

EZASEKHANGELA

King Edward VIII to celebrate Workers Day

For the first time in the history of this 70-year old public health institution, a day will be set aside solely to pay tribute to the selfless and dedicated workers who died while ensuring the provision of quality care to patients.

Religious leaders will converge in the hospital on the 12th May for a massive prayer which hospital CEO, Mr Mboneni Bhekiswayo describes as a "first of its kind inter-faith session." "The focus is very clear," he quipped, "we want to remember and celebrate the contribution of our fallen workers."

In his first interview with **EZASEKHANGELA** since his return from India, Bhekiswayo said management fully acknowledged the fact that the success of the hospital was as a result of valuable contribution from workers.

He further pointed out: "The International Labour Organization (ILO) of the United Nations declared the 1st of May as the workers day around the world. South Africa as a prominent member of ILO accordingly declared the 1st of May as the day to honor and celebrate the contribution of the country's labour force from all spheres of life. The resilient shown by workers at King Edward VIII and other parts of the country during the struggle against all forms of oppression, exclusion and discrimination in the workplace resulted in the coun-



Hospital CEO: Mr Mboneni Bhekiswayo

try's world-wide cherished labour laws."

Armed with an MBA in health administration which he acquired during his one-year spell in India, Bhekiswayo is determined to create an environment which allows for workers to advance the interest of the community at all times.

"Surely, we will achieve that because we are planning to empower our workers with skills. For instance, lower categories of staff are set to benefit from R250 000 that has been set aside from the Skills Development Fund," he revealed, also adding that management intended to ensure that this money is used effectively.

Infection control unit receives praises

King Edward VIII Hospital was blessed with a rare breed of highly experienced health professionals. Recently, KZN Dept of Health heaped praises on the hospital's Infection Control Unit. This follows inaccurate reports in the media about possible outbreak of Klebsiella in the hospital's ICU. Immediately after reports in the media, King Edward VIII management activated its quality care machinery in the form of infection control and quality assurance teams. Eventually, all allegations of an outbreak were brushed aside.

Expressing her gratitude on behalf of senior officials of the department, Senior General Manager: Integrated Health Services, Dr S. Zungu pointed out in an internal memo to the hospital CEO: "The department wishes to express gratitude to your management team and the staff for your efforts in upholding infection control standards. Special thanks to Mrs D.G Zimu, Mrs A.B Ntuthu, Mrs G.N Mabele from the Infection Control Unit and all doctors and nurses in the ICU."

To the Point

- On behalf of hospital management, Chief Security Officer Mr Irvin Sibiya wishes to place on record his sincere appreciation to the institution's security officers who have been working overtime since the start of a nationwide strike by private security guards.
- The HR Dept is currently issuing I.R.P.5 Tax certificate for 2006, reports **Zona Ndaba**. Certificates should be collected during normal query hours—Monday to Friday between 07h00 and 09h00 and 13h30 and 14h00. You are all requested to bring in your IDs. I.R.P.5 cannot be issued on behalf of another staff as they should be signed for.
- King Edward VIII Hospital management and the Organized Labour have appealed to line managers and supervisors to ensure that staff general meetings are held regularly in their units. Both parties believe these meetings will go a long way towards keeping all workers, irrespective of their occupation, informed about the latest developments in the workplace. "An employee who is better informed about policies and procedures will perform his tasks effectively," management stressed.

ON THE MOVE



Mrs Anna Postma is the new Assistant Manager: Human Resources Practices.



Mr A Lukhan is the newly appointed Junior Physiotherapist.



Mr M Kapitan has been appointed Chief Physiotherapist.



Sr S Ntshokoma has been appointed as a Phlebotomist: MOPD



Mrs T Maphumulo has been appointed Dental Assistant: Maxillo Facial



Dr V Rughubar is the new Head of Maxillo Facial Clinic.

The hospital's **Employee Assistant Programme Committee** is to relaunch the EAP during Workers Week between the 8th–12th May 2006.

Sister L.D Mthembu of the Occupational Health Clinic has appealed to the staff to utilize the services of her unit. Said Sister Mthembu: "We have lined up a series of health awareness activities. In addition, management has assured me that more funding is to be allocated to EAP this year."

Sister Mthembu can be contacted on extension 3027.

After months of consultation and workshops, King Edward VIII Hospital's **Wellness Committee** under the leadership of Assistant Nursing Manager: Medicine Directorate, Mrs Z. Dlamini has formulated a comprehensive policy framework on the Wellness in the Workplace.

This policy framework seeks to ensure there is an organized program in the hospital that is intended to assist employees in making voluntary behavior changes which reduce their health and injury risks, and enhance their productivity and well-being. For more information please contact Mrs Dlamini on Ext: 3493

"Moonlighting" opportunity for nurses.

In the interest of provision of quality care, King Edward VIII Hospital's Chief Executive Officer, Mr Mboneni Bhekiswayo has authorized what is commonly known as "moonlighting" in the labour ward and nursery unit. This decision has been met with the sounds of hooray in the corridors of the hospital.

Lack of incentives is often cited as the reason behind the exodus of nurses from the public health sector. The hospital community is convinced that this decision will boost staff morale and will also serve as a staff retaining strategy.

"Nurses in these units are overworked," says Assistant Nursing Manager Mrs N Mposula. "We do not want to compromise patient care hence we appealed to the CEO to indulge in this matter. The nursing division is overwhelmed by this decision. I am requesting all nurses with midwifery to contact Acting Assistant Nursing Manager for Obstetric & Gynae Dept Mrs T.V Mbatha. This opportunity is for nurses employed at King Edward VIII only."

Up Close & Personal



Dr K Naidoo (Chief Medical Officer)

King Edward VIII Hospital community has described Dr K Naidoo as a humble and highly professional clinician.

Tasked with the responsibility of effectively managing the Medical Out-Patient Department (MOPD), Reuben, as he is affectionately known, has to ensure the continuing provision of high quality service. "We incorporate all Principles of Batho Pele during the 24-hour provision of front-line acute medical emergency management and ambulatory chronic care to patients," said Dr Naidoo, also adding that MOPD functions as a step up facility in the hospital's catchment area. Dr Naidoo's other responsibility is to supervise occupational healthcare clinic and the ARV clinic.

Although he was appointed late last year he has put in place strategies to ensure the free flow of information from his department. He liaises with management, all directorates and other stakeholders in the health sector. These includes among others - district hospitals, community health centers and the Nelson Mandela R School of Medicine. "Our co-operation with the Nelson Mandela School of Medicine is crucial because my directorate provides undergraduate training to aspiring doctors," he concluded with his never-ending beaming smile.

Public Relations & Communications Dept

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It is the aim of this department to organize activities aimed at enhancing the image, and ensuring the visibility of this institution. We provide public relations and media liaison services 24 hours a day.

Age of Hope A National Effort for Faster and Shared Growth

In his first official meeting shortly after his return from India, Hospital CEO Mr Mboneni Bhekiswayo said senior management must ensure that government's objectives as set out in Cabinet's Programme of Action for 2006 are achieved. Quoting directly from President Thabo Mbeki's speech he said "our people are firmly convinced that our country has entered its Age of Hope. They are convinced that we have created the conditions to achieve more rapid progress towards the realization of their dreams. They are certain that we are a winning nation."

In this month's edition of **EZASEKHANGELA** we publish some resolutions of senior management meetings.



Funerals

There is firm commitment on the part of Hospital CEO to ensure that a state vehicle is made available to either the PRO or any representative of senior management to attend funerals of staff members. "We must restore the dignity of our workers. Lets give them the respect they deserve even when there are no longer with us."

Obstetric & Gynae Directorate

To deal with the shortage of nurses in this directorate, management has agreed to pay overtime to nurses until the situation is under

control. Few months back, the hospital advertised 40 vacancies for registered nurses but only 12 applications were received.

N5A and N5B Wards to be shut down

Management has resolved to temporarily close the two wards in compliance with occupational health and safety regulations. The roof of N Block is in a terrible condition and management said it did not want to expose patients and staff to dangerous conditions. Inspectors from KZN Dept of Health's Facilities Management were invited to assess the building recently and they supported management decision. Patients are to be moved to D Block.

Patient & Visitors Waiting Areas

A decent waiting area is to be provided for patients and relatives. Areas earmarked for special attention are: Card Office and Transport waiting areas, Sydney Road and Umbilo Road entrances. The rationalization of patient administration staff is to be speeded up.

Staff residence nearing completion

The renovation of the staff residence, previously known as the nurses home, is nearing completion. That's according to Systems Manager Mr Mike Smith.

"Phase one is finished and the renovation of phase two is to start soon," said newly appointed Artisan Superintendent Mr Mike Mncwabe in support of the Systems Manager.

The completion of phase one makes it possibly for the housing committee to allocate some rooms to intern doctors during the second intake in July this year. Hospital management has confirmed that staff residence now dubbed "King

Edward VIII's own five-star hotel" will also house professionals that are deemed to be falling under the scare skills category.

Recreational facilities such as the tennis court and swimming pool are to be renovated as well. This is part of management's strategy aimed at creating a conducive environment for workers.

Internal circulars and other forms of communication channels will be utilized to inform workers about the procedure to be followed when applying for accommodation. All applications will be assessed by the hospital's housing committee as per government's housing policy.

DRINKING ON DUTY

An investigation into the conduct of certain staff members who were allegedly found drinking on duty is still underway. The members were apprehended by internal security officers during a raid in the Switchboard Unit. The incident which attracted the attention of the staff and the media was condemned by the CEO Mr Mboneni Bhekiswayo. "This unit is our window to the world hence I want it to be customer friendly. Workers in this unit must have sound work ethics. Drinking on duty is unethical," Bhekiswayo stated in the media statement. Meanwhile, the hospital's senior management has vowed to support the CEO in his bid to root out ill discipline. "The good work of the majority of our workers cannot just be spoiled by few ill disciplined individuals. We have a duty to protect and maintain the positive image of this institution," said management.

A Better Life for my family



"A key to a better life is education. No matter how much money you have - without education you cant enjoy it." That's what Miss N Ndlela said after obtaining a computer certifi-

cate recently. The funding for her training was allocated from the Skills Development Fund.

Ms Ndlela who is currently attending ABET classes says her long term objective is to work as a Ward Clerk. "I am grateful that the Human Resources Manager Mr Bafana Magubane and members of Human Resources Development Committee are all committed to empowering all categories of staff," she remarked.

Nicknamed "Nkazimulo" by her colleagues, she started working at

King Edward VIII in 1991 as a porter. She is now working as general assistant. She has amazingly taught herself how to operate a photocopier and a fax machine.

She is a single parent supporting three kids -Sphesihle (10) Bhekokuhle (7) and Zandile (25) who graduated with a diploma in Public Administration at Mangosuthu Technikon in 2003.

King Edward VIII Hospital community at its best

Because every worker at King Edward VIII understands that patient care is everybody's responsibility, the hospital's security guards have worked 24 hours a day seven days a week since the start of a nation-wide strike by private security guards.

TV presenter, businesswoman and motivational speaker, Zanele Mbo-kazi was invited to motivate the staff. King Edward VIII community has requested the hospital's Public Relations & Communications department to extend another invitation to Zanele. Just watch this space !!!!!



Health professionals from the Medical Directorate proudly display their trophy of Service Excellence.



On the 26th April, staff from Ultra Sound Unit bid farewell to Mr Mkhize. Khabazela took a well deserved retirement after more than 30 years of service.



Assistant Nursing Manager: Critical Care, Mrs N Bhengu and the staff have welcomed the renovation of the ICU. This 13-bedded unit is receiving much needed facelift. The unit has been temporarily moved to the High Care Ward S1A: Extension 3587.

Hospital management says "sports for life"

King Edward VIII Hospital's soccer team has received much needed boost in the form of a new soccer kit. Since the appointment of the new senior management and senior managers in the finance department, the team has been receiving tremendous support.

"Last year, both netball and soccer teams received a financial injection from the finance dept." That's according to Assistant Finance Manager: Budget & Expenditure Mr Xolani Vezi. This money was used to host sports teams from other public health institutions, including neighboring countries, and for

other expenses such as participation in official sports tournaments.

In preparation for this year, there has been a reshuffling in the sports committee. Lulama Xhalisa has been appointed as Sports Coordinator and Nomhle Mkhandawiri was appointed as deputy sports co-ordinator.

"It is very important to have a sports committee that is acceptable to both management and staff," says Xhalisa. "The main function of this committee is to ensure that social activities are organized at all times. I am happy with the decision of the hospital's Employee Assistance Programme

Committee to integrate sports into the EAP. Sports is not for netball and soccer players only, all workers must participate," Xhalisa appealed.

Sports Committee: Netball Captains: N Mtshali (Captain) and S. Mkhize (Vice Captain).

Soccer Captains: B. D Majazi (Captain) and A Dlamini (Vice Captain)

Netball Coaching staff: Ms N Nzuzza (Coach) and Z Duma (Deputy)

Soccer Coaching staff: Mr M Dlamini (Coach) and Mr M Shozi (Deputy)