruling party as the year of the fulfillment of the vision of the Freedom Charter," says Bhakiswayo. "By issuing the January 8th Statement, the ruling party wanted to remind all of us to continue to pursue all the objectives contained in the charter. In order to be a step closer to achieving the strategic goals of the charter, we must design and implement programmes that seek to restore the dignity of our patients."

Bhakiswayo believes his trip to India will enable him to learn more about the gains that country has made since achieving independence. "Despite having the largest population, the Indian government has made the country's health system more pro-poor and client-friendly."

PROFILE

NAME: Mboneni Cearic Bhakiswayo

QUALIFICATIONS: National Diploma in Health Service Administration and Management, Mangosuthu Technikon. Administration Degree in Public Administration and Industrial Psychology, University of Zululand. Certificate in Conflict Resolution and Management and Certificate in Middle Management

CAREER: 1982, Administration Clerk 1995 - 1997 Senior Administration Officer designated as Labour Relations Officer—all positions with KZN Health Dept. 1997 Hospital Secretary for Clairwood Hospital. 2000 Human Resources Manager, King Edward VIII Hospital. March 2004, Hospital Manager, King Edward VIII Hospital.

MARITAL STATUS: Married with three children.

CAR: Mercedes Benz, Kompressor

HOME: Glenmore, Durban



'2005 is the year of the fulfillment of the Freedom Charter.'

Bhakiswayo also revealed that District Manager Mr T Msiza and the Senior Manager of Health Services Cluster Dr S Zungu had appointed Nursing Manager Mrs G Zola to act. "The same support that you extended to me—must also be provided to Mrs Zola," he requested.

PEADIATRIC DIRECTORATE

16 days of Activism of no Violence Against Women and Children is an annual campaign which is spearheaded by the Department of Social Welfare & Development. Although the event is held towards the end of the year, the hospital's Public Relations & Communications Department co-ordinates awareness campaigns throughout the year.

Recently, well-known actress Gcina Mhlophe visited children in the Paediatric ward. In an interview with Musa Zondi, a respected writer, Gcina Mhlophe said: "My grandmother taught me everything about telling stories. When I was growing up, half the kids in our neighborhood would come and spend the evening at home so that they could listen to Izinganekwane



Izinganekwane galore! courtesy of Ms Gcina Mhlophe (center). Ms N Ndlovu (left), Peads General Manager Mrs I Louis and kids in I2A.

(tales)."

The same thing happened when she was at King Edward VII Hospital. Kids spent quality time with her.

SISONKE SENZA UMEHLUKO



Mrs E Manyathi, Surgical Directorate was a shining star in 2004, she did well in the Cecilia Makiwane competition and represented KZN in the Marlyn Lahana competition in Joburg.

More than 500 employees, mostly health workers, at South Africa's second largest hospital, King Edward VIII came under the spotlight during the Service Excellence Awards Ceremony held on the 15th December 2004 at the Jubilee Hall. Honesty, flexibility and punctuality were three ingredients, which enabled these distinguished men and women to be honored with certificates and medals.

They best demonstrated King Edward VIII mission "to provide a sustainable and integrated health service within the district health system through the promotion and restoration of human rights and dignity of patients", said Hospital Manager Mr Mboneni Bhekiswayo on this occasion, which was attended by officials from KwaZulu Natal Health Department, South African Police Services, National Association

of People Living With Aids, Treatment Action Campaign and NGOs.

Bhekiswayo said all categories of staff had been highly praised by a visiting delegation from Nigeria led by the wife of the honorable Deputy President Atiku Abubaker. The delegation visited King Edward VIII in September this year as part of the sixth session of the South Africa-Nigeria Binational Commission. Another high-powered delegation from Mulango National Hospital, a teaching hospital of the University of Makerere in Uganda sang praises of King Edward workers during their fact-finding mission this year.

Said Bhekiswayo: "Our motto 'Sisonke Senza Umehluko – Together we are making a difference' is our driving force. I am happy to see you serving our patients with a smile despite difficult conditions you find yourself working under."

Dr Lungile Ndlovu, a well-known academic and former hospital manager of Nkonjeni Hospital, summed it up nicely in her keynote address entitled 'Service Goals beyond Individual Goals'. "The human resources of any organization constituted one of the most important assets. The organization's successes and failures are largely determined by the caliber of its workers." She further pointed out: "The men and women whose performance is recognized today, have been able to realize that in the world of customer care, the service goals will always take precedence over individual goals."

Also, on hand to congratulate the staff was the Chairperson of King Edward VIII Hospital Board, Professor D.R Bagwandeem. "The health services in the province of Kwazulu-Natal, despite the criticism of those who may be disappointed with some aspects, rank exceptionally high both nationally and internationally. Despite the limited resources that are available all those involved in the provision of health services are indubitably doing their very best to provide the quintessential health needs of the community at large. All of you at the King Edward VIII hospital are to be commended for your efforts."

The management also honored several employees for their years of uninterrupted service. 400 employees received certificates marking 20 to 40-year anniversaries with King Edward VIII.

ACCIDENT & EMERGENCY DIRECTORATE

The continuous failure to observe the Referral Pattern is the major challenge facing this directorate. The General Manager of the directorate Mrs N. Mchunu told EZASEKHANGELA that there are patients mostly from KwaMashu who are brought to the hospital's Casualty Unit with minor lacerations and bruises.

"This creates a problem as most of them have no bus-fare to go home," she said. Recently, KZN Department of Health's Corporate



Mrs N Mchunu explaining the importance of a Referral Pattern.

Communication Unit launched a drive aimed at reducing queues at hospitals.

Newly appointed Health MEC Mrs P Nkonyeni was quoted as saying "we want patients to be treated quickly and efficiently. We are appealing to communities to help us reduce hospital queues by using clinics for minor ailments."

The MEC emphasized that most clinics have highly trained nurses and have essential medicines.

THEATRE'S HEALTH PERSONNEL OF THE YEAR

The decommissioning of Urology Surgery, Ophthalmic Surgery and Plastic Surgery to St Aidans Hospital is one of the major developments ever undertaken at King Edward. Emergency cases are still being performed at King Edward though.

In a bid to cut over expenditure, this directorate has put in place cost-effective measures. The measures are implemented in such a way that patient care is not compromised. The transfer of Autoclave from N.O.T to O.T. O instead of buying new ones has also helped curb costs. Operating lights were also transferred from N.O.T last year. Despite the closure of N.O.T, nine operating theatres are running, including Caesarean Sections in "O" Block Theatre. As a regional referral hospital, King Edward VIII accepts red code pa-



Mrs G Zola-Nursing Manager, Mr Mbhekeni Ndlovu Health Personnel of the Year—Theatre, Mrs N Mposula-General Manager of Theatre Directorate, Mrs N. Zungu-Theatre

tients and poly trauma cases, and this means that all theatres should remain open 24hrs.

In "O" Block Theatre most patients who are operated on are eclamptic and referred by neighbouring hospitals. Most regrettable is the negative impact on our budget caused by orthopaedic operations done on patients referred by these hospitals. The operations require loan sets that are expensive.

This directorate has selected the Health Personnel of the Year 2004, Mr Mbhekeni Ndlovu. He said he was very motivated by this award. "I want to thank my colleagues as well as my supervisors for appreciating my work. I think this will also inspire me to do even more."

INTENSIVE CARE UNIT

King Edward VIII PR & Communications Department receives numerous "thank you letters" from relatives who are happy about the service rendered in the wards.

Extra caring was noted particularly in the Critical Care Directorate. When asked for comment general manager of the directorate Mrs M Bhengu said "multidisciplinary approach, commitment and dedication towards improving quality of patient care" constituted the directorate's winning formula.

The empowerment of personnel is

critical in ensuring the success of any organization. Four health professionals from this directorate attended the Critical Care Congress in July 2004. They acquired much needed skills.

The other professionals, Mrs P Mkhize and Ms N Khuboni presented their papers during a Total Parenteral Nutrition Seminar which was held at the Nelson Mandela School of Medicine. The seminar was attended by academics and health professionals.



Mrs Pat Mkhize and Ms Nonhlanhla Khuboni. The two professionals presented their papers during a TPN Seminar at the Medical School.

OBSTETRIC & GYNAE DIRECTORATE

In an attempt to improve service delivery, Sister M Gwala conducted an 8 Module Workshop on The Prevention of Mother Transmission of HIV/Aids. This workshop targeted health professionals from the following departments - Obstetric, Paediatric, Family Clinic and Nursing College.

According to the General Manager of the directorate Ms B.R Ngema, all HIV positive women were entered into an ARV Programme last year. Their clinic is on Wednesdays at the Family Clinic. Two Obstetricians are always available at the clinic on this day.



Deputy Minister of Home Affairs Mr Malusi Gigaba in the Antenatal Clinic during the launch of On-Line Birth registration Office.

This year the O&G directorate, with the assistance of the PR & Communications Department will launch a series of health awareness campaigns. Last year, many people heaped praises on the teenage pregnancy awareness week. Midwives visited public schools to warn teenagers about dangers of falling pregnant. This campaign received extensive media coverage.

Health talks and awareness programmes targeting internal and external audience will be intensified and the message is clear "Prevention is better than cure."

HUMAN RESOURCES ISSUES

King Edward VIII Hospital became the first public hospital in South Africa to appoint the Deputy Director: Human Resources. Mr Mboneni Bhekiswayo was the first person to occupy the seat and now it is Mr Bafana Magubane (see picture left). This year EZASEKHANGELA will dedicate this column to the Human Resource Department. Today the focus is on the Leave Dispensation for Public Servants.

Annual Leave entitlement

- Depending on years of service in the Public Service and the employing sector, employees are entitled to annual leave at the beginning of each annual leave cycle. The leave cycle stretches from 1 January to 31 December each year.
- Annual leave are to be utilized in the annual leave cycle. If not possible, not later than 6 months after the expiry of the annual leave cycle.
- Unused annual leave are to be forfeited after the expiry of the above mentioned 6 months period.
- Public servants are paid the equivalent of the cash value of unused annual leave entitlements at termination of service.

Sick Leave entitlements

- Public servants are entitled to 36 working days sick leave in three-year cycle.
- Unused sick leave entitlements are not carried forward at the expiry of the three-year period.
- Employees who have exhausted the 36 days may, based on medical evidence, be granted temporary or permanent disability leave.
- During the leave period the department must investigate the nature of the disability with a view to inform the decision to be taken.

Despite inadequate staffing, the Infection Control Unit has managed to create awareness in the Wards about infection control precautionary measures. Manned by two Chief Professional nurses, the main aim of this unit is to prevent, identify and control the spread of infection – which may be hospital or community acquired infection.

The unit's Mrs D. Zimu has praised a number of departments for co-operating with her unit. Operating Theatres, Intensive Care Unit, Neonatal Nursery and the Mortuary are some of the departments that are reportedly fully aware of infection control measures. "There is good rapport between these departments and infection control unit. Problems are reported to us immediately and are attended to in order to prevent any potential disaster," Mrs D Zimu explained.

King Edward VIII Hospital provides regional tertiary service to the entire province, with the population of approximately 9 million, and some parts of the Mpumalanga Eastern Cape provinces. Most wards in the Obstetric & Gynaecology Department are always full of patients - keeping these wards clean has proved to be a major challenge. General assistants try hard to keep these departments clean.



- The investigation must be in terms of schedule 8 of the Labour Relations Act, 1995, as amended.

Special leave

- Departments are to develop and adopt a special leave policy.
- Adopted leave policies must define conditions/circumstances under which special leave will be granted.
- Conditions/circumstances may include:
 - Study, examination, class attendance etc.
 - Resettlement due to transfer
 - Other employer needs

Source: www.dpsa.gov.za

INFECTION CONTROL UNIT



Ms N.O. Khuzwayo, Hospital Manager Mr M. Bhekiswayo, Ms D.G. Zimu of Infection Control.

YELLOW KING EDWARD VIII HOSPITAL



East Coast Radio DJ Dave Gueselli, Father Christmas and crew members smiling all the way to the wards.



Pop Idol Melanie Louw doing what she does best.

Parents and the majority of health workers at King Edward VIII Hospital's Paediatric Wards have called on the organizers of East Coast Radio, Cell C Toy Story to consider visiting children at public health institutions at least once a month. This past festive season, the East Coast Radio Toy Story crew accompanied by Father Christmas brought Christmas gifts to more than 200 children.

Mrs Aesira Goolam of Tongaat said 23rd December 2004 was the most important day in her life. "They spent quality time with me and my baby. They offered their words of encouragement. One lady said my little boy who is suffering from pneumonia would be fine because he is a real fighter."

Sister Ntombifuthi Shongwe from N2A Ward said this visit was even more important to those babies who didn't have visitors. As a regional referral hospital, King Edward VIII receives patients from all over KwaZulu Natal. There are parents who are unemployed and as a result they are unable to visit their little ones. "To us as a staff it shows that even though these babies

are separated from their parents there are people who think about them all the time," Sister Shongwe said.

King Edward VIII Hospital Manager Mr Mboneni Bhekiswayo was quick to point out that all government initiatives that are aimed at bettering the lives of our people could only yield tangible results if business and public sector came together. "Since taking over as the hospital manager, I have always emphasized that patient quality care is everybody's responsibility. The Toy Story project is a classic example of how the business sector can improve patient care. The Toy Story crew brought joy to patients as well as the staff," he quipped.

East Coast Radio's Campaign Manager Debbie Schroeder thanked King Edward VIII health workers for their dedication and commitment. "Your work is appreciated and we have no words to describe how gratefully we are to have people like you. 2004 Toy Story is our drop in the ocean and we hope we can make a difference," she concluded.

DIVISION CUP CHAMPIONS



King Edward VIII Hospital soccer team (Left) is gearing itself up for a new season. Last year the team won the Division Cup which was contested by all teams playing in the highly competitive Durban Sunday Football League.

Despite winning all games in the KZN Department of Health's Annual Soccer Tournament, the team failed to proceed to the final stage of the tournament. This was attributed to the strikers' inability to convert their chances. Inkosi Albert Luthuli Hospital won the tournament.

"Rome was not built in one day," team captain Lulama Xhalisa reminded hospital' staff members. "Last year we were experimenting. We have the right combination now, and we are determined to win this tournament this year."