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EZASEKHANGELA

King Edward VIII's road shows

Since his groundbreaking appointment in March this year, Hospital Manager, Mr M Bhekiswayo has made internal road shows the order of the day.

He has held a series of meetings with different categories of staff in what is dubbed "hospital manager reaching out to staff initiative." According to Bhekiswayo these meetings are aimed at "reminding all of us about our roles and responsibilities as civil servants."



All categories of staff had an opportunity to interact with the Hospital Manager, Mr Mboneni Bhekiswayo.

On April 7 2004, Bhekiswayo addressed administration clerks and his message was loud and clear. "The quick service that you expect from tellers at the Post Office or at any banking institu-

tion you must provide to our patients." He cautioned those who believe that patient quality care is the responsibility of health professionals only. "It is a well-known fact that patient files are reported missing on a daily basis in this institution. These files contain funda-

mental information about patient's medical history.

"This is unacceptable and it reflects badly on the entire clerical staff. Those who are responsible for this must realise that they are violating patient's rights which are enshrined in the country's constitution," he warned.

No stone should be left unturned

Allegations that certain administration clerks in the Mortuary are receiving kick-backs from funeral undertakers have been condemned by King Edward VIII Hospital management. Hospital Manager, Mr M Bhekiswayo said: "This matter is very disturbing indeed. I note that its not the first time such a complaint is brought to our attention. Unfortunately this will tarnish the image of the hospital. We need to get into the bottom of this and deal with those found responsible."



Systems Manager, Mr P Van Der Walt.

He emphasised management's commitment to clean governance. "It is on this basis that I have requested Systems Manager, M Piet Van Der Walt (pictured left) to investigate this matter." Van Der Walt is expected to submit the findings and recommendations of the investigation by 23 June 2004.



TO THE POINT

The decision by hospital's HIV/Aids Executive Committee and the PR Dept to organise a HIV/Aids workshop which is targeting school children has been well received by internal and external stakeholders.

Mrs Gumbi, KEH's General Assistant, and a member of the Schools' Governing Body of Lamontville High School said this was long-overdue. "HIV pandemic is a social evil which has destroyed many families. Young people are struggling to cope with the effects of this disease and the only solution to this problem is to make health information available to them."

The committee's chairperson Mr Themba Ngcongwane said this one day workshop will take place on 29 June 2004 at the Jubilee Hall. A total of 50 learners from five different schools are expected to attend.

"This is just the beginning," he quipped. "Our facilitators will train them in such a way that when they go back to their schools they will be able to plough back what they've learned," said Ngcongwane who was recently given a post of Site Mentor by the Ethekwini District Office.

In his new position, he is expected to facilitate the establishment and maintenance of lay counsellor support groups in public health institutions.

New vision for King Edward VIII

Delegates who attended King Edward's two-day Strategic Planning Indaba 2004 agreed unanimously to "promote and restore the dignity of our patients." This will be achieved through integration of different components of the institution in order to work towards a common goal which is the provision of quality patient care.

Senior and middle managers as well as supervisors descended on Cator Manor, Sicas Guest House to draft a business plan, which has specific short and long-term objectives. This plan look set to elevate King Edward into a performance based organisation over the next four years.

"The challenge is that when you go back to work you must really transform," Mr T Msiza, District Manager said in his opening address. "You should go back and listen to the experiences of your customers about the service that you are providing."

After two-day of intense debate delegates emerged with this new vision for King Edward VIII Hospital: "To be a leading hospital in providing quality regional health services in the spirit of Ubuntu."

STRAT PLAN INDABA 2004



District Manager, Mr T Msiza



Getting ready for a serious discussion



A Seekola, B Magubane, Xolani Vezi



Rhona Naidoo, Senior Admin Clerk

Overview of KEH financial affairs

Assistant Manager – Budget & Expenditure Control Mr Xolani Vezi cites the moving of certain services from King Edward to Inkosi Albert Luthuli and St Aidan's hospitals as the main cause of the reduction of this year's budget. The budget allocation for the financial year – 2004/5 dropped by R181 million or 44 percent.

"Out of R229.9 million that has been allocated, R165.5 million will go towards

personnel costs. The personnel budget has also been reduced by R140.5 million or 45.9 percent. R64.4 million has been set aside for other running costs – there is also a reduction of R40.5 million or 38.6 percent," Vezi pointed out.

During the previous financial year (2003/4) the institution overspent by R31.1 million or 7.6 percent after adjustment. The total budget was R411 million (adjusted) and actual costs R442.1

UP CLOSE & PERSONAL



Human Resources Manager

King Edward's Human Resources Department workers have welcomed the appointment of Mr Bafana Magubane as the new Human Resources Manager.

Mr Magubane appears to be a dynamic leader," said Mr Thami Gumede, Human Resources Officer. "His extensive experience in human resources at the head office will surely enable us to have much more understanding of policies that were formulated by the provincial health department over the past ten years."

Magubane has worked as both Human Resources practitioner and Assistant Manager—Training at Madadeni Hospital and Head Office respectively.

While at the head office, he spearheaded institutional policies in an effort to improve staff development programmes.

"This hospital is at the forefront of service delivery. I understand the importance of HR to the sustainability of our health services in the province. The recruitment and retention of health professionals is one major challenge which tops my priority list." Magubane said.

million.

According to Vezi, the major reason for over-expenditure included: "Doctors, especially registrars, working throughout hospitals in the Ethekwini District but paid from King Edward's budget."

"Also, all tertiary services that were supposed to have been transferred to Inkosi but remained at KEH."

"TOGETHER WE CAN MAKE THINGS HAPPEN"

The end of May marked 100 days of my appointment in the office as Hospital Manager.

I can firmly claim to be coming into grip with what makes this great hospital tick. Thanks to my colleagues at different levels of management and all our dedicated employees.

The programme called "HOSPITAL MANAGER REACHING OUT TO STAFF" assisted me to better understand the realities faced by all our staff in the departments. It better prepared the entire senior management team and myself to be able to respond to these realities in a much more informed way and with clear understanding of what needs to be done from now on.

The enthusiasm shown by staff during these interactions is an indication of employees eager in forging a new contract of partnership with the community we serve. Despite challenges posed by various factors including limited budget and shortages of employees with specific skills, these employees driven by the understanding of putting our people first, committed themselves to make our hospital a center of excellence.

As employees of KEH we celebrated together with other millions of South Africans our 10 years of freedom and democracy. We at the same time congratulate Dr Zweli Mkhize for re appoint-

ment as our MEC to lead the public health sector for the next five years. Khabazela you can always count on our support. Sinawe emzabalazweni wokwenza ngcono izimpilo zabantu kanye nokulwisana nobubha.



Hospital Manager, Mr M Bhekiswayo

Kind assistance...

Dear Editor

I would like to thank Mrs R Bhengu from the Mortuary for her very kind and efficient assistance in dealing with the bereavement of the Khumalo family.

I was given her name by the Switchboard operator in your hospital and was impressed with the different options she discussed with the family of the deceased.

Members of the deceased are un-



Mrs R Bhengu from the Mortuary

employed and had no funds available for the funeral. Mrs Bhengu handled the matter very professionally and gave us exact guidance re-

garding the different steps to be followed.

Death and the organising of the paperwork is not something that people deal with daily, and when it occurs, there is added confusion caused by the emotion involved.

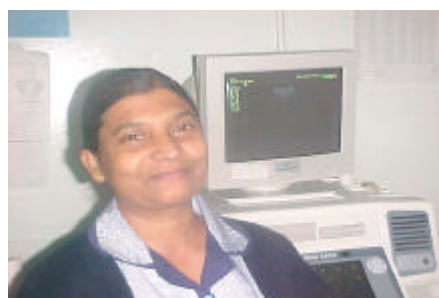
Mrs C Serfontein
Umhlanga Rocks

Letters to the Editor forward them to: PR Dept, Room 14 or Ext 3028

Norwegian government comes on board

Following much needed funding by the Norwegian government, rural based midwives look set to master a system known as Tele-ultrasound. A Midwife Training for Basic Obstetric Ultrasound Level I is currently taking place at King Edward's Nursing College.

This training seeks to assist people in rural areas who often have to travel long distances just for a basic scan. "We want to equip all midwives who are working in rural hospitals on how to make a diagnosis using scan images," explained Prem Moodley, the hospital's Chief Ultrasonographer. Prem, who has



Prem Moodley, Chief Ultrasonographer

been roped in as an educator, stressed

the importance of early detection of any foetal surface abnormalities. "This is crucial because if there is a problem, a pregnant woman is immediately referred for further management. Early detection and management prevents foetal and maternal deaths."

Prem also revealed that in addition to financial assistance by the Norwegian government, Professor Sterla Eikness has made available two highly experienced Norwegian midwives. "They are here to impart their skills," said Prem, who is credited for ensuring the success of the Telemedicine Project.

HIV/Aids training for nursing and non nursing staff

Recently, a Sunday newspaper published an article, which suggested that the majority of health professionals in public health institutions have no adequate training on HIV/Aids management.

In an interview with **EZASEKHANGELA**, King Edward VIII Hospital (KEH) professionals said the author of the article was too general in her analysis. "She should have approached us for more information."

Sister Zandile Msomi who received a BA in HIV/Aids training and development from Arlington University in Australia said the KEH staff were highly experienced and had taken upon themselves to improve their knowledge by attending workshops and conferences.



KEH staff attending an HIV/AIDS counselling workshop.

With the assistance from the provincial department of health, more funds have been made available for the training of staff. "A total of 700 workers including non nursing staff have received extensive HIV/Aids management training,"

said Matron Monica Ngcwabe from In-service Training Department. This year alone more than 400 workers from different categories of staff attended a HIV/Aids counselling course, and a special ARV rollout management training." Those who attended included doctors, nurses, pharmacists, general managers, charge sisters, dieticians and lay counsellors.

The department's Sister T.B Tembe has confirmed that arrangements for the training of general assistants were close to completion. "I believe that everyone within this hospital should be empowered with information. We are awaiting money which will be channelled from the Skills Development Fund. This fund was created for the sole purpose of arming our workers with knowledge," she added.

At the forefront of HIV/Aids management—KEH staff



"We want to be at the forefront of HIV/Aids management." said Sister A.B Ntuthu



Let's save men's lives

Before bidding farewell to the highly competitive Premier Soccer League, Durban based Zulu Royals brought hope to hundreds of patients during their special visit to King Edward VIII Hospital on 27 May 2004.

Hosted by Hospital Manager, Mr Mboineni Bhekiswayo the visit formed part of creating awareness about men's health.

On the day of the visit Bhekiswayo said that statistics showed that men's health was at great risk. "The lives of men will



Zulu Royals goal poacher Jackie Ledwaba with KEH Sports co-ordinator.

continue to be threatened unless imme-

diately action is taken to combat this growing crisis," he warned. He cited alcohol abuse as one major challenge which is confronting our country.

As the country celebrates 10 years of democracy, Bhekiswayo appealed to everyone to encourage men and boys to take an active interest in their health. "It is a well-known fact that men brought about this democracy that we are enjoying. Let us shift our focus and ensure that savings men's lives become a top priority."