



health

Department:
Health
PROVINCE OF KWAZULU-NATAL

UMGENI HOSPITAL

UMGENI

NEWS

STAY INFORMED

April 2019 – September 2019

FROM THE CEO'S DESK

Greetings to all our readers and thank you for showing interest in reading Umgeni Hospital Newsletter. In the last financial year 2018/2019 the facility achieved a lot through the leadership of the Department's Management as well as the local Senior Management. We sent through a number of submissions more staff, clothing for Mental Health Care User's (MHCU), emergency medical equipment and the upgrade of infrastructure (wards and external surroundings i.e. walkways). The majority of these requests were duly considered and approved. We are truly grateful for this leadership and support.

We also obtained 3rd position for the **first time** at the MEC Annual Service Excellence Awards (MASEA) for the Category of National Core Standards (Specialised Psychiatric Hospitals).

The Hospital Board was appointed and is fully functional, working together with Management in taking this facility to greater heights.

Our continued partnership with Friends of Umgeni (FoU) as an external stakeholder is deeply appreciated. It is a partnership that has contributed immensely towards the provision of extra necessities for MHCU's e.g. Royal Show outing, valentines celebration, spring dance and a number of stimulating programmes for our Users.

The Department of Agriculture and Rural Development has also been onboard with the removal of alien trees along the hospital perimeter fence and in hospital staff residences which made the hospital significantly visible to the community. The public road signage to Umgeni Hospital has also been installed; contributing to public accessibility.

Once again I would like to thank Management, Clinicians, all staff, internal and external stakeholders for providing care and support to MHCU's and contributing positively towards service delivery.



NEWLY APPOINTED
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FIGHTING DISEASE, FIGHTING POVERTY, GIVING HOPE



MR. E.S. MGWABA (ASSISTANT DIRECTOR: HUMAN RESOURCE MANAGEMENT)

INTERVIEW WITH THE NEWLY APPOINTED ASSISTANT DIRECTOR: HUMAN RESOURCE MANAGEMENT: UMGENI HOSPITAL

Public Relations Officer (PRO): Good morning Mr. Mgwaba

Mr. Mgwaba: Good morning Ms Mazwana

PRO: Thank you for availing yourself for this brief interview.

Mr. Mgwaba: I appreciate the opportunity.

PRO: Tell our readers about yourself

Mr. Mgwaba: I'm a married man who loves his family and knows that a man is the head of the household and is required to be a provider for the family at all times. I believe in supporting my family to fulfill their goals in life. I also believe that change in our society starts from the family.

"I have been a Chief Human Resource Officer for 11 years "

PRO: You were appointed to the post of Assistant Director Human Resource Management on April 2019; how do you feel? 15

Mr. Mgwaba: I am delighted to offer my services in this position; it was a dream come true. I believe that acting as a Human Resource Manager prepared me for the post. I have been a Chief Human Resource Officer for 11 years and there was no Human Resource Manager post until 01 January 2011. I was responsible for the Human Resources Management component, and that is when I gained exposure in terms of leading the component.

I share the same sentiments as the first democratic President of South Africa: Dr Nelson Rolihlahla Mandela in his quote "Education is the most powerful weapon that one can use to conquer the world" my success is based on a personal investment in education.

PRO: What are your plans in ensuring that your component is effective and efficient?

Mr. Mgwaba: I want to coordinate all H.R. sub-components to function as a one unit which will enhance service delivery to all our clients.

The Chief Executive Officer (Miss Ndlovu) officially welcomed Mr. Mgwaba during an Executive Management Meeting. "Thank you for acting and taking the responsibility to lead the component. The Management of this facility will continue to support and anchor you as you beginning this new journey." said Miss Ndlovu.

Community Outreach

Umgeni Hospital was part of a Career Guidance Day at Cosmo Primary School, a local school in the Howick West area on 04 September 2019. Our role as Umgeni Hospital on the day, was to give a brief overview of different careers in health services and in the medical field. Much excitement was displayed by the learners as it was their first time being exposed to this kind of information.

Presentations were done by Clinicians; i.e. Physiotherapy, Pharmacy, Nursing and Social Work. In order to determine whether learners really understood what had been shared with them, presenters asked questions. From their responses, it was clear that learners had understood the information presented to them; i.e. requirements in order to enroll for study in different fields and the related job opportunities thereafter.

“To us as health professionals it was a fulfilling experience as we appreciated the responses and interest into our careers” said Sister A.P.V. Govindsamy.



Miss.S. Qoma educating learners about physiotherapy career



Umgeni Hospital staff with learners after presentation

DOEK FRIDAYS DURING WOMEN'S MONTH

Fridays during the month of August are widely known as Doek Friday's. Women across the country wear headscarves on Fridays as a tribute to the thousands of women who marched to the Union Buildings on 9 August 1956 in protest against the extension of Pass Laws to women. This historic march was a turning point in the role of women in the struggle for freedom and in the society at large. This significance of Women's Month (August) is understood and appreciated by all women at Umgeni Hospital.

Taking part in this commemoration, by wearing a Doek on Fridays, was a sign from the women at Umgeni Hospital that they acknowledge and appreciate the big stance taken by the women of South Africa in August of 1956. The struggle for gender equality that began in 1956 has contributed immensely to the lives of women at Umgeni Hospital whose wish is mainly to inspire and unlock the strength within them; motivating each other to make a difference at work, at home, in our communities and in our country at large.

On the last Friday (30 August 2019) there was a photo shoot in closure of women's month. Of course, the love, the beauty, the inspiration, is not to be confined to the month of August but it is to continue throughout the year even to the generations to come.



Ladies of Umgeni Hospital supporting the initiative of women who fought for South African women to be liberated on oppression

Newly Appointed Hospital Board

The former Hospital Board led by Miss. Takalo was commended by the former MEC for Health Dr. S. Dhlomo at the event that was at Inkosi Albert Luthuli Hospital on the 5th April 2019. That team had served the facility for two consecutive terms (6 years). This was a sign of commitment towards patient care and service delivery to the people of KwaZulu Natal.

The newly appointed board comprises of a number of experienced and respected professionals and members of the community. The members come from sectors such as: health, education, law, municipal administration, private sector as well as retirees from different fields.

The portfolios are as follows: Chairperson (Mr. C. Khoza), Deputy Chairperson (Mr. T. Mchunu) and Treasurer (Mrs. Z. Dlamini). At the first Hospital Board Meeting it was clear that the members of the board were eager serve the community as a link between the community and the KZN Department of Health.

The Management has also committed to work with the Board in governing the institution towards satisfactory service delivery to all Users and the community that surrounds it.



Mr. Khoza: Chairperson



Mr. Mchunu: Deputy Chairperson



Cllr Dlamini: Treasurer



Mrs. Govindsamy



Pastor Mpanza



Mrs. Mfeka



Mr. Mthethwa



Mr. Sithole

Friends of Umgeni Initiatives

Friends of Umgeni was established over 45 years ago, for the sole purpose of serving the needs of the Umgeni Specialised Psychiatric Hospital patients, which it still does to this day.

It is a registered Non Profit Organisation and in a process of applying for Public Benefit Organisation accreditation.

Over the years Friends of Umgeni have assisted Umgeni Hospital patients in various ways including but not limited to the list below:

Sponsoring annual events and outings like, Valentine's Day, Easter Function, Midmar Outing, Crafty Duck Outing, Royal Exhibition Show Outing, Christmas Party, Christmas Dance, Nativity Play, Spring Dance and Musical events. Other activities include updating the plaques in the garden of remembrance, providing x16 large screen TV's for the wards, decorating the wards with mobiles and wall posters, upgrading wards by painting the walls, repairing and painting the ceilings, replacing the broken window panes, supplying and fitting curtains in various wards, providing gifts for all the patients, providing Madiba Buggies Wheelchairs for the younger patients and brightening various areas with flowers.

Friends of Umgeni is proud of what has been achieved over the years and will continue with fundraising efforts and other activities to provide that little extra for the special patients residing at Umgeni Hospital.

We believe it is important for the Hospital Board, Hospital Management and Friends of Umgeni to work as a team in the interest of the patients.

Motto: *Because someone cared, someone did something, a child smiled and was comforted*

Article Submitted by:

Mr. Carl Habermann

(Friends of Umgeni: Chairperson)



2019 Valentines Day Celebration : Ward 7 Mental Health Care User's



Royal Show Outing at the Agriculture Section

Community Outreach for Health Services

Umgeni Hospital is a Specialised Psychiatric Hospital, which as a public health facility, is expected to contribute to the fight against the burden of disease through outreach programmes. The facility offered health services to 105 people from three companies, namely: Riblore Forestry, SOS Contractors and SAPPI Ltd during these companies' Global Safety Awareness Day. These services included talks on HIV/Aids Voluntary Counselling and Testing, TB Screening, Blood Pressure & Blood Sugar Screening.

Appreciation Note

On behalf of Riblore Forestry, SOS Contractors and Sappi Ltd, we would like to say a very big thank you to the team that came out to provide Wellness Services to our staff on Friday 14/06/2019 at our Global Safety Awareness Day. Even though it was a last minute scheduled event, your team surpassed our expectations and arrived on time and were ready for us.

Next time we promise to plan and coordinate the function better.

Once again thank you.

Please pass on message to the rest of the team.

Kind regards

Geraldine Govindsamy (Safety, Health, Environmental, Quality Personnel)

On Thu, 13 Jun 2019, 15:18 Geraldine Govindsamy, safety.riblore@gmail.com



Staff members listening attentively during educational talk



U

mgeni Hospital infrastructure and buildings were in dire need of revitalization. This is because the buildings were built decades ago and the infrastructure has been progressively aging. The condition of buildings/ infrastructure has been a concern to the facility Management and numerous submissions were made to Head Office requesting funding to make the necessary changes. During the 2018/19 financial year some of the projects were approved, and this contributed to an improved service towards patients and morale for staff. These projects have also contributed to making wards pleasant for the Mental Health Care User's considering that these are long-term patients as we hardly ever have discharges.

The projects that were approved were as follows:

- Dilapidated gutters were replaced with new aluminum gutters and down pipes at the main kitchen;
- New built-in cupboards were put up for x7 wards;
- Ward kitchens and passages were painted;
- Wards D1 and D2 were painted; and
- Roof sheeting were replaced and wooden poles replaced with galvanized poles along hospital walkways.



Before



After

WARD KITCHEN UPGRADES



Before



After

PAINTING OF WALLS



Before



After

ROOF SHEETING



Before



After

EARLY RETIREMENT

APPLICATION FOR EARLY RETIREMENT WITHOUT REDUCTION OF PENSION BENEFITS 16(6) OF THE PUBLIC SERVICE ACT OF 1994

Applications for early retirement are open with effect from 1 April 2019 to 30 September 2019. (timeframe) **of application/closing date**

In the case of an employee who will reach the age of 55 years in March 2021, for example, and wishes to apply for early retirement should submit her/his application by 31/08/2019.

Please note that no application for early retirement will be accepted after the due date.

WHO QUALIFIES TO APPLY FOR EARLY RETIREMENT WITHOUT REDUCTION OF PENSION BENEFIT?

You should be between ages of 55 to under the age of 60 years of age.

APPLICABILITY OF TIMEFRAME

To apply for early retirement (ER) without reduction of pension benefits from 01 April 2019 to 31 March 2021.

The application for early retirement without penalty forms are available in the Human Resources Management Offices. The form to complete an application called ERWRPB/**001/2019**.

The application for early retirement is subject to approval as this exercise is not intended to create skills deficit in the public service.

PURPOSE

Public Service Departments have over the past few years, received ongoing request for early retirement from employees wanting to leave the system voluntarily. Now the ER provisions under section 16 (6) of the PSA is now available to address the wish of those who intend to exit the Public Service without penalty.

In terms of the Public Service Act section 16(6) , the normal retirement age of employees is 60 years, and such employees will, on retirement retire with no penalties. Approval has been made to grant early retirement without penalty.

Article Submitted by: **Mr. ES Mgwaba**

Assistant Director: Human Resource Management

FAREWELL TO ASSISTANT DIRECTOR: SYSTEMS MANAGER

“Systems have achieved a lot for customer care (during his leadership): we wish you all the best make sure you keep the standard you have set at Umgeni Hospital” said Mr. Govindsamy when he was delivering a speech at Mr. Ngcobo’s farewell function.. The function was held on 27 August 2019; and the staff and Management of the hospital honoured the “man of the moment” for his service while at Umgeni.

Mr. Zuma (Chief Artisan) articulated that Mr. Ngcobo had been a father-figure to them as middle managers in the systems component and they had learnt a lot from his leadership. Mr. Zuma said “make sure you do the best at Inkosi Albert Luthuli; as you have done at this facility”.

A number of staff members gave their sentiments about him, mentioning that mostly how he used to encourage them to be dedicated to their work; with his infamous “hashtag” phrase: “**comply and complain later**”. Mr Ngcobo was also known to be a great motivator when it came to continuous learning and career advancement.

Miss Ndlovu, the CEO, shared the same sentiments that the staff has encountered with Mr. Ngcobo mentioning that the leader he had been is manifested in the unity among the staff in the Systems Component. She stated that Mr Ngcobo had contributed a lot towards servicing patients with courtesy and dignity through systems services; i.e. laundry, food services, security services—which were led by him.

Response from Mr. Ngcobo:

“I started work as a Security Guard, but the commitment in me helped me to maintain my commitment towards achieving my goals. The experience I have attained in working in different KZN Health facilities has equipped me in climbing the ladder to where I am now.” said Mr. Ngcobo.



Nursing Management Component handing over a gift



Systems Department: Component Supervisors and staff

PROVINCIAL SPORTS GALA EVENT

The KwaZulu-Natal Provincial Sports Gala Coordinating Committee (PSGCC) organised the 8th annual mental illness awareness month celebration on the 17 July 2019. The event is for all psychiatric hospitals (x6) in KwaZulu– Natal namely: Umgeni, Townhill, Fort Napier, Madadeni, uMzimkhulu and Ekuhlengeni. These facilities competed in sport and Umgeni Hospital were the hosting facility for this year.

The aim of the event was as follows:

- Minimisation of social stigma associated with mental illness.
- Mental Health Care User's (MHCUs) showcasing the talents regardless of the intelligence.
- Mainstreaming MHCUs to participate in public activities.
- Coordination and rehabilitation amongst KZN psychiatric hospitals through sports and recreational activities for benefit and interest of MHCUs.

As the years unfold the event has been accomplishing a lot with regards to User stimulation as this is a management's fundamental goal. The organisers of the event from all facilities have the courage to stand firm on what they believe in; the commitment shown by organisers being the custodians of MHCUs in sports is overwhelming. The Provincial Sports Gala Committee would like to thank the management of facilities involved for showing confidence in them and the support towards planning for the event.



Provincial Sports Gala Committee (organising team) before the games started.



Umgeni Hospital Band Members

Umgeni Hospital Netball Team the District Champions!!!!

The Employee Wellness Programme is a critical tool utilized by the Employer to ensure employee wellbeing and ultimately satisfactory productivity. The KwaZulu-Natal Health Department has over the years, been intentional about strengthening this programme at a Provincial level, filtering down to Districts, local Hospitals and Community Health Care Centres. The Management of Umgeni Hospital has been no different in this regard; and in its support for the programme, has allowed staff to participate in the District Wellness activities—some of which include the soccer and netball leagues as well as the annual sports tournaments.

The hospital netball team has been known over the years for its competitiveness; this is proven with their results during the uMgungundlovu District tournaments. The tournament for the current year was held on 13 September 2019 at the Howick Sports Grounds. This tournament involved all facilities within uMgungundlovu District. The event is highly competitive but is, at its core, a wellness initiative!

It goes without saying that the dedication and hard work in preparation for the tournament, ultimately paid off for the team. Umgeni Hospital netball team once again obtained **position 1**; defeating Greys' Hospital by 11-9 during an intense final! The team has consistently remained champions of this District tournament for five (5) consecutive years.

The girls have made Management proud and have verbalized their appreciation for the immense support and encouragement they receive from Managers, particularly the CEO.



Netball team during the 2019 District tournament

“We have a very unique Management, that takes time off their busy schedules when we have tournaments, to at least watch one game and cheer us on. It never goes unnoticed... It’s a humbling experience.” says the Captain Thuli Ngobese.

As the league continues Management wishes to encourage both netball and soccer teams to continue their commitment in sport and to fill the trophy cabinet.

“Participating and giving your best is an identity of a true and best sportsperson” Kavya

Umgeni Hospital team: champions for uMgungundlovu District Tournament



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