



health

Department:
Health
PROVINCE OF KWAZULU-NATAL

UMGENI NEWS

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Staff Recognition & Award Ceremony

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Year End Message. From Nursing manager

Mrs. N.C. Zondi

Nelson Mandela, the first president of the democratic South Africa, reminds

us, "I have walked that long road to freedom. I have tried not to falter, I have made missteps along the way. But I have discovered the secret that after climbing a great hill, one only finds that there are many more hills to climb. I have taken a moment here to rest, to steal a view of the glorious vista that surrounds me, to look back on the distance I have come. But I can only rest for a moment, for with freedom come responsibilities, and I dare no linger, for my long walk is not ended"

"We have not arrived as yet, there are still many hills to climb"

After an exciting, challenging and eventful journey we have travelled in the year 2014 we can also rest for a moment to catch our breath, but continue with the journey. The year 2014 has been filled with various activities in all components of the institution. We saw the development of *Umgeni Hospital* Strategic Plan where we revisited our vision, mission and core values. We developed goals and objectives which have been and are still directing our activities.

As different components i.e. Nursing H.R., Systems and Finance we further developed Operational Plans which enabled us to concretize the strategic objectives of the institution. We worked, worshiped, served and even cried together as situations arose during the course of the year. We learned and grew from disappointments in our lives as well as rejoiced in the victories we achieved.

Thank you all for your contribution in walking this institution to be what it is, without your hard work we would not be where we are today. You confirmed the saying by Sharma "small little leadership acts really, will compound into breath taking consequences". We have not arrived as yet, there are still many hills to climb, therefore we must not linger on but just take a moment to draw your breath and let us begin the new year with renewed strength.

I would be very remiss if I omitted to convey my family's heartfelt appreciation for your unending support during the period of trial where I saw my mother's health deteriorating to the time when she rested in peace. May GOD bless you abundantly.

I would like to wish all of you a Merry Christmas and a prosperous 2015

Thank you

Mrs. N.C. Zondi



Staff Recognition & Award Ceremony

On the 23th of December 2014 The management of Umgeni Hospital realised the importance of rewarding staff for their excellence all through the year.

The event was to acknowledge the efforts of the employees towards the achievement of the vision and goals of Umgeni Hospital “ everyone likes to be recognized for the hard work that they do. An employee recognition award programme can create a positive work environment to boost morale and engagement”. Then the management decided that this exercise of choosing best employees should be done by their peers because they know what they are doing on a daily basis.

The criteria was:

- PERFORMANCE/PRODUCTIVITY
- GOING ABOVE THE CALL OF DUTY
- ATTITUDE

The event was honoured by the presence of the Hospital Board, dignitaries from Head Office and District office, Friends Of Umgeni and management from Ekuhlangeni Hospital. Secondly the event was a thanks giving to the Mighty Lord for safeguarding the employees all through the year.

Lots of challenges has been experienced by this institution and other institutions but the Lord has been on our side supporting the main vision of caring for mentally retarded patients. Since the year was started in a good spirit of praise it was also realised that it is important to thank the Almighty for his wonderful blessing of life. Pastor Hlela with his worship team praised the Lord with music and the word of God was shared.

Everyone could see on the employees faces that they were appreciating recognition especially those that received awards. Even to those that didn't receive awards, it was worth it to be recognized with their dedication.

To all the organisers of the event the management well appreciates your dedication and hard for making this day to be remarkable.



From left: N. Buthelezi (Principal Social Worker) receiving an award from L. Ntuli (Mental Review Board) as the best employee in Allied Professional's Department



From left: A. J. Xulu (Q.A. Manager Umgeni Hospital) assisting R. Munro (Umgungundlovu District Q.A. Manager) rewarding M.H. Mathobela (centre) for obtaining 100% in Q.A. Audit



Centre : L. Ntuli awarding a trophy to R. Chirwa (left) and E.S. Mgwaba (right) as best employees in H.R. Department

Staff Recognition & Award Ceremony Pictures



From left: Mr. Senjaveraj (chairperson Hospital Board) awarding Mr. M.A. Mchunu for working at Umgeni Hospital until he retired



From left: A. Xulu (QA Manager Umgeni Hospital), Sr C.K. Zondi & Sr Mshengu (both from Ekuhlengeni Hospital Ekuhlengeni Hospital) , N.C. Zondi (Nursing Manager Umgeni Hospital) and Miss. B. Bhengu (Ekuhlengeni Hospital) Ekuhlengeni Hospital



Systems Heads Of Sections with the trophies and the certificates that were awarded to their departments during the event

Celebration for International Hand Hygiene

Infection Prevention & Control at Umgeni Hospital celebrated International Hand Hygiene day on 15th October 2014 by running a Hand Hygiene Campaign between 13-17 October 2014. The activities commenced with a Hand-washing audit in which clinical and non clinical managers and staff were assessed in 12 step Hand washing technique.

All wards and sections were invited to participate in a Hand-washing Poster competition, which produced creative results from artistic abilities and dynamic insights into hand hygiene.

An in-service training programme on the 16 October 2014 began with an informative presentation by the Physiotherapist (C Jordaan) of the basic anatomy and functions of hands. A thought provoking presentation "Hands, Helpful or Harmful?" was presented by Dr. Nwokedi, and Sr Manser (IPC) refreshed the standards for Hand-washing points, the 5 Moments of Hand Hygiene and the 12 step hand-washing Technique. This was followed by a presentation on Personal Protective Equipment (Gloves), and a reminder of the importance of Hand Care. Participants then had opportunity to care for each other, massaging each others hands which generated giggles, and then appreciation!

As the final item in the programme, Occupational Therapist (J Dunn) facilitated a Handcraft activity, where each participant made a finger puppet which had to be given a name and introduced to the group at the end of the session.

The objectives for this campaign was: To create awareness of hand-washing, to promote teamwork, to learn, to have fun and to promote change fostering better hand hygiene habits was achieved.

The campaign was concluded with a prize giving. Congratulations to the winners:

100% for audit (hand-washing technique) Ward 6, Pharmacy and Laundry.

Best Ward Poster – Ward 1. Best section poster – Pharmacy. Special award for Teamwork and resourcefulness – Dialberton Private Cleaning Service Provider.

Many thanks to all the participants and presenters – as one poster said "infection control is in your hands".

Learning and growing together for better health.... IPC @ Umgeni

Article submitted : Sr S. Manser (IPC Practitioner)

CHRISTMAS PARTY

Community Chest has continued with their mission statement “raising and distributing funds and providing services in a professional and efficient manner , to organisations engaged in meeting the welfare, Education, Health and income generation needs of the community”.

To achieve their mission statement , they organised a Christmas Party for children with special needs. The event was on 05 of December 2014 at Golden Horse Casino (infields). The message for the event was “ To bring Ability to Disability”.

Umgeni Hospital, having patients with special needs were also invited to the event. The day was filled with happiness for 13 Mental Health Care User's (MHCU's) who attended. They had a treat of their lifetime just for being at the Golden Horse Casino and it was also wonderful for them to interact with other children with special needs.



Children from various institutions showcased their talents. The Unforgettables (Instrumental Band from Umgeni Hospital), as their name says it all were there to entertain the crowd with their talent. People were entertained with instrumental music.

Gifts were handed over by father Christmas, the kids were so happy welcoming Father Christmas. It was indeed that, a disabled child smiled this Christmas with love and support from community Chest.

The management of Umgeni Hospital would like to thank Community Chest for bringing smile to our User's. May all the staff from this organisation be



Father Christmas on their arrival with gifts



Mental Health Care User's and staff after the event

FAREWELL PARTY FOR OUR SYSTEMS MANAGER:

Mr. S.A. NCOBELA



Mr. S.A. Ncobela with his son

On the 16th of October 2014 a gathering was arranged to bid farewell to Mr. S.A. Ncobela. One of his former colleagues said “He was a good manager able to blend into the background, changing small things here and there to great effect”. He was respectful, knew the tricks to motivate people, encourages employees to be honest then take actions based upon what he tells them. Mr. Ncobela was a kind of man who will appreciate and make everyone feel good. He can have a private chat with a positive

impact on morale, resulting in more self-motivation.



Mrs. R. Paladh welcoming Mr. S.A. Ncobela on his arrival

On the day of the event Mr L. Govindsamy being a Programme Director gave all colleagues a platform to share words with Mr. Ncobela.

Diaberton (private cleaning service company) representative Mr Ngubane also gave a speech on-behalf of their management and employees mentioning their good working relationship with Mr. Ncobela as he was a Head of Systems Department. In conclusion of his speech he handed a gift saying “ we are thankful to have someone like you in our lives who treated us well, you were like a father to us all, sikufisela inhlanhla uNkulunkulu akubusise”

Ms. B. Govender handed a gift on-behalf of Umgeni Hospital employees “thank you for being such a good role model, for the standard that you set within the Systems Department, we wish you all the best and we will surely miss you”.

Mr Ncobela thanked Programme Director for an opportunity to respond. He greeted everyone and thanked for a well organised event and said “it is of high standard”.

Working as a team in Systems Department made things easy, we could learn from one another and come up with solutions that all will benefit. In his closing he performed Zulu dance showing his appreciation.

He thanked everyone for such a well organised event.



Ms B. Govender. handing over a gift to Mr. Ncobela from the staff of Umgeni Hospital

Pictures for Farewell Party



Mr. S.A. Ncobela delivering the speech



N.W. Ndebele doing a traditional dance showing happiness during the event



Audience can show with their participation that they enjoying to be in an event

“He was a good manager, able to blend into the background, changing small things here and there to great effect”.



It was his special day indeed: the lady has to dish for him

More pictures on the next page

ADULT EDUCATION & TRAINING EVENT

Umgungundlovu District took an initiative of organising an event for all employees that enrolled in an Adult Education & Training (AET) programme which was formally known as Adult Basic Education & Training (ABET) at Umgungundlovu District . The event was held at Greys Hospital on 21 of October 2014. It was the first time at this district to have such an event. The purpose was to recognize AET students for their accomplishments which sometimes are not recognizable at Provincial Annual Event. AET students from each health institution at uMgungundlovu District together with facilitators and Skills Development Practitioners attended the event.

The theme of the event was : **IF YOU CAN DREAM IT, YOU CAN ACHIEVE IT!**. The honoured guests for the day were uMgungundlovu District H.R Manager (Mr Ntshingila) delegates from Further Education & Training (FET), Department of Education: Mrs B. Makhaye, Department of Health Mr Mthethwa , E.V Ngubane (motivational speaker) and Mrs Mthembu (Office of the Premier).

When the ABET programme was introduced in 2005 for the province of Kwa- Zulu Natal millions of employees enrolled and then in 2009 the curriculum was broadened so that staff can get certificates in different trades. In 2009 the programme was named Adult Education and Training after the re- search that was conducted because the programme was not only focusing on basic education since some of the employees obtained skills and were trained.

Mr E.V Ngubane a motivational speaker for the event mentioned that we all want to be successful but we don't know the stepping stones.

STEPPING STONES:

1. *Commitment:* To be successful in life, one needs to be committed and then you will excel in your field, excellent and success goes hand in hand
2. *Attitude:* The way people behave leads to their success no matter how life is, as long as there is life problems will exist but attitude is the greatest barrier to success.
3. *Planning:* Mr Ngubane encouraged audience about planning, he said it is important to plan before you try anything, proper planning prevent poor planning.



Adult Education & Training Students after the event



Mr. D.D. Ngidi

Human Resource Manager

Dear All

As an outgoing Human Resource Manager at *Umgeni Hospital*, I would like to highlight the challenges and achievements.

Before I elaborate on challenges and achievements let me first thank the Senior Management of *Umgeni Hospital* for the support I received from them.

Mr. M. Green (acting CEO) and N.C. Zondi (nursing manager), I sincerely thank you for the support, direction and guidance that you have shown to me. I would be very unappreciative if I don't thank the staff for support and cooperation.

I joined *Umgeni Hospital* from 02 January 2013 to 31 December 2014. In my short stay at this institution I have managed to work efficiently with limited resources and meeting targets within a specified time frame.

The overall obstacles that I encountered as H.R. Manager :

High rate of absenteeism, late coming to work, long lunch breaks, limited budget which led us to be unable to fill in the critical posts e.g. Employee Wellness Practitioner (EWP), Speech Therapy as well as H.R Officer: HRD

Achievements that we obtained as the team:

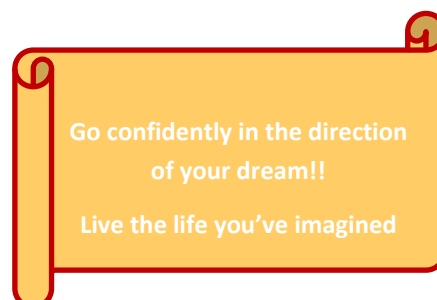
The management of *Umgeni Hospital* together with Organised Labour have worked tirelessly to overcome the above mention problems/challenges. Organised labour have been cooperative in all facet of management to ensure effective and efficient management of human resource within the hospital and that had produced fruitful results for the institution.

Filling of critical posts e.g. two Medical Officers, two Assistant Nurse Managers, Quality Assurance Practitioner, Systems Manager, Operational Manager Nursing and other staff categories within the institution. Effective implementation of Employee Health and Wellness Program. Developing and implementation of Human Resource Operational Plan.

At the end of 2014 I will proudly leave my working place with a mark behind which will be a sign of my contribution in making life better for all employees of *Umgeni Hospital*.

Thank you

Mr. D.D. Ngidi :Human Resource Manager



Christmas at Umgeni

Christmas is a highlight on our Mental Health Care User's (MHCUs) calendar, with 2014 being no exception. This year three events were held for MHCUs including a Nativity Play, Christmas Lunch and a Christmas Disco.



From left: nurse dancing with MHCU during Christmas dance

The Nativity Play is acted by MHCUs and watched by volunteers, staff and other MHCUs from the hospital. This year the play was a great success and MHCUs enjoyed singing carols, dancing to the music and eating donuts and other snacks.

The Christmas lunch was a day of great spoils.

120 MHCUs attended the lunch each receiving lunch, cool drinks, snacks and fruit and custard for pudding. After the party, every MHCU in the hospital were treated to an individualized gift. Each gift was delivered in a material bag with the MHCUs name inscribed on the bag as well as a Christmas hat. A big thank you must be given to the staff of the Occupational Therapy Department as well as many volunteers who tirelessly sewed and painted 360 Christmas hats and bags for every MHCU.

Pictures for Nativity Play



The Christmas Disco is an exciting event for every MHCU as it is one of the few opportunities these individuals have to attend a night time event. The unrelenting rain did not stop the 100 MHCUs from attending and dancing the night away. A DJ was hired to provide the music and staff worked hard providing every MHCU with a hamburger, chips and pudding. A lovely time was had by staff and MHCUs.

Article submitted: J. Dunn (Head of Occupational Therapy Department)



Road Safety Tips for the Festive Season

- Obey the rules of the road and carry your driver's license with you.
- Plan the route to your holiday destination and allow yourself enough time to reach the destination
- Make sure that your vehicle is in a roadworthy condition before departure. All lights and indicators, windscreens, windscreen wipers, brakes, steering, shock absorbers, exhaust system and tyres should be carefully examined for faults.
- Do not overload.
- Try to avoid driving after dark if possible.
- Have a good rest before you embark on your journey
- Take safety breaks every 2 hours or 200km. Rest, have an energy drink and continue once well rested.
- Do not drink and drive
- Try to recognize potentially dangerous drivers on and pedestrians alongside the road and keep well clear of them
- Be visible – drive with your lights on
- Headlights should be dipped well before an approaching vehicle is within range of the main beam.
- Always wear your seat belt and see that everyone in the car is wearing theirs.
- Drive defensively
- Stay within the speed limit at all times
- Only overtake when it is absolutely safe to do so
- Maintain at least a 2 second following distance - this distance should be increased at night, in foggy or rainy conditions and when the road is wet.
- Expect others not to be as obedient to the law as yourself
- Avoid distractions on the road such as texting, conversations on cellular phones etc.
- Be courteous towards fellow road users - keep your temper and resist the temptation to retaliate
- Know your emergency numbers

Safety Advice for pedestrians should include the following:

- Always obeying road signs and traffic lights (robots).
- Encouraging the wearing of lightly coloured and high visibility, reflective clothing.
- Not walking in the road but on the pavement. If there is no pavement, walk as near to the edge as possible, facing the oncoming traffic.
- Avoiding roads at all times when intoxicated.
- When crossing the road and there is a pedestrian bridge, use it, even if it means walking further.
- Never cross the road without looking both ways, and check that there is no traffic before crossing the road.
- Never assume that you have been seen – many disturbances might attract the attention of the motorist, including a low sun in the early morning or late afternoon.
- Be wary. Most drivers are nice people, but don't count on them paying attention.

Safety Tips from Arrive Alive Webpage

