

# COSH.ACTION.MAGAZINE

P/Bag x 502, Tugela Ferry, 3010 Tel—033 493 0004 Fax—033 493 0828 Wwww.kznhealth.gov.za/coshospital.htm

## COSH EAP IS UP AND RUNNING!!!!

### Meet EAP Practitioners—Info on page 2-3



**Mrs Zamisile Mabaso**  
College ext 3083



**Mrs Kholeka Mbolekwa**  
OHS  
Ext 3125

“Be glued on the notice boards for information on the Launch and Presentations. Don't hesitate to call practitioners if you need help”



**Mrs Khompi Khoza**  
ARV Clinic  
Ext 3117



**Mrs Brenda Dumakude**  
Maternity Ward  
Ext 3077

Photo of Mrs Nompilo Sithole who is a practitioner will be shown in the next of issue of our magazine

# Iyini I Employee Assistant Programme

Utshwala, Izisakamiza, Ingcindezi, ezezimali, ezobudlelwano, ezasemshadweni, ezomthethe, ukuxhumala, igciwane lengculazi nesandulela nezinye izifo, inhlekelele nokunye????????

Ingabe lezinkinga ziyakuphazamisa emsebenzini? Woza kwa EAP sikhonela ukukusiza. Khetha ofisa ukukhuluma naye ekhasini lokuqala

## OKUMELE UKWAZI

- Ukungena kuloluhlelo akuphogelelwa futhi akukhinyabezi ukuqashwa komsebenzi noma ukubhekelelwa, ukukhushulwa emsebenzini
- Akusilona oluqondisa izigwegwe
- Abasebenzi banelungelo lokunqaba usizo noma izeluleko zabaqhubi baloluhlelo

## IYINI I EMPLOYEE ASSISTANCE PROGRAMME (EAP)

Lolu lwakhelwe ukulekelela ekutholeni inkinga nesixazululo ezikhubanza izinga lokusebenza komsebenzi. Niningi izinkinga ezikhungaba nomthelela ongemuhle kumsebenzi okungathi uma zingasukunyelwa zishiye umonakalo empilweni nasekudlaleni kanye singabala nje ezempilo emzimbeni, ezasemshadweni, ezomndeni, ezezimali, ezophuzo, ezezidakamizwa, ezamacala, ezomphefumulo, ezokukhandleka nengcindezi, kanye nezinye eziqondene nalowo muntu (personal problems), ezingaba nomthelela emfuthweni, ekuzinikeleni kwesisebenzi emsebenzini.

## IZINJONGO

- ukunikeza usizo nezaluleko kubasebenzi nemindeni yabo, ezingagwema izinkinga ezingathunaza izinga lo khubaza umfutho nobuchule bokwenza umsebenzi okulindelwe, ngaleyondlela bese kuba sengcupheni ukuqashwa okuqhubekayo kwalabobasebenzi.
- ukudlulisela labo basebenzi nezinkinga zabo, kubeluleki ban gaphakathi emsebenzini noma bangaphan dle njen gabeluleki kwezokusebenza komqondo womuntu, abezenhla lakahle, abeluleki kwezezimali kanye ne mihlangano eyingunyazana yababili njalonzalo, uma inkinga iphathelele nomsebenzi.
- Ukunqanda izinkinga ezingadala ukuba umsebenzi agcine elahlekelwa umsebenzi noma eqondiswa izigwegwe ngezinto ebezingagwemeka Ukwenyusa izinga lobumbano nokuqinisa ukuzethemba nokuqasha ifindo elenza igebe phakathi kwabo nabaqashi

## IMIGOMO YEZIKHATHI ZOKUFUNA USIZO

- ♦ Abasebenzi abazobe bethola usizo lwaloluhlelo bazokhululwa ukuba bayobonana nochwepheshe oqondene nenkinga leyo uma bethunyelwa lapho yisisebenzi saloluhlelo.
- ♦ Abasebenzi abazicelele bona ukubonana nesisenzi saloluhlelo kodwa bengafuni ukuthi umphathi wabo azi ukuthi bazibandakanye naloluhlelo kuyomele bakwenze lokhu ngesikhathi sabo uma umuntu engekho emsebenzini, eselivini noma ekhefini.
- ♦ Uma isisebenzi silalisiwe noma sivakashele isikhungo sokwelashwa kumbe ukusizwa okuyobe kungaphansi kumbe kuxhaswe yiloluhlelo ngesikhathi somsebenzi, kuyocashunwa lesosikhathi elivini yokugula kanye / kumbe elivini yaso yokuphumula.
- ♦ Uma isisebenzi sithunyelwe kumbe sihambele isikhungo sobuchwepheshe bezokulashwa kumbe bezosizo olukhethekile olungaphandle kwamagceke efemu, ngesikhathi somsebenzi siyocatshangelwa ngesikhathi esingangehora bese kuthasiselwa ngesikhathi leso esizochitheka ngebanga azolihamba ephokophele lapho kulesosikhungo.

## UKUGCINWA KWEZIMFIHLO

Loluhlelo aluchemi, luvikela imfihlo yakho futhi lunikeza usizo ngokuvolontiya.

Ifayela ligcinwa ngimsizi futhi akekho onegunya lokufinyelela kulelofayela ngaphandle kwemvume yakho. Ukudalulwa kwemfihlo kungenziwa uma umthetho kahulumeni okanye inkantolo noma kunesimo sokufa nokuphila.

Extracted from GJ Crookes EAP information brochure

# EMPLOYEE ASSISTANCE PROGRAMME - EAP

Alcohol, Drugs, Stress, Depression, Anxiety, Marital, Financial, Legal, Work, Social, Communication, HIV/ADS and other terminal diseases, trauma etc.

Are these problems effecting your work performance? Are you finding it difficult to concentrate at work? Don't despair E.A.P. is here to help whatever the problem may be.

## CONFIDENTIALITY

Confidentiality is guaranteed!!!!!! There are cases whereby confidentiality has to be shared but that cannot happen without consent from the client or life threatening situations, and / or required by law. The EAP is a neutral, confidential and voluntary service and ALL records are the property of the EA practitioner. Participation in the EAP is voluntary and no employee will have his or her job security or promotional opportunity jeopardized. The EAP is not a substitute for disciplinary action. Employees have the right to refuse the EAP practitioners recommendations - in such cases the employee will not be guaranteed further assistance.

## WHAT IS EAP

EAP means Employee Assistance Programme is an in-house program designed to assist employees in problems that may affect their work performance. Most employees with the above mentioned problems may not perform according to the required standard which may have a negative impact in their job if not attended properly. It is a program which has the explicit aim of improving the quality of life of all its employees and their families by providing greater support and helping to alleviate the impact of every day work and personal problems.

"Practitioners said I must inform and remind you that EAP is not a disciplinary action and participating in a programme is voluntary !!!"

*Wait for more information in the next issue of our magazine*



## OBJECTIVES

- To provide a constructive counseling service.
- Timely identify, assess, and refer troubled employees to internal and/or external service providers such as social workers, psychologists, financial advisors, bilateral meetings if work related, etc.
- To retain valued staff and employees with skills and experience before it becomes a matter of disciplinary hearings or discharges.
- To increase productivity, heighten morale and strengthens the bond between management, staff and the organization.

## TIME ALLOCATION FOR COUNSELLING & COSTS

Employees participating in the EAP will be allowed to visit the practitioners they are referred to. Employees who voluntarily seek EAP services, but do not want their supervisors to know of their participation, must arrange appointment outside of duty hours, during lunch breaks, or during periods of approved leave. Absence from work due to admission to a treatment facility will be deducted from the employee's sick and/or vocational leave. Excused absence of up to one hour (plus time for travel) are considered appropriate for outside referrals. Employees participating in the EAP will not be deprived of any benefits given under agreement and/or departmental policy. Referrals made within the institution or department of health e.g. social workers, psychologists, etc. will be at no extra cost. However, if external referrals to private psychologists, FAMSA, attorneys, etc. are made, such costs are to be borne by the employee.

## FROM THE EDITOR'S DESK



Its that time of the year again, Easter Holidays!!!!!! In the past four months many have happened at COSH. I am talking about projects like Traditional healers training on TB, Waiting and Service Time Survey, Chronic diseases Awareness Day held Abathembu Hall, the list is endless. In sports we were challenged by Addington and Emmaus Hospitals for soccer and netball games. I must tell

you that COSH might be in rural areas but people are determined to make things happen. *Wena nje okumele okwenze* is to keep reading our newsletter. I cannot afford to forget the ladies who are the drivers of EAP programme. Go on ladies, *idonseni!!!!* This year we lost our colleagues, others got married and others got promotions but *thina esisele* should keep on working together as a team to achieve the best. COSH is the best place to be!!!!!!!. I would also like to thank the support I get from staff about newsletter. Some of you remind me when they don't see it on the notice board and some of you even call me if they see newsworthy events. CAM is yours and I have added a social page for entertainment like to improve readership. Bring those recipes, jokes, notices etc.

To those who will be going home for Easter Holidays DRIVE SAFELY!!!!!!

My office is always open for comments and suggestion about CAM because *ingeyenu*. Come personally or send an e-mail [h050467@dohho.kzntl.gov.za](mailto:h050467@dohho.kzntl.gov.za).

Thanks

Sindi

“...and it is important to wear your staff card when you are on duty....”



## NOTICE

The closing date of issuing staff cards is Thursday, 04 May 2006. Please report at PRO's office. For night duty staff Public Relations Office will be open from 18h00 to 21h00 on Thursday 21st April 2006.

Enquiries ext 3020



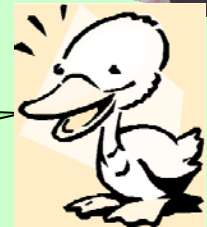
# Dynamites Section!!!!!!!



Happy Sibisi gave birth to a beautiful girl (Joy) on the 09 April 2006. Joy weighed 5,2 kg and in this photo she was just 12 hours old!!!! Is- idudla esingingaka!!!!!!



“Dr Ojo is blessed with a little boy. His name is Victor . He was weighing 3,1kg and in this photo he was just 10 hours old. I overheard Dr Ojo saying that he will be a famous soccer star like me”





# Siqeqesha abelaphi bendabuko nge TB—Pomeroy

## Indaba ngezithombe



01/13/2006

Mrs Dudu Malembe singing with Home Based Carers



01/13/2006

It wouldn't be a training without entertainment. Izinyanga from Pomeroy dancing after the training session



01/13/2006

Sindy (PRO in Orange Top) and the Isangoma beating drums



01/13/2006

Inyanga asking questions about TB medication



Dudu Malembe educating Izinyanga outside the hall



# Sivakashele eMawele Clinic—Umsinga Top



View of Amawele Clinic

This clinic is situated in Umsinga Top area (25,5 kilometers from Tugela Ferry) This clinic serves the community of Othame area under Inkosi Ngubane. According to Matron Sithole this clinic serves approximately 60 patients a day and it offers services like Immunization, Antenatal Care, VCT, Family Planning and Chronic. The area is mountainous with cool weather conditions is a mountainous area.



Sister Mhlungu—SPN—  
Amawele Clinic



On your way to clinic you smell cool air and see beautiful nature from far. Uthukela River flows between mountains

Appointments



Thobile Mchunu (ENA-DOTS), Berly TP Mbatha (College Principal) and Zibuse Mtolo Human Resource Practitioner



Mbeko Qabalaza (Chief Prof Nurse) , Zandile Mathenjwa (Physiotherapist—Com Serve) and Sheshisile Dladla—ENA (Gateway)



Hlengiwe Sishi (HRD Practitioner), Ms Jabu Ntuli (College Tutor) and Nonjabulo Ndawonde (Human Resource Intern)



## DEATHS

1. Mathombi V Xaba
2. Philile J Sithole

Imiphefumulo yabo engathi  
ingalala ngokuthula.

## Farewells

1. Musa Ndlovu
2. Bongwiwe Mabaso
3. Thulani Ngubane
4. Senzenjani Khumalo

Thank you!!!!

## Congra!!!!



Melca B Phungula has been selected as Male TB Ward Best Nurse (March 2006)

You go Girl!!!! Keep up the good work



## Recipes

### Chocolate Brownies

#### Ingredients

- 75g flour
- 175g sugar
- 25g cocoa
- 1tst (5ml) vanilla essence
- 1/4 tsp salt
- 110g margarine
- 2 eggs

#### Method

1. Mix all dry ingredients together
2. Place in baking dish and place in a preheated oven
3. Cook for 10 minutes at 180oc for 10 minutes
4. Middle must be wobbly when taking brownies out

#### Tips

- Double batch makes nice amount
- Adding nuts to mixture makes nice variation

Ngidlulisa ukubonga kwami kubobonke abasebenzi base-COSH abangisingatha ngilahlekelwe udadewethu uThobile Monica Ndlovu. Enikwenze kimi nikwenze nakwabanye. Inkosi inibusise Ivela ku Sister Thembile Sokhela (OPD)

## TRIP TO GAUTENG PROVINCE

**WHERE? LERATONG HOSPITAL**

**WHEN? 21-23 MARCH 2006**

**FEES? R220 RETURN**

**PAYMENTS? SINDY (3020)**

**ENQUIRIES? MDUMISENI (3008)**

*Regret no transport and accommodation will be provided late comers. Seats are on first come first serve basis.*