



INDABAYETHU



3rd Quarter - 2007

KZN Health Department DC 23 - Uthukela

LADYSMITH PROVINCIAL HOSPITAL WENT GOLD IN BOTH SOCCER AND NETBALL!

Our Soccer and Netball Teams shone gold when they both brought home Gold Trophies, in other words, they are the “Current District Champions 2007-2008”. As for our Soccer Team, we can only say “the boys have done it again” they won last year too. Our teams were competing against our District Hospitals, including the EMRS Teams. They are now geared up to join the rest of the Teams in the Provincial Tournaments, taking place on 05 October 2007 in Richards Bay. We are confident that they will outshine them all in Richardsbay. We wish the team everything of the best.



Soccer and Netball representatives seen presenting trophies to the Senior Managers

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“THE GOOD”

Talk about something good that happened: a triple bundle of joy was safely and successfully brought into this world by our dedicated Maternity Staff. The triplets are: Akwande, Amanda and Saphiwa Malinga and mother is Zandile Kubheka. The mother was delighted to take home three healthy babies. The right to Access to Health Care and a Healthy and safe environment is always upheld.



Akwande, Amanda, Saphiwa Malinga

MATRON MABASO'S FAREWELL PARTY

A party to say goodbye to Matron N. Mabaso was held at the end of July. She had been working as an Assistant Nursing Manager, Gynaecology. She had to re-locate to Estcourt Hospital in order to join her family. It was not easy for Ladysmith Hospital to accept her departure because she truly is a hardworking person and is someone who is passionate about her work. Her dedication to customers is something that we cannot forget and we wish her well in her future career.



PRAYER MEETING FOR NURSING STAFF

Then came the Strike Action aftermath which had left Nursing Staff distressed about having had, unintentionally broken the Nurses Pledge. During the strike action their vows were affected and that situation could have resulted in compromising patients lives. To correct the situation Rev. Gwala from the (Methodist Church) was invited to re-instill their values. He preached about reconciliation. He emphasized that reconciliation begins within each individual and further commended the



Matron B. Msibi, Matron T.T. Shelembe, Rev. Gwala and Matron T. Dweku

nurses for the decision they took, to reconcile with God. It is good that we all recognized our slip and took a step to report to the Almighty, who always forgives and forgets, said Reverend Gwala. He also praised the Nurses for showing humbleness towards the patients.

NATIONAL BACK WEEK

Physiotherapy Back Week was celebrated from 11-14 September 2007 to highlight the importance of back care. A help desk was set, posters were displayed, informative pamphlets on correct lifting, reaching techniques, good posture when standing and sitting at a computer desk etc. Daily talks and demonstrations were done to educate staff on how to care and protect their backs in their daily activities. This information was also cascaded to our clinics.



Manning the help desk were our physiotherapists, Lauren Drummond and Avisha Mangrey

The experts say:

- ◆ Poor posture has been identified as the number one cause of back pain and is also known to cause pain in the neck, head and shoulder area. The muscles in this area start aching and one can even go into spasm.
- ◆ Poor posture is simply a bad habit. Physical changes occur naturally as we grow older. These changes influence our posture. ***Some of the changes include:***
 - a. The DISC between the spinal segment becomes less resilient.
 - b. Muscles become less flexible.
 - c. The spine deteriorates as commonly seen in individuals with osteoporosis.
 - d. Due to weakened muscles and incorrect reaching/ lifting techniques/ incorrect sitting/standing posture. We now develop a round back and forward chin position.

Despite the changes occurring with age, good position can be maintained and poor posture improved.

A detailed postural evaluation can be done by your physiotherapist or you can try this quick self test and check your posture:

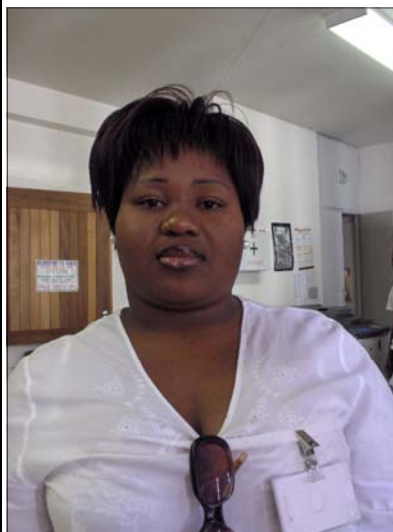
Stand in front of a full length mirror - now check that -

- ◆ Your head is straight and in midline.
- ◆ Your shoulders should be level
- ◆ Space between your arms and your sides should be equal.
- ◆ Your hips should be level
- ◆ Your knees should be straight forward.

Look after your busy body the PHYSIO way!!!

THIS IS OUR E.A.P. PRACTITIONER

E.A.P. PROGRAMME



EAP is worksite programme designed to assist employees in the identification and resolution of performance and behavioural problems resulting from personal and work related concerns therefore it is not a substitute for disciplinary action, its goal is to help employees regain and maintain their full job efficiency.

*E.A.P. Practitioner
Mrs Wendy N. Ntuli*

WHO GETS ASSISTANCE

All employees, who are experiencing personal problems, are encouraged to voluntarily make use of the **EAP** service, by directly consulting with the **EAP** practitioner, however, supervisors who are concerned about the decline or change in employee's performance attitude or behavior may refer those employees with the employees consent to the **EAP** practitioner for assessment and referral or counselling

TYPES OF PROBLEMS WE DEAL WITH:

- Marital, family, relationship problems
- Substance abuse (alcohol, drugs)
- HIV/aids and other dread diseases
- Workplace violence
- Stress related problems
- Psychological problems
- Financial problems

Confidentiality is guaranteed at **EAP**.

You can reach me on 083 244 6551 or ext 238 - Outside Building at H.R.

THE NATIONAL CREDIT ACT

Did you know that from the 1st June 2007, the National Credit Act no 34 of 2005 came into place?

“The purpose of this act is to promote and advance the social and economic welfare of South Africans, to promote a fair, transparent, competitive, sustainable, responsible, efficient, effective and accessible credit market and industry”

From 1st June there are records that were removed from the credit bureau. Which are those records?

If you had a debt that was less than R500.00

If you had less than two judgment amounting to R500.00

If you had a judgment less than R5000.00 that has been in the records for more than 18 months

If you had a debt amounting to R50 000.00 but was settled before the 1 September 2007.

Remember, that you only qualify for amnesty if the above records were on the credit bureau data information before the 1 September 2007..... So what are you waiting for, simply dial **0861 482 482** to get your credit profile for only R20.00 per request, or you can wait to get a free report on your birth month.

Did you know that if you had a debt that is **older than 3** years and the creditors have never tried to reach you or write to you, it is your right to tell them, that that debt is a prescribed debt, be careful never promise them that you will pay, but you can also call the National Credit Regulator for advice on **0860 627 627**.

ARE YOU IN DEBT OR OVER INDEBTED?

“Do you need guidance on finance, and you do not want your creditors to always phone you, debt counselors are there to help you! Never settle for an Administration Order”.

The National Credit Regulator (NCR) and the Department of Trade and Industry (DTI) have come up with a solution for the indebted and over indebted consumer – debt counselor.

A DEBT COUNSELOR:

Can assist you in not to pay too much to your creditors

Can negotiate with creditors on your behalf;

Can negotiate with the creditors who have garnished you;

Can assist you to remove your name from the credit bureau once all your debts have been settled, by only paying **R50.00**

**UMTHETHO UKUVUMELA UKUTHI UBE NEMALI
ESALAYO UKUZE UKWAZI UKUFEZA IZIDINGO
ZAKHO.**

Article By: Wendy Ntuli EAP practitioner on ext 238

STAFF NEWS

New Staff:

- Dlamini F.F. - E.N.A.
- Khumalo M.E. - Intern H.R. Department
- Muller H. - H.R.O.
- Ngcobo B.Z. - E.N.A.
- Bayeni P.O. - E.N.A.
- Mazibuko L. - G.O.
- Kunene T.K. - F.S.O.
- Makhaza T.P. - G.O.
- Dlamini K. - P.N.
- Zikalala P.C. - E.N.A.
- Mahlambi E.S. - E.N.A.
- Tshabalala E.S. - O.H.S.O.
- Sibeko T.S. - Intern (HRD)
- Palm W. - E.N.
- Zwane M. - E.N.A.
- Ndebele M. - P.N.
- Buhlalu Z.M. - G.O.
- M.S. Mgoza - Principal H.R. Officer

Bon Voyage to:

- Thuli Khanyi - Social Worker
- Dr Lubega
- Dr Salumu
- Melita Dlamini who has joined Newcastle Hospital Team

Congratulations

- Mr Thuso Mofokeng - got a bubbly Baby Girl "Amahle"
- Christina was blessed with a baby boy, "Saphiwa"
- Lucille Oosthuizen was blessed with a handsome Baby Boy.

Staff Promotions:

- Mr Thuso Mofokeng promoted from Registry Clerk to Human Resources Officer
- Thandeka Mthembu earned a permanent post as Records Officer
- Ms Thelma Mathonsi has been promoted from HRO to Principal H.R. Officer

DRIEFONTEIN CLINIC STAFF



*DRIEFONTENTIN
← CLINIC
(NEW BUILDING)*

STAFF:

*Back Row: B. Mtshali, D.N. Mgwaba, N.F. Mdlalose, T. Nkosi,
F.D. Ndebele, A.F. Dladla*

WATERSMEET CLINIC STAFF



*Back Row: S. Guliwe, N.G. Sithole, B.M. Maseko
Front Row: X. Hlomuka, Z. Khumalo, S. Cele,
N.G. Hlatshwayo*

THIS IS HOW WE CELEBRATED WOMEN'S MONTH

Part 1: Take A Girl Child To Work

Our women's month was commenced by empowering young Grade 12 girls from Ezakheni High School who were invited to our hospital to come and spend a day at the workplace. These pupils were placed in different departments of their choice in our Hospital where they got to understand exactly what it means to be a full-time employee.

Matron T. Dweku was tasked with the welcoming the girls and to give an all-inclusive speech about health issues affecting young women. The Public Relations Officer took the pupils for a hospital tour, just to make them understand how a public hospital operates. To facilitate health promotion, these young girls were given incentives containing health information and also informed about the Department of Health's bursaries.

See pictures below.....



Group of Ezakheni High School Grade 12 Learners



These two pupils spent their day at the Main Kitchen

Part 2: Women's Day Celebration

On the last day of the month of August Ladysmith Hospital's women gathered at the Lecture Hall to celebrate women's day. The days' programme was directed by Sister T.G. Hlatshwayo (PHC Co-ordinator).

Matron T. Dweku spoke on behalf of staff and left all women attendees with a powerful message that, "A woman has no challenge" because she was given power by God. It was surely a beautiful day for all women. Everybody present was dancing and singing, enjoying the music by "DJ Wendy". Our own Traditional Dancers and the Hospital Choir stole the show by giving the best performances and entertainment to the crowd.

The guest speaker for the day was the founder of uThukela Community Church and the organization Sthandwa Foundation Centre for the needy, Pastor Thokozani Hlongwane. Women need to improve on what God has given them. They must know that the **weapon of Love** can change the world and we have to, everyday conquer all our challenges, emphasized Pastor Hlongwane.

"Makuqhamuk' impi ngapha: "singayisa le sijise le sijisakaze"



Programme Director – Sister T.G. Hlatshwayo



The Traditional Dancers

HEALTH AND SAFETY TRAINING

All staff who attended Health and Safety Training during the second quarter were awarded certificates of attendance by the Health and Safety Officer- Mpho Letooane (*seen in the picture below with Linen Room Supervisor*). This was a mini ceremony organized by the Health and Safety Officer, to give encouragement to all attendees for future courses. Batho Pele: were are Encouraging Innovation and Rewarding Excellence.



Mr Mpho Letooane and June Meyer

- *For any newsworthy items that you wish to share with the rest of staff please do not hesitate to contact Nqobile Gamede Ext 395.*
- *If you have any departmental events please bring it to the attention of Nqobile Gamede, for publicity purposes.*

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WALKING THE TALK - Staff Retention

The shortage of doctors is a prevalent problem, not only in our hospital but throughout the Province. One of the efforts that Ladysmith Hospital Management put in place was the birth of the "Quality Street Flats" to accommodate more doctors and their families. These are very classy, two-bedroomed fully-tiled flats, with a fully-furnished kitchen, spacious lounge, fully-tiled bathroom, balcony, 24/7 security. There is also adequate sheltered parking space and an electronic gate. So, what can possibly stop any doctor from applying to come and work at Ladysmith Provincial Hospital? It only takes five minutes to travel (by car) from these flats to the workplace and three minutes to get to town.



PROFESSIONALISM SHINING THROUGH



Even though they are not fully-fledged nurses yet, but we have learnt something from them. Very impressed with their uniform, the Nursing Manager called the P.R.O. to come and take a picture of these students from F.E.T.

Nursing College. This was done, to encourage excellence to other employees in the hospital who dress in uniforms too. Good image reveals that you honestly love what you are doing and that, if you look good on the outside, it means you feel good about your job too.

This was the students' first day at work. Remember! First impressions last.