



Let Your Voice be heard

# MontyNews



## FROM THE CEO'S DESK

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Mr. SGG Khawula– Chief Executive Officer

Staff are also encouraged to use equipment and government vehicles with care.

Shortage of staff still remains a challenge, especially in nursing and medical components. On the positive note we hope to secure the service of community service Doctors in January 2009, we also have a Dentist and Psychiatrist who visits our institution weekly and monthly, respectively.

We would like to welcome our hospital board members who were introduced to Montebello staff in June 24, 2008. They will be trained by an NGO ( Health Systems Trust) in October together with clinic committees, about their roles in assisting management in identifying community needs for quality of care.

In trying to improve our service we will be conducting various surveys in the next quarter: Waiting time survey will be conducted in October.

This survey will assist management in taking note of time taken for our clients to receive services. It will also help for staff allocation according to work load; Staff satisfaction survey will also be conducted in October. This survey will assist management to develop strategies in retaining and maintaining staff until retirement by creating conducive work environment; Clients satisfaction survey will be conducted in November. This survey will enable us to be sensitive to our client needs.

Management acknowledge and appreciate the commitment displayed by staff in performing their duties under trying conditions. Appreciation is also extended to those staff members who goes an extra mile by holding dual post. We would like to thank organized labour in playing part at reviving of IMLC, as we regard them as our strategic partners in strengthening service delivery.

Thank You.

Year 2008 has been a trying time for the Department of health and specifically our institution. This is the time when we have to pull together as a team in trying to deliver quality care for our community.

We are operating under strict budgetary constraints. Staff members are encouraged to help by running low telephone bill, saving water and electricity. We have suspended ordering of new equipment ( unless they are critical to patient care).

## HOSPITAL BOARD MEMBERS AND MANAGEMENT



**Back row, standing:** Ms JJ Mchunu ( Nursing Manager), Mr. X D Selepe ( HR Manager), Dr. C Govender ( Acting Medical Manager), Mr. HW Dube, Mr. SGG Khawula ( CEO) and Pastor NL Mhlongo.

**Front row, sitting:** Mr. KJ Dladla, Mrs. NP Gumede, Mrs. NN Maduna ( Board Chairperson), Mr. MG Nzama and Mr. GS Mngadi.

Seen above, is Montebello Hospital Board Members and Management who work together diligently in delivering of quality service to Montebello and Ndwe. They will be meeting on regular basis in trying to tackle challenges that face the hospital. Board members will be looking for the interest of Montebello community and sensitizing Management to community needs. Board members will be a mirror in which management will measure their performance in delivering quality service according to batho pele principles.

For hospital board to perform their duties with dexterity, they will be trained by Health Systems Trust (HST). HST will be undertaking a Governance and Equity Project (GEP) in KwaZulu Natal. One of the project aims is to strengthen health system governance at facility and district level in order to ensure that access to health care and equity is addressed.

Management is looking forward to have a healthy partnership with our hospital board. In our next issue we hope to get feedback from board about their training and share their experience with us.



## CHIBINI CLINIC BREAST FEEDING AWARENESS DAY



**UNkk K.E Ngcobo ezilungiselela ukwethula inkulumo emcimbini.**

**W**awungangoZulu eya eMakheni umphakathi wa-seChibini eNdwedwe ngaphansi kweNkosi yakwaNgcobo, emcimbini wokugquzela omama ukuba bancelise izingane zabo ibele owabe umhla zintathu kuNcwaba (August) 2008, nowabe uhlehlwe yisibhedlela iMontebello kwazise phela ikilini yase Chibini ingenye yamakilini kwayisihlanu angaphansi kwalesi bhedlela. Nakuba lalikhapha umkhovu etsheni,

umphakathi wawutheleke ngezinkani ukuzothamela lo mcimbi. UNkk. K.E Ngcobo, owayeyisikhulumi sosuku, uyena owasicacisela kabanzi ngenhloso yomcimbi wabalula ukubaluleka kokuncelisa ibele wabeka lezizathu ezilandelayo

- \* Ubisi lwebele lugayeka kalula.
- \* Luvikela umntwana ezifweni.
- \* Luqinisekisa ubudlelwane phakathi kukamama nomntwana.
- \* Luvikelwa ukukhulelwa.



**Ikwaya yase Chibini ithatha inkundla.**

- \* Luhlala lufudumele futhi lutholakala kalula. Wazibeka lezizathu umntanomuntu wabona noma ngubani egculiseka. Wathi engahlala phansi uNkk. Ngcobo kwathatha ikwaya eyazibiza ngeChibini HBC volunteers neyashaya



**Umphakathi wawubuthene ngothi lwawo eChibini kiliniki**

ulozolo lwento nayo belu igquzela khona ukunceliswa kwebele. UNksz. Dludla wabe esekhipha izipho ngokubuza umphakathi ngokubaluleka kokuncelisa ibele, kwadliwa laze layozilahla kunina.

### May God Help You.

The year 2008 goes towards the end, so all those who have visions with their lives are now working on their strategic plans. What is your vision? Maybe you have been sick and frustrated since the beginning of this year and you never thought that God may change your life, now it has materialized. What do you think of your future?

Turn to God, miracles could happen to your life. Never get exhausted of praying to Him.

# ABET CELEBRATION 2008



This celebration was held on the 11th of September at Port Shepstone FET College, formerly known as Gamalakhe College.



1. Inspiring ABET banner

2. Wawungafunga ukuthi basenkonzweni kanti bethamele inkulumo abafundi be ABET.

3. Montebello ABET Learners

4. Ilembe District ABET learners



## Services Rendered at Our Rehab Department

Our hospital provide three types of therapies, our therapists are going to explain how each therapy works. Types of therapies are— **Physio Therapy**, **Speech Therapy** and **Occupational Therapy**.



Riona Lallie—Physiotherapist.

**Riona** tells us more about Physiotherapy. “Physiotherapy is the specific movement techniques to improve healing and function. Techniques include massage, manipulation, electrotherapy and many other supportive and physical measures. The most important tools for physiotherapists are their hands. Physiotherapists also council and educate the patient in order to prevent injuries, disease and disorders. Physiotherapists are highly skilled in the use of all the necessary modalities used for healing, are skilled educators and councilors.”

**Nomfundo** has something to say about Speech Therapy. “Speech Therapy is a medical profession that is interested in helping people with communication impairments. This includes problems with understanding spoken language, forming sentences in spoken language, pronunciation, voice, swallowing. reading and writing.

It also involves the assessment and the management of people with communication problems, by collecting a sample of problem as reported by the patient. After the problem has been identified the speech therapist in conjunction with the patient and the family creates a plan towards the rehabilitation of the individual. “



Nomfundo Ngcobo—Speech Therapist.



Fathima Ismail—Occupational Therapist.

**Fathima** has something to tell us about Occupational Therapy. “Occupational Therapy is a medical profession that seeks to help all people, who have physical disabilities, intellectual disabilities as well as children with development delays and learning problems. Just like doctors use medication to treat, OTs use carefully selected activities to help individuals gain independence in everyday tasks. They are actively involved in Disability Grant Assessment, Work Assessments, Work and Skills Training, and in establishment of Income Generation Projects.”



**SIYIXOXA NGEZITHOMBE EYASE-SIDUMBINI**



UMfu. S.J. Mtetwa umphathi wohlelo.



UNgqongqoshe u Peggy Nkonyeni



UNgqongqoshe u P. N. Nkonyeni evula isikhuyngo sama Ambulance e - Sidumbini.



Ithimba labasebenzi be- Emergency Rescue Service eSidumbini.



Isikhungo sama– Ambulance eSidumbini



Umphakathi uchazelwa ngokuzivikela ezifeni ezahlukene.



Izintombi zendawo zayibhikla kwavuka usinga kuNgqogqoshe



Kulo mcimbi kwakuhlololwa nezifo ezahlukene.

**INKONDLO**

**S**enzeni Ngculazana?  
 Saze saphel' sizw' esimnyama.  
 Ugadla qede kusale' umunyu nosizi Ngculazana

Muphi umusa nothando kuwe Ngculazana  
 Inkemba yakho ibukhali nxazonke Ngculazana  
 Udlula qede kuvalw' imizi Ngculazana  
 Ingan' oDokotela nabahlengikazi sebephelelwe yisineke  
 nguwe Ngculazana

Kodwa senzeni Ngculazana?  
 Ubhuqabhuqa abadala nabancane awunasihe Ngculazana  
 Udlule qede kwakhala izigwili nezimpofana Ngculazana  
 Kwakhala ubuphohlophohlo, kodwasenzeni Ngculazala?  
 Udlula qede uzwe bethi “ qin' idolo nakimi kwakunje”!

Kodwa senzeni Ngculazana?  
 Kwakhal' uNkosi Johnson kwadum' ihosha kwazama-  
 zam' Phalamende kodwa phinde! umusa kuwe  
 Kwakhal' inkonyane kaJobe ( Okumhlophe) kwayiso lesa.  
 Namanje ngisasizw' isililo sikaGugu Dlamini KwaMashu

Kodwa senzeni Ngculazana?  
 Abanye sebeyizimpunyela ngenxa yonya lwakho Ngu-  
 lazana  
 Yehlisulaka Ngculazana  
 Sazesaphel' isizwe 'simnyama Ngculazana

**By Msaras**





## GRIEVANCE PROCEDURE

Mr. X.D Selepe, our Human Resource Manager, tells us about procedures to be followed when lodging a grievance. This was prompted by the fact that most of staff members end up pursuing incorrect procedures which end up putting them in trouble.

This is what he has to say “ It has been noticed that there are some employees that stay with dissatisfaction for a long time because they are not aware of what procedures to be followed in order to voice their dissatisfaction.

“An employee must lodge a grievance within 90 days from the date of which s/he became aware of the omission with me ( Human Resource Manager). I will then facilitate the resolution of the grievance, by letting the grieved employee fill a prescribed form which is obtainable from Human Resource section.

“Thereafter, I will forward your grievance to the relevant authority ( Supervisor or Management) to investigate and resolve your dissatisfaction. The aggrieved employee will be informed about progress towards resolution. The institution has 30 days to deal with the grievance. If the employee is dissatisfied with the outcome, s/he must inform the authorities in writing within 10 days. The employer will then forward the grievance to Public Service Commission (PSC) within 5 days of being informed by the employee.



Mr. X. D Selepe– H R Manager

“Should the employer fail to respond to grievance within stipulated time (30 days), the employee may lodge his/her grievance directly to Public Service Commission. PSC also has 30 days to resolve the grievance.

“Should the units/sections wish to have full grievance procedure document they are at liberty to come to Human Resource.”



Together we triumph





Let Your Voice be heard

## FROM THE EDITORIAL TEAM



Mr. George Shuba—Acting PRO & Quality Assurance Manager



Ms. Zinhle Thusi P.R.O Inserv



Mr. Sandile Ntuli P.R.O Inserv

**D**ue to Budgetary constrains (resulting to frizzing of posts) I was asked by Mr. Khawula (CEO) to act as P.R.O since 05 June 2008. It has been a huge challenge to perform my duties as acting PRO and appointed Quality assurance manager. Eight (8) hours is not enough to perform both duties, therefore I had to put extra hours to at least do justice to both tasks. Work load was lifted by arrival of my two colleagues in August 2008 to do workplace experiential training. It has been a daunting task to collate this newsletter since it was our first time to publish Hospital newsletter. We hope to produce a better newsletter next time.

We invite the community of Montebello to come forward and contribute in our next issue, this newsletter belongs to all of us. We will also try to make it as educational and informative as much as possible.

Given working as a team with the above mentioned trainees in the Public Relations Office, I have coped with so many challenges so as to release this newsletter. Therefore, I would like to thank them for their contributions which has resulted to the packaging of this newsletter. I cannot forget to mention their commitment in learning and exploring. Keep it up guys! I wish you a good luck to your career.

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**Webpage: [www.kznhealth.gov.za/montebellohospital.htm](http://www.kznhealth.gov.za/montebellohospital.htm)**

**NEW APPOINTEES**

Mzobe	K	Laundry Manager
Gama	L	Professional Nurse
Mthethwa	F. E	Comm. Serve Prof Nurse
Majola	M. C	Comm. Serve Prof Nurse
Khumalo	R. R. D	Sessional Medical Officer

**TRANSFERRES**

Mgobhozi	S. Z	Professional Nurse
Mkhize	J. M	Health & Safety Officer
Maphumulo	F. M	Stuff Nurse
Mtshali	S. M. B	Professional Nurse
Mlipha	M. N	Social Worker
Makhathini	M. S. B	Nursing Assistant
Ngubane	E. D	Principal Medical Officer
Thusi	M. N	Chief Professional Nurse

**COMMUNITY SERVICES**

Ismail	F	Occupational Therapist
Lallie	R.	Physiotherapist
Kalinowskie	A. J	Dietician
Mdluli	K. J	Professional Nurse

**PROMOTIONS**

Ngubane	E. D	Senior Medical Officer
Chabane	P. K	Infection Control Manager
Selepe	X. D	Human Resource Manager
Shuba	M. G	Quality Assurance Manager
Dube	B. A	Health Survey Officer
Masondo	P. V	Artisan

**RETIRED**

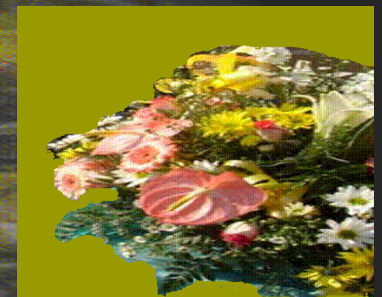
Gumede	A	General Orderly
Ngcobo	Q. M	General Orderly
Mthembu	T.V	Professional Nurse

**DECEASED**



**Mbambo S. H General Orderly**  
**Maduna V. P Staff Nurse**

May Your Soul Rest in Peace.



# EZEMIDLALO



*Nakuba zingaphumelelang' izintokazi zase-Montebello kodwa zaliphonsa itshe esivivaneni.*

Umkhandlu we Lembe wawune Lig ngasekuqaleni kwalonyaka. Zonke izibhedlela ezingaphansi kwalomkhandlu zaveza amakhono azo kwezemidlalo kuleLig. Isibhedlela saseMontebello naso asisalanga ngaphandle, sazibandakanya naso, saveza ikhono laso naso kwezemidlalo. Izithombe ezingezansi zathathwa eMandeni, lapho kwatholana khona phezulu iMontebello kanye ne-Sundumbili, kwashunqa uthuli.



**Kwesokudla :** Yilo leli qembu laseMontebello elaqhakambisa igama lesibhedlela. Labhaxabula iqembu laseSundumbili ngegoli elilodwa eqandeni. *Phambili ngani bafana, siyaziqhenya ngani!!!*



**Kwesobunxele :** Zazizibiza kanje izinsizwa zaseMontebello (ezigqoke ijezi eliphuzi) ngesikhathi zibhaxabula iSundumbili CHC. Nakuba kwakungelula, kodwa iMontebello yasebenza ngokuzikhandla, kwazise phela nayo iSundumbili yabe ingazibekile phansi.

**Kwesokudla :** Izintokazi zeqembu lomnqakiswa (Netball) zaseMontebello emva kokusebenza kanzima zilwela isicoco. Ngebhadi-ke akuphuyelelwa kanyekanye kungemjaho, kungakho nje iqembu laseSundumbili kuyilo eladla umhlanganiso kule ndima.

*Nixibambe ziqine zintokazi, lihlale likhona ithuba lesibili!*

