



health

Department:
Health

PROVINCE OF KWAZULU-NATAL

INDABA YETHU-NEWS

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LADYSMITH PROVINCIAL HOSPITAL

SEPTEMBER 2011

“A LEADER LEADING BY EXAMPLE” The LPH CEO shares with the Community



Mr. Mazibuko (Men's sector) Community members, Mr. S.A. Ncobela our Systems Manager and Mr. D.D. Dumisa our Chief Executive Officer (far right)

The foregoing year was characterized by many challenges, main being shortage of staff and cumbersome ways of acquiring services. The burden of HIV/AIDS and TB prevalence are still leaving a remarkable dent to our staff and the community. The commitment shown by our staff given the environment was fantastic and hoping that they will show the same this year. Our destination is that of offering full package of Regional Services although we understand that the absence of District Hospital packages. We will continue developing Regional Services with resources at our disposal given the challenge of shortage of Specialists and residential accommodation. A long and healthy life for Uthukela District people will be the main outcome that we will be focusing on with the following outputs:

- ◆ Increasing life expectancy
 - ◆ Decreasing maternal and child mortality
 - ◆ Combating HIV and AIDS and decreasing the burden of diseases from Tuberculosis
 - ◆ Strengthening Health System Effectiveness
- Key Strategies to achieve the outcome are as follows:
- ◆ Overhaul Health Services
 - ◆ Reduces mortality and morbidity due to communicable diseases and non communicable conditions and illnesses
 - ◆ Strengthen intersect oral collaboration.

Ten point plan will also guide our efforts:

Critical positions i.e.: Management , Clinical and Administrative posts will be filled to achieve the outcome . We aim to strengthen PHC and focus on preventive than curative services. Quality programmes i.e. “Make Me Look Like a Hospital” National Core Standards and Cleanest Hospital project are still our priority. HCT is still our priority. We will continue to take part in the Flagship programme to fight the poverty at our disposal as we have been doing. Referral patients right from the community to the last destination (Hospital) will be strengthened by the development of the CCGs component and the allocation of more responsibility to this component. Internal and external inspections will ensure our quality service. Community leaders and members of the community will assist us to ensure quality through their complaints and suggestions. Hospital Board and clinic committees will still assist the District to offer the quality service. Each official is employed to benefit not management as perceived but rather the patient which is a boss. By being employed , we are all bound to do all in our power to save lives of our community.



**“An act of love , a voluntary taking on oneself of some of the pain of the world, increases the courage and love and hope of all”
(Dorothy Day)**

“EDITORS COLUMN”



Thabo Sithole LPH (PRO)

Kuyasho ukuthi umuntu usemkatshubomvu kulomkhakha we-zokuxhumana emnyangweni wezempilo. Impela ungafunga ukuthi lesihlalo esikuso safika naso lapha emnyangweni. Ngizothatha le lithuba ukuthi ngifisele bonke osomlomo ebesiyibambe nabo asebethole amadlelo aluhlaza, unwele olude, siyathemba ukuthi nalapho bekhona bazoyihlahla indlela bekhombise ukuthi besenza kanjani emnyangweni wezempilo kwaZulu-Natal. Ngiphinde ngifisele labo abasijoyinile njengosomlomo abasha impumelelo yodwa.

KwiNdabayethu yalenyanga ngithe akenginike usomlomo wami omusha (Intern P.R.O) ithuba lokugiya aveze amava akhe kulenkundla hleze azibonakalise ngamangwevu akhe kulesithangamu. Ngiyethemba ukuthi le lithuba uzolibamba ngazozombili hleze kubekhona abalibonayo. Sengiphetha nje, kuyintokozo ukubona ubuso obusha esibhedlela sakithi eMnambithi, esithemba ukuthi njengoba befika bazothuthukisa zonke izinhlelo zesibhedlela eziya emphakathini wakithi. Siyanimukela nonke!

“CIRCUMCISSION REDUCES THE CHANCES OF CONTRACTING SEXUAL DISEASES AND HIV”



Males who attended the Circumcision



“Waiting in anticipation”

The National Health Minister launched the Male Medical Circumcision programme in April 2010 as one of the strategies to reduce the HIV infection rate. During this launch all males were encouraged to visit Health facilities for circumcisions to be performed in a safe environment. Traditional circumcisions were discouraged due to its high rate of infection and death rates. **Remember Male Medical Circumcision is a free service.** Ladysmith Provincial Hospital is actively involved in the MMC programme. All personnel are involved including non nursing personnel with an effort to meet the MEC mandate as HIV infection rate challenges all South African citizens. There's a

Booking System currently in place in all fixed clinics and mobile clinics, all males are encouraged to visit the nearest health facility to book for circumcision.

Screening: All interested male are conducted the following: Blood pressure test, Hemoglobin test, Blood sugar test, HIV and counseling test.

Partnership: LPH is working in partnership with Islamic Medical Association (NGO), this organization of medical practitioners has committed itself in performing 30 circumcisions every 3rd Sunday of the month voluntarily working together with the LPH staff on voluntary basis.

SACTWU is another NGO working together with the Hospital since 2011.

Camps: Camps are conducted per Sub-District, and have been conducted at Emnambithi and Indaka sub-district. The LPH Management extends its appreciation to all staff who avail themselves for voluntary services and during weekend camps. We hope the number of volunteers will increase as more hands are needed for us to win. Let us work together to victory!



What did you do to make someone's day on Mandela Day?

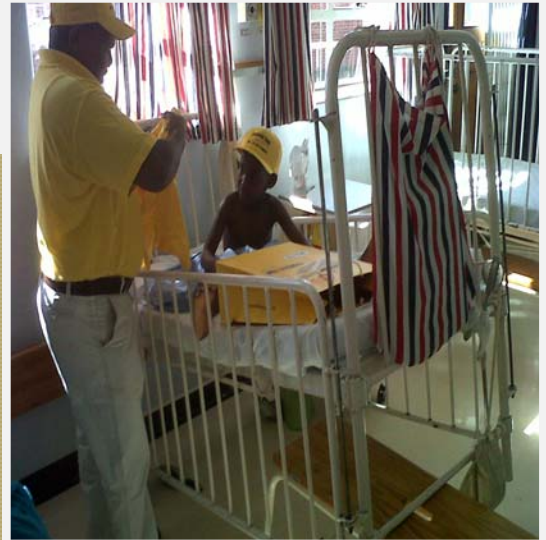


Born of conquest and shaped by conflict, South Africa the land of Mandela, has at last reached the maturity that holds a promise of a stable future, the Mandela Day!

It is when you truly reach out to those in need that you appreciate your own circumstances and learn to appreciate and nurture your own health. You start looking at others with much more humility and respect.

Mandela Day on the 18th of July is celebrated internationally and falls on the former Statesman's 93rd birthday. This year everyone was encouraged to dedicate at least 67 minutes of their precious time to an activity that helps to make the world a better place.

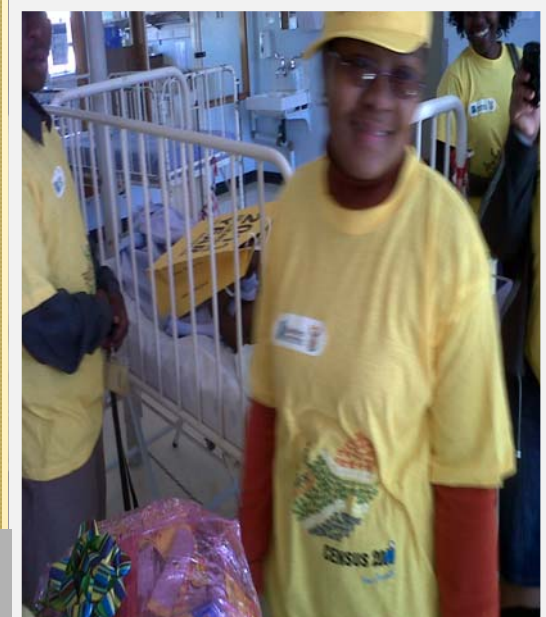
In celebration of Mandela day at the Ladysmith Provincial Hospital we welcomed Statistics SA who paid a visit to the paediatric wards to share and spend their time with the little ones, to brighten up their day giving out the favorite kids goodies, wishing them speedy recoveries. Not only did Statistics SA manage to put smiles on the kids but also to the Nurses on duty who were very appreciative of the initiative taken by Statistics SA. This became a good opportunity for Statistics SA to remind us about the significance of being counted come the 10th of October 2011. This day became a reminder to everyone that everyone, every individual is important and helping one another and being there for one another is very important and should not only be done on a Mandela day but should be within ourselves to take an initiative of lending a helping hand where we can in each and every day of the 365 days of the year. It is after all the mission of the Ladysmith Provincial Hospital to achieve a selfless high standard of leadership in the spirit of integrity, tolerance, sympathy and trust. Once again thank you to those who honoured this day to touch and shape lives. No matter how little the initiative, it is much appreci-



Mr. Armstrong Luhlongwane, hands over some goodies!



The Staff on Duty on the Day!



THE WINTER WEEK GIVEAWAYS

**“Happiness is a by product of an effort to make someone happy”
Gretta Brooker Palmer**



Thabo Sithole –Public Relations Officer



The Nurse hands over to the Moms



The PR intern hands over

Ladysmith Provincial Hospital is a 508 bedded Hospital situated in the UThukela Health District, we serve an estimated population of 26 739 (DHIS) that is from Umnambithi and Indaka Municipality. We also take referrals from Estcourt and Emmaus hospitals. We have realized that most of the community that we (LPH) cater for is a vastly disadvantaged society, so it is always our pleasure to involve stakeholders who are willing to lend a helping hand to us so that we can assist the community where we can. In this regard in this extremely cold winter we have handed over blankets to new mothers who need these blankets for their new born babies. Mothers were reminded at the handing over that the idea is not to encourage them especially the young mothers to get kids at a young age so that the Hospital will donate blankets to them, but the idea is to assist those who are really in need looking at the social inequalities and imbalances facing our townships and all other surrounding outskirts. During the handover mothers were motivated to never forget what they have been taught by the nurses with regards to growing and nurturing their babies so they can grow healthy. They were assured that if they remember and follow their teachings, all will be well. After all we are a baby friendly Hospital that put emphasis on children being given the relevant care and dignity they deserve hence we encourage Breastfeeding, and also highlighting the consequences of a decrease in Breastfeeding. Let us continue to highlight the critical role of health services in promoting “Baby friendliness”.

Indeed let us be providers of care with compassion and concern.



(The Breastfeeding Champions)

What an awesome event we hosted on our premises in August encouraging Breastfeeding and highlighting its significance. Breastfeeding took place on the 1-7 August 2011. The theme was “talk to me”, a 3D experience. This encouraged us as the Hospital staff to focus on communication in our clinics, Hospitals and surrounding areas.

Many different activities took place throughout the week. These included

- ◆ Issuing of “Breast is Best” badges to staff members
- ◆ Staff competition to run all week. This consisted of 5 multiple choice questions to be answered and placed in a box at switchboard. A draw was to take place on Friday 5th of August 2011 to find a winner.
- ◆ Breastfeeding dialogue was conducted at Kleinfontein, Driefontein and Watersmeet clinics on Breastfeeding and a hamper was given to one lucky mom who could answer the question correctly.
- ◆ 21 NIMART nurses were trained on Breastfeeding in the context of HIV Competition held between the mothers in wards 6, 8 and 10 throughout the week
- ◆ Breastfeeding outreach to Roosboom and Burford Area(please contact NP Phakathi in ward 10 for more information)

The final closing event took place on Friday where mothers attended and won prizes and a lot of thank yours were given, to all those who gave their time and support throughout the week.

Talk to me ! Breastfeeding -a 3D Experience!



Mothers winning prices



Breastfeeding Team in Action



Mothers Hands Up! Answering Breastfeeding questions

Knowledge is Key!!!!



We were excited by the visit of Nhlonhlweni Primary School who came from a rural community who visited our Hospital lead by their HOD Mrs. Zungu and her staff to learn about what happens within the Hospital and also learning of different professionals and disciplines within a Hospital and within the Health sector. Thanks to Mr. Mbana who gave enthusiastically his time and energy informing the students of what happens in the Hospital, particularly in Radiology Department.



Dr. David McAlpine, at the Public Relations office we would like to thank you for your dedication and humbleness coming through for us, sometimes in short notices or no notices at all. It really means a lot especially to the disadvantaged kids who come from rural schools and backgrounds to be addressed and inspired by you all Medical practitioners, giving them insight on your daily encounters at the Ladysmith Provincial Hospital and with regards to the challenges they will face in the Medical profession.



We do believe that your efforts and teachings when addressing these young scholars go a very long way, indeed in the near future we will have more Doctors as we are in dire need of them in this country. Dr. Reddy and Dr. Hofmann thanks to you too for coming through for the Nhlonhlweni Primary School they really appreciated it. To all Medical Practitioners and staff we say Batho Pele, it is after all about the people, so whenever we can help let us do so, it does really to a certain degree touches one's life. So as staff let us hold hands and support one another in all our good initiatives.

Meet our New Fi- nancial Assistant Manager



Mr. Sboniso Mthembu



Please tell us about yourself

My name is Sboniso Mthembu born 24 September 1981, started my schooling in Ulundi then did my grade 8-12 at John Ross College in Richards Bay. In 2000 came to PMB where I studied at UKZN. I hold a certificate in Public Management and I'm currently doing a diploma in procurement and Supply Chain Management, I also intend finishing off my Bachelor of Business Management which I left off at third year level at UKZN. I have one daughter aged 11 months. I love soccer, cricket and formula 1 and when I am bored I play PS 3.

What are you looking to do to improve the efficiency in LPH?

LPH has been without the Responsibility Manager for quite a number of years so my goal to re-establish the financial management component (SCM, budget and expenditure and revenue). Assist the institution in making sound economic decision and ensure that financial resources are properly allocated and managed. I will also assist heads of components in terms eliminating wasteful expenditure and reducing overtime payments.

Tell us about your work experience and how it will help you achieve your goals.

I started working for the Department of Health in 2002 for Provincial HIV/AIDS Action Unit then worked at Central Provisioning Stores (CPS). In December 2006 worked at Montebello Hospital as senior Finance Management till I was appointed to LPH June 2011. I bring with me the vast knowledge of the public service as a guru in standards and norms of the finance component.

I believe that pressure makes diamonds!



“MEET OUR NEW HUMAN RESOURCES MANAGER”



LPH

Tell us about yourself

I'm Bafana B. Magubane the fourth child of the late Mr. MA and Mrs. NG Magubane. He was born in a small town of Wakkerstroom in the Eastern Transvaal now Mpumalanga province. I am married and have 5 children and 3 grandchildren. I started my primary education at Wakkerstroom Bantu Community School and completed at Phikelela primary school in Madadeni. He proceeded to Sekusile High and matriculated at Thubelihle High Osizweni. I spent my weekends, school and public holidays as a gardener for two Afrikaner families in Newcastle.

Tell us about your work experience and how it will help you achieve your goal?

I graduated with a National Diploma in Public Administration from the University of Zululand with Public Administration and Economics as major subjects. I also qualified with certificates in Job Evaluation and Project Management over and above a number of training programmes I has successfully completed.

I was employed in 1979 at Madadeni Hospital as Administration clerk in the Out Patient Department and I was transferred to Human Resources Management Service in 1983. In 1992 I was promoted to Assistant Manager Human Resource Management responsible for training and development of HR functions in the KZN province. On 1 June 2004 I obtained a Human Resource Manager (level 12) position at King Edward VIII Hospital, in Durban and was transferred to Ladysmith Hospital on 1 April 2011.





“Meet our new Assistant Systems Manager”

Tell us about yourself?

My name is Sibusiso Ncobela known as Di, I was born in a farm called (Esingozu Richmond) in 1966 by traditional married parents Regina and Bapo Ncobela. At home we were six boys only. I'm a fifth child at home, I still have a mom and my father is late. I am married to a beautiful wife Khumbuzile (umaNgubane) blessed with two girls and a boy. I matriculated at Dr. Allan Parton Adult Center. My team is well known for taking three cups in one season.

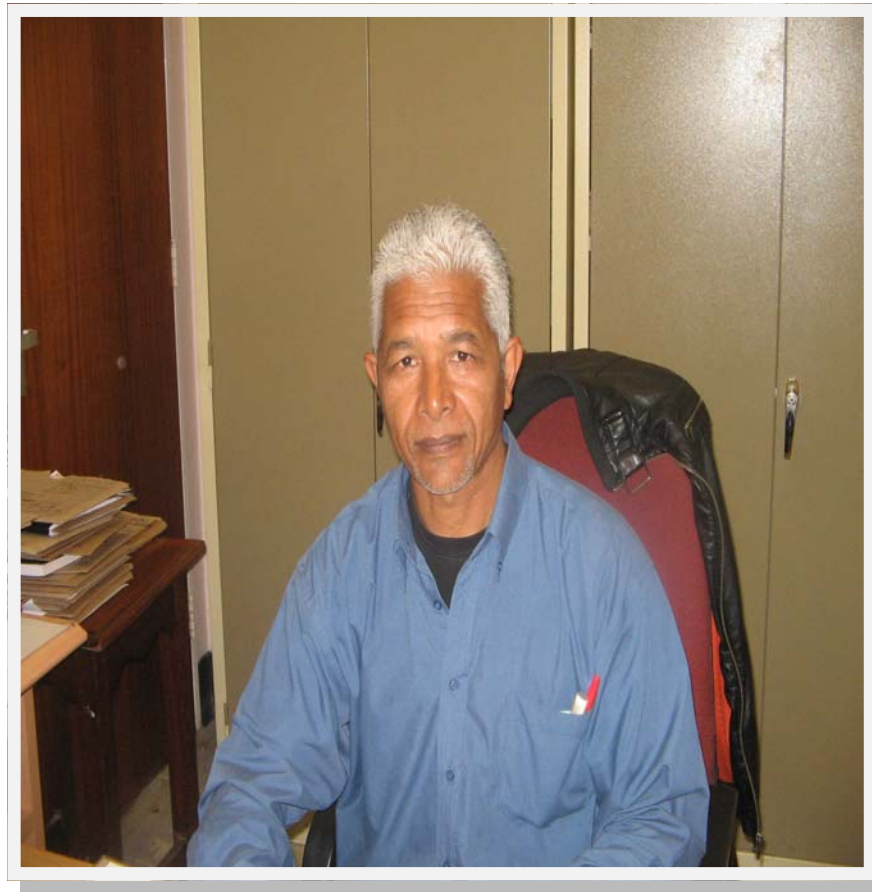
“Tell us about your work experience and how it will help you achieve your goals at LPH”

I started my career at Hillcrest Hospital as food service aid in 1985, promoted to be the supervisor in 1998. I was promoted once again to be a Food services Manager from Ladysmith Hospital to Ngwelezane Hospital in 2006. In 2007 was promoted to be a Senior Systems Manager at Montebello Hospital and now I'm in LPH, I hold a an National Diploma in Public Management obtained at an FET, Food and Beverage supervisor certificate obtained at an FET, Food theory Certificate from Damelin. Last semester has enrolled for a BTECH degree in Public Management at the Durban University of Technology.

“What are you looking to do to improve the efficiency of LPH”

LPH has entered a competition of the cleanest Hospital in KZN, and as from now I have developed a “I can do attitude” that means Ladysmith will win R100 000 bucks next year January 2012. I would like to tell you the truth that I derive this attitude from. In Ingwelezane I was expected to make food service score good marks in COHSASA accreditation and I did that successfully. Other incremental changes I need to make in this Hospital is to educate the supervisors and staff to respect each other and work together to achieve the goals of the Hospital. I will work hand in hand with Management to win this competition as it is important for our Hospital, we also need to create a social cohesion platform for us Management and staff so that we will be able to win all challenges that face us as the Hospital. The Manger is employed not to intimidate the workers but to listen to their problem and come up with the relevant solutions.





“Meet Our New FMO”

Please tell us about yourself

My name is Mohamed Shafi Hoosen. I joined the public service in 1996.

Tell us about your work experience and how you going to use it to achieve your objectives?

I have worked up myself to be in my present position to be in my present position as Finance Management Officer in the Patient Administration Department. Having served LPH for ten years as a

Finance Service Officer, I acted as FMO for one year and six months and was subsequently transferred to Addington Hospital on a higher (FMO) level where I served working in the Medical Records department. With 14 subordinates under my supervision. Having gained experience with the Medi-tech system at Addington where the patients files are drawn in advance for the respective clinics, all patients had to do was to register at the various till points with the appointment cards and go to the clinics where their files await them to be issued. There were no bottlenecks where patients have to wait long queues and hours for their files to be issued. Should the patients be issued with medication, the pharmacists will only dispense the medication on verification of the patients receipts and then stamped by security to leave the premises.

I am busy trying to implement the system at LPH, however it will be done manually as we do not have the system (Meditech) that would improve the waiting times at Out Patients Department. (OPD)

Presently there are few clinics which adhered to my request and it is working just fine thus far, although we will have “teething” problems along the way, we will make amends as we move on to a better and efficient system that will reduce the patients waiting times tremendously.

My advice personally, Management must get together to try their utmost best to get either the Meditech system installed here at LPH or go to Inkosi Albert Luthuli Central Hospital way, being “paperless” .



Meet Our Interns



Mthandeni Tshabalala our Revenue intern holds a National Diploma in Public Management obtained at the Mangosuthu University of Technology in 2009.



Our PR intern Ntuthuko Sokhela Matriculated at Mnambithi FET College and holds a National Diploma in Public Relations Management as well as a Degree of Bachelor of Technology obtained at the Durban University of Technology in 2010.



Our Transport intern Sibusiso Gabuza Matriculated in 2005 and Obtained a Bachelor of Administration at the University of Zululand in 2009 and later in 2010 completed an Honours Degree in Public Administration at the University of Zululand.(Ongoye)

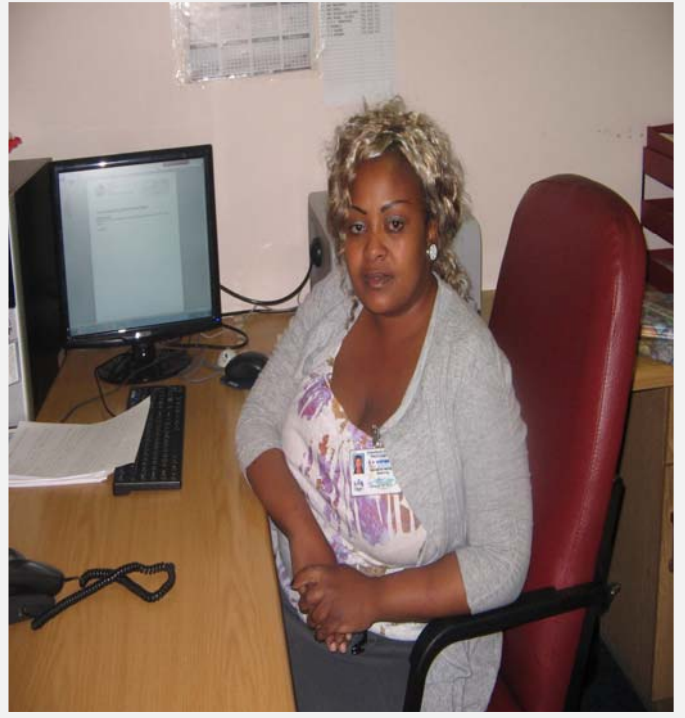


Our Human Resources Intern Ntuthuko Hlomuka holds a National Diploma in Human Resources Management obtained at the Durban University of Technology in 2008.





Gugu Zwane our Ward 2 Enrolled Nurse intern., completed her Nursing studies in 2010 at New Horizon in 2010



Zinhle Mthembu is our Matrons Office intern, completed her Business Management (N6) in 2006 at Majuba FET College



T. Shabalala our ward 6 intern nurse (auxiliary) completed her studies at New Horizon





Ntuthuko Sokhela (Public Relations Intern)

Allow me to take this opportunity to express my heartfelt gratitude to all the staff of LPH who are making this internship an incredible experience of empowerment and accomplishment. The journey as presented, seems to be an excellent match for my skills and interests at the LPH. I look forward to continue to serve the community of LPH with utmost respect, dignity and love. To all staff I would also like to notify you of what our office is about, we as the Public Relations Practitioners are looking to not only to excel in external communication with our relevant stakeholders but also within our Hospital, hence we refer to Public Relations as the Management through communication of perceptions and strategic relationships between an organization and its internal and external stakeholders. The onus lies on us as well as you staff members to communicate to us issues that are of interest and newsworthy within our facility. It may be weddings, farewell events of respective employees etc., we will look into it and see how we can position it in our publications. It will also be advisable that you understand that we really appreciate issues that are in relations to Health. I do believe that strong communication internally can help us strengthen our coherent frame of reference and indeed it will endeavour to instill pride and ownership among our staff. It is after all the via media that links the organization. It is the foundation that holds the work culture, policy and processes as well as goals and vision together. I would like to extend once again my gratitude both on a professional and personal level to Mr. Sithole for being an amazing mentor to me. I have learnt a lot within the Department of Health particularly at Ladysmith Provincial Hospital. Many thanks to everyone, the struggle continues.



For more information please feel free to contact the Public Relations
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Remember our Communication Lines are open!

