

“Sicabanga ukuthi lesisibhedlela senza ngale kokulindleleke ukuba sikwenze”

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Ukuvakasha kwethimba likaNdunankulu eSibhedlela

Mhla zaziwu-16 KuSeptemba 2008, ithimba elikhethwe nguNdunankulu wesifundazwe sakwaZulu-Natali uMnz. Sbu Ndebele lathleka kulesisibhedlela ngaphandle kokubika. Phela, Ihhovisi likaNdunankulu lenza uchungechunge lijikeleza zonke izikhungo zikahulumeni lihlola ukuthi ngabe zisebenza ngokufanele yini na? Lokhukuvakashela kulezizikhungo akubikezelwa ngenhloso yokuthola ingqikithi futhi neqiniso. Sizokhumbula ukuthi isifundazwe saKwaZulu-Natali sinomlando wokusebenza kahle uma

siqhathaniswa nezinye izifundazwe. Nakuba-ke kukhona ezinye zezikhungo kuso lesisifunda ezingenzi kahle, uNdunankulu uthanda ukuthola kahle ukuthi iziphi izingqinamba ezibambe ukuthi zingasebenzi kahle. Yingakho-ke ethumela ithimba elivela kuzo zonke izinhlobo zikahulumeni neminyango yakhe, Ukubala amalungu alelithimba, avela kumnyango wezemfundo, owezolimo, owezomgwaqo noku-vikeleka komphakathi, owezenhlalakahle, owezempilo, owezemisebenzi yomphakathi, owezokuvakasha kanye ne-

minye ekhona kulesisifundazwe.

Lelithimba likaNdunankulu lilindeleke ukuba lethulele uNdunankulu umbiko ngohambo lwabo ezikhungweni ezahlukene zikahulumeni kanti futhi nanokuthi ziphethwe ngendlela efanele futhi ziyazifeza izidingo ezahlulelwe zona.

Ngokwezinkulamo zalelithimba zagculiseka ngendlela okusetshenzwa ngayo kulesikhungo. “Sicabanga ukuthi lesisibhedlela senza ngale kokulindleleke ukuba sikwenze” kusho uNkk. Nzuzo obehola ithimba ebelivakashela isibhedlela sethu. Kumele siziqhenye ngesibhedlela sethu uma senza kahle kanje.



Esithombeni ngenhla: UNkk. P.W. Nzuzo engakwesinxele kanye nethimba elalibophelwe inqini ngoNdunankulu wesifundazwe saKwaZulu-Natali.

“Nakekela amazinyo akho”



Echaza kabanzi uThobeka Mhlongo - esithombeni esingenhla.

“Nakuba kudingeka ngezinye izikhathi ukuthi sikhipe amazinyo, kodwa akumele sikuvumele lokhu”

Esithombeni ngaphesheya, uMthobisi Dlamini emukela isixubho.



Nakekela amazinyo akho,” bekuwumyalezo obushumayezwa ngenyanga yomame u-August.

Unksz. Thobeka Mhlongo obhekene nomnyango wokunakekelwa kwamazinyo esibhedlela (Oral Hygienist) ubenza uchungechunge lomkhankaso efundisa kabanzi ngokunakekelwa kwamazinyo emphakathini, ezikoleni ezakhelene nomasipala Ingwe kanye nakubasebenzi esibhedlela imbala.

“Kumele uwahlanze kabili ngosuku amazinyo akho ukuze ube namazinyo anempilo”, Kusho loNkosazane echazela izethameli

ngolwesithathu mhla ziwu 13 ku-August 2008 esibhedlela iSt. Apollinaris Hospital.

Waphinde wazitshela kabanzi ngokubaluleka kokuvakashela umtholampilo wokunakekelwa kwamazinyo okungenani kabili ngonyaka.

Lokhu phela kwenzelwa ukuthi kuhlolwe ukuthi amazinyo akho asasesimani esikahle yini na? Futhi kuyilapho uzothola ukuhlanzisiswa kwamazinyo akho ngemishini yakhona. Lonke lolusizo luyatholakala lapha esibhedlela mahhala kumphakathi kanye nakubasebenzi. Okumele ukwenze nje uma ungumsebenzi

ukubhuka kusenesikhathi ukuze uhlelelwe. Kanti nomphakathi uyakwazi ukulithola lelithuba mahhala. Kanti futhi ukulandela lokhu osekushiwo ngenhla kungavikela amazinyo akho eku-boleni kanye nasekuphelelweni umbala, ukuba nezinsini ezigxizayo kanye nezinye izifo ezihlasela amazinyo okanye umlomo. “Nakuba kudingeka ngezinye izikhathi sigcine sesikhapha amazinyo, kodwa akumele sikuvumele lokhu”, kusho UNkz. Mhlongo eqwashisa izethameli ehholo esibhedlela. Kanti umlayezo ofanayo abewushumayeza ndawozonke.



Esithombeni ngenhla: Emukela isipho uMnu. Sifiso Mbambo ongomunye wabasebenzi lapha esibhedlela.

Konke okufanele ukwazi ngelivu kubasebenzi bakahulumeni

Abasebenzi bakahulumeni banelivu ekhokhelwayo ngokugcwele kusuka ekuqaleni konyaka kuya ekupheleni kwawo. Nakhu okubalulekile ngelivu:-

- Uma kukhulunywa ngezinsuku zelivu, kusuke kukhulunywa ngoMsombuluko kuya kuLwesihlanu.
- Okungenani wonke umsebenzi kumele athathe izinsuku eziyishumi onyakeni abese ezisele azithathe ngonyaka olandelayo ngaphambi kokushaya kuka-June ngaphandle kwalokho ziyacwila.
- Uma umsebenzi ethatha ilivu kufanele abhekele ukuze izidingo zomsebenzi.
- Ilivu uma uzoyithatha kudingeka kube nesivumelwano phakathi komsebenzi nomphethe bese kugcwaliswa ifomu efanele isayindwe yibo bobabili labantu.
- Umsebenzi oqale phakathi nonyaka emsebenzini kusetshenziswa indlela ethile ukubala ilivu yakhe.

ILIVU YOKUGULA

Wonke umsebenzi kahulumeni uvumeleke ukuthatha izinsuku uma egula kodwa kunemibandela okumele ilandelwe. Izinsuku zokugula ziwu 36 eminyakeni emithathu kanti uma lezizinsuku zingasebenzanga azithekelwa kunyaka olandelayo. Kubalulekile ukuthi uma umsebenzi egula alethe ifomu yesicelo ukuba anikwe ilivu yokugula. Ngaphandle kwalokho uma kwenzekile ukuthi ufcwe ukugula usekhaya, kumele wazise okuphetha ngocingo uphathise umyalezo kumphathi wakho ngaphambi kuka 09h00 ekuseni. Umbiko womlomo uvumelekile uma uhlobo lokugula lukuvimbela ukubika siqu sakho, kodwa ifomu yelivu kumele isayindwe ilethwe kophethe zingakapheli izinsuku ezinhlanu emuva kosuku lokuqala ungaphumelelanga ukuza emsebenzini. Uma umsebenzi ehlulekile uku-

benzini. Uma umsebenzi ehlulekile ukuletha ifomu lokucela ilivu ngesikhathi kumele umsebenzi enze lokhu okulandelayo:-

Izinsuku ezimbili kulezi ezinhlanu eseziphelile kuzomela kube ilivu engakhokhelwa uma singekho isizathu esiqinile sokungalethi ifoma yesicelo selivu yokugula. Uma kuphele izinsuku ezintathu esagula kumele alethe incwadi kaDkt. egunyaza ukungaphili nokungalungeli ukusebenza. Kanti uma umsebenzi elethe ifomu lesicelo sokuthatha ilivu yokugula izikhathi zaze zambili esikhathini esincane (kungakapheli amasonto angu-8) kufanele alethe incwadi kadokotela noma-nga ugule usuku olulodwa. Ngokufinqa kunamanye amalivu okugula umanga seziphelile izinsuku ezingu 36 owabelwe zona uma ugula. Ukwazi kabanzi ngalezizinhlobo zelivu yokugula thintana namahhovisi ethu apha thelene nezindaba zabasebenzi.



ILIVU YOKWEBELETHA

Abasebenzi besimane abazithwele banelungelo yelivu yokwebeletha izinyanga ezine. Kodwa-ke kumele ithathwe kusukela emasontweni amane ngaphambi kokwebeletha ngaphandle uma kusho udokotela wakho.

ILIVU YOKUBHEKELA IZINKINGA

ZOMDENI WAKHO (njengokusholelwa nokugulelwa)

Abasebenzi bathola izinsuku ezintathu uma:-

- Owakwako ebelethile noma uma egula, noma untwana wakho.

Abese kuthi zibe wu-5 izinsuku uma ingane, owakwako noma ilungu nomndeni lishonile. Kanti ke kukhona nezinye izinhlobo zelivu kubaholi bezinhlangano yabasebenzi ezinsuku eziyishumi ngonyaka.

Esithombeni ngenhla:
uThulani Dlamini
ngenkathi echazela
abasebenzi ngelivu
yabasebenzi
bakahulumeni



INTUTHUKO ESIBHEDLELA



Esithombeni ngenhla: Ubuxakaxaka obungaphakathi komshini wokuphehla umoya.

Kuyinjabulo ukuthula intuthuko eyenzeka esibhedlela. Kuningi osekwenzekile ukuthuthukisa isibhedlela i-St. Apollinaris. Kokunye kubalwa ukwakiwa kwezindlu ezizohlala

abasebenzi ezisemaphethelweni manje kanye nomshini wokuphehla umoya emkhathini (Oxygen generating Machine) wonake uzosiza ukukhiqiza umoya ohlanzekile nonikwa

iziguli ezingakwazi ukuziphefumulela. Lokhu kozonciphisa ukuthengwa kwama-Oxygen cylinders. Kanti indaba ixoxeka kahle ngezithombe ezingenzansi.



Esithombeni ngenhla: Isiphehla moya (Oxygen generating machine) esebenzisa ubucwepheshe bobuxakaxaka ukunika iziguli ezingakwazi ukuziphefumulela umoya.



Esithombeni ngenhla: ingaphakathi lendlu esesithombeni ngaphesheya.



Esithombeni ngenhla: Enye yezindlu ezimbili eseqedelwa ukwakiwa ezizohlala abasebenzi besibhedlela.

Amakhaza abeshubisa umkatsha ngomgqibelo

Bekumhlophe qhwa iqhwa ngomgqibelo, mhlaka 20 kuSeptemba 2008. Ngenkathi kukhithika iqhwa emini kabha. Nakuba nokhu kuyinjwayelo kumphakathi owakhele isibhedlela yize-ke bekungokuqala ukuthi likhithike ngalesisikhathi sonyaka. Lokhu kuwubufakazi balokho esimane sikuzwa emsakazweni nakumabonakude ngokufundumala komhlaba –global warming. Kanti akukho monakalo ongako obangelwe yiqhwa esibhedlela nomake kunemibiko yokuwa kwezihlahla ezindaweni ezakhele isibhedlela.



Esithombeni ngenhla: Yizindlu zabasebenzi ebezimhlophe yiqhwa



Esithombeni ngenhla: Yingezikhathi zasemini ngomgqibelo, likhithika iqhwa ngesikhulu isivivini.

SIYABAMUKELA BONKE ABASEBENZI ABASHA

				
Nksz. P.M.N Dlamini Food Service Manager	Nksz. B.B. Gebashe Professional Nurse	Nksz. L.B. Mkhithi Professional Nurse	Mnuz. M.N. Chule Professional Nurse	Nkz S.E. Dlamini Snr Social Worker
		<p>← Ngaphesheya : uNksz. N. Mkhize (OMT Intern) Ngaphesheya → uDkt. Mitewu-Kabongo (Principal Medical Officer) ongakwesokudla kanye noNkk. N.O. Ngcongco (Professional Nurse).</p>		
Nkk. N.M Hlophe –Snr HR Practitioner				



“Hlala unamanzi eduze kwakho, okungenani phuza uhafu wenkomishi njalo ngemuva kwemizuzu engu 15.”

Zivikele elangeni kulelihlobo!

Ihlobo seliphinde langena futhi, sesifikile isikhathi sokuveza imizimba ebesiyigqumile kulobubusika, mihle yini pho! kodwa uthi bewazi nje ukuthi uma amazinga okushisa engaphezu kuka 35° C kumele siwuvikele umzimba wethu ukuze singashiswa ilanga, okungaze kuholele ekutheni sibe nomdla-vuza wesikhumba.

Kulabo abasebenza ngaphandle kubalulekile ukuthi baqikelele lokhu okulandelayo.

- Imisebenzi eselangeni mayenziwe ekuseni ilanga lingakaphakami.
- Uma ilanga seliphakeme, qinisekisa ukuthi awubhekene nalo ngqo.
- Hlala unamanzi eduze kwakho, okungenani phuza uhafu wenkomishi njalo ngemuva kwemizuzu engu 15.
- Gqoka isigqoko sokuvikela ilanga kanye nezingubo ezilula.
- Qikelela, uma uzwa ukuthi ukushisa kungaphezu kwamandla, phumula endaweni epholile.

Okungenziwa ngo ngophethe abasebenzi

- Nikeza imisebenzi elula (less physical) uma ilanga selishisa kakhulu,
- Noma uhlelele abasebenzi ukushitsha indawo yokusebenza i.e uma ilanga selishisa kakhulu basebenze endaweni epholile (job rotation).

Uma usebenza ngaphakathi ikakhulukazi kuma park homes qinisekisa ukuthi amafasitela kanye neziphehla moya (air-conditioners) zivuliwe ngokwezinga elikulungele, kwazise amapark homes ayashisa kakhulu ehlobo.

Imizimba yethu iyakwazi ukumelana namazinga akahle okushisa, isibonelo, uyajuluka ukuze umzimba uphole,

kodwa uma sekwedlulele, kungaba nalemiphumela:

- **Ukuqubuka kwesikhumba (Heat rash)** – lokhu kubangelwa ukujuluka okugcina sekuvale iziqu zoboya .
- **Amajaqamba (Heat cramps)** – abangwa ukulahlekelwa kakhulu amanzi nosawoti osemzimbeni ngenkathi ujuluka.
- **Ukukhathala okwedlulele (Heat exhaustion)**- lokhu kuyingozi, uphathwa ikhanda, isiyenzi, unxanwa kakhulu, ungasaboni nakahle.
- **Ukuquleka (Heat collapse) and Heat stroke** – uma ukushiselwa kwakho sekuze kwafika kulelizinga kumele uphuthunyiswe kodokotela

Ngakhoke zivikele, ukushisa kuyingozi!!

Kubhale uNksz. Nontuthuzelo Memela—Health and Safety Officer.



Quote of the Month

“Tenderness and kindness are not signs of weakness and despair, but manifestations of strength and resolution.” – Kahlil Gibran

Sibagcina kanjani abasebenzi bevikelekile futhi besempilweni

Kusuka kuqala inyanga ka-August 2008 umnyango ebhekele izimpilo zabobonke abasebenzi besibhedlela (Employee Health and Wellness) waphuma iqhina ufundisa abasebenzi ngezihloko ezithinta bona ngqo kungaba ngokwezempilo, ezemisebenzi, ukuxakeka emoyeni, ezezimali, njalo njalo.

Kanti njengoba uSeptemba uyinyanga yokuwashisa ngesifo senhliziyo. Nakhu okumele sikwazi:-

Sibangwa yini isifo senhliziyo

Miningi imithelela engabangela ekutheni umuntu abe nesifo senhliziyo. Eminye yemithethela ukukhula kwenani lamafuthi egazini okungababangela ukuvaleka kwemithambo. Lokukuvaleka kwemithambo noma ukuncipha kwayo yikho okudala isifo senhliziyo. Izindaba ezimnandi ukuthi ungakuvikela lokhu ngokudla ukudla okunempilo kanye nokushintsha indlela ophila ngayo, lokhu kuyosiza ukunciphisa amafutha egazini okuyoholela ekuncipheni kwamathuba okuphathwa yizifo eziphathelene

nenhliziyo.

Nakhu okubalulekile ukuvikela inhliziyo yakho:

Kumele:-

- Uyeke ukubhema uma ubhema.
- Ulandele uhlelo lokudla ukudla okunempilo.
- Uqikelele ubukhulu bomzimba wakho.
- Uma unesisu esikhulu noma unamafutha amaningi okhalo kungandisa amathuba esifo senhliziyo.
- Kanti ukuzivocavoca nokudla ukudla okunempilo kungayivikela inhliziyo yakho.
- Kubalulekile ukubona umtholampilo okungenani njalo emuva kwezinyanga ezinthathu ukuze uhlole ukuthi asikakuhlaseli yini lesisifo.

Bonke abasebenzi abafisa ukuhlolela izifo zenhliziyo bangavakashela umtholampilo yabasebenzi (Staff Clinic) noma yinini ngezikhathi zokusebenza.



Employee Health and Wellness Staff

Esithombeni ngenhla kusuka ngakwesinxele: UNksz. Nontuthuzelo Memela (Health and Safety Officer), UMnuz. Dan Ntuli (OHS Manager) kanye no-Nksz. Samke Mbandlwa (EAP Practitioner).



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“Silwa nezifo, silwa nobubha, sinika ithemba”

ISAZISO SOMPHAKATHI

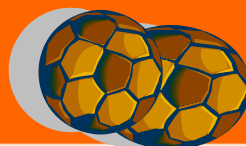
Umphakathi wonke osebenzisa isibhedlela uyaziswa ukuba kuyoba nocwaningo mhla zingu 20 KuSeptemba 2008. Kuyobe kucwaningwa ukuthi amakhasimende ethu ama isikhathi esingakanani elinde usizo. Kucelwa bonke abayobe beze esibhedlela ngalolusuku baluthathe njengosuku olujwayelekile futhi basizane nabacwaningi abayobe betshalwe isibhedlela sonke.

ISAZISO SABASEBENZI

Bonke abasebenzi bayaziswa ukuthi imiphumela yocwaningo mayelana nokunethezeka emsebenzini (Staff Satisfaction Survey) isiphumile, itholakala kwi-Notice Board esesangweni.

**Imibono, izikhalazo
kanye nezincomo
Kumukelekile**

LISENETHINI...



Mhla zingu 6 kuSeptemba ku2008 iqembu lebhola labasebenzi latholana phezulu neqembu lasesibhedlela iNorthdale Hospital kwachitheka izishebo. Njengenjwayelo isibhedlela iSt. Apollinaris sihlezi siphumelela. Cishe kukanye lapho iqembu lalapha ekhaya lathola imiphumela engemihlanga ngenkathi lidlala nesinye sezibhedlela igama laso eligodliwe esahamba sisinda ngoba sipike abadlali okubalwa noNozinti. Khona kunjalo sigijima ngamakhehla nezinsizwa bavoveka bancama. Kanti ozakwabo i-Northdale ayibanga naleyo nhlanhla sayibhaxabula ngegoli eqandeni.



Esithombeni ngenhla: UMzo Sosibo (ezingubeni ezimnyama) ebashayisa is'guqa ngamadolo' abafana basibhedlela iNorthdale Hospital (ezingubeni eziluhlaza).