



# Seasons Greetings



DECEMBER 2003



STAFF MARCHING AGAINST VIOLENCE ON WOMEN



MARCH AGAINST HIV/AIDS - 1.12.03



A man suspected of SARs is lying in the hospital bed with a mask over his mouth. A young auxiliary nurse appears to sponge his face and hands. "Nurse," he mumbles. From behind the mask, "Are my testicles black?"

Embarrassed the young nurse replies, "I don't know Sir, I'm only here to wash your face and hands." He struggles again to talk through his masks and repeats, "Nurse is my testicles black?" again the nurse replies, "I can't tell. I'm only here to wash your face and hands."

The Head Nurse was passing and saw the man getting a little distraught so She marched over to inquire what was wrong.

"Nurse, he mumbled, "Are my testicles black?" Being a nurse of long-standing, the Head Nurse was undaunted. She whipped back the bedclothes, pulled down his pajama trousers, had a real good look, pulled his pajamas back up, replaced the Bedclothes and announced, "Nothing wrong with your testicles!!!"

At this point the man pulled off his mask and screams out, "I SAID IS, ARE MY TESTS RESULTS BACK??!!"



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## EDITOR'S MESSAGE

### Editor's Message

Unbelievable that we have reached the end of another year, it is as though we have entered some kind of time warp and that reality is only when we stop to refuel.

It has been a very rough and bumpy ride for all of us but we have stayed and endured. Three cheers for all the staff of R.K.Khan.

Sitting here staring at a blank screen, I cannot seem to kick - start the editorial, though

events at this hospital both good and bad outnumber the days on the calendar. Each day at this hospital is unique, surprising and tales that you can turn into a

novel. All I can think of presently is a well-deserved holiday, somewhere sunny and bright.

Cheer up and be passionate about your life.

- Be true to yourself
- Think positively
- Take credit for your accomplishments
- Aspire higher and further
- Don't bottle up issues
- Take care of yourself (eat right, sleep enough, exercise, play, laugh)

Thank you to all my colleagues for your support and assistance.

I'll be back!!!

Best wishes to all staff and your families.



MR. JUSTICE SHABANE

HUMAN RESOURCES MANAGER

Completing matric in the 1980s tells me that Mr. Shabane is somewhat a young man. Home was formerly Umgababa on the south side of Kwazulu Natal. Mr. Shabane worked for the Department of Justice in Finances, Logistics and a bit of Human Resources. His decision to move to the department of Health was prompted by his desire to work in Human Resources. He is aware that the health service is under strain and his wish is to contribute his expertise, take up the challenge and be a team player. He loves his sport and as an ardent supporter of the Orlando Pirates, Sharks and Aresnal.

SIYAKWAMUKELA E R.K. KHAN HOSPITAL





## HOSPITAL MANAGER'S MESSAGE

It is with some surprise that I realise that it is time to write another message to the staff for inclusion in the Christmas Edition of the R.K.Khan Kronicle, the year appears to have flown by.

A big thank you, to all of you the staff of this hospital, especially those who in spite of the many personal disappointments that they have faced and face in terms of career advancement continue to give off their best. It is your commitment, dedication and hard work that makes it such a pleasure to manage this hospital and ensures that our patients receive a reasonable standard of care. Although there has been a decrease in our workload when compared to last year the load on the staff continues to be very heavy because of the staff attrition. The figures indicate that we have 36 000 patients attending hospital per month, approximately 2 200 patients are admitted per month and the pharmacy dispenses 27 000 scripts (there are an average of 4,5 items per script) monthly.

The impact of the staff shortage has impacted very severely on the operating theatres. On many days we are only able to run 2 theatres compared to the 3,5 we used to run previously. Thus there has been a 27% decrease in the number of operations performed when compared to last year. The impact has been very severe on many of our patients especially those requiring orthopaedic surgery. Some of them wait 2 to 3 weeks before getting into theatre. We are unable to decant/divert our trauma load to other hospitals as their theatres are also overloaded.

On a positive note we were happy to welcome Mrs Ngidi to the hospital on the 1 March 2003 when she assumed duty as the Nurse Manager. We will also welcome Mr J Shabane has assumed duty as the Human Resource Manager on the 1 December 2003.

The formation of the FORKK this year is an encouraging development. Their intention is to work with the Hospital Manage-

ment and the Hospital Board in a positive and constructive way to help us meet the needs of the community. I will always be grateful to Mrs Gounden who retired at the end of August after serving the administration for over 40 years for her support, encouragement and advice.

There have been positive developments in terms of the treatment of HIV/AIDS patients. The Cabinet has agreed to rollout ARVT and there is a strong possibility that we may be one of the centres that will be included in the initial rollout. We are in the process of entering into a memorandum of understanding with the Dream Centre; an NGO based in Pinetown, that has agreed as a start to make available to us 20 step down beds for our HIV positive and AIDS patients.

Our financial situation continues to be of concern. We anticipate that if expenditure continues at the current rate we will overspend by R 17 million by the financial yearend. The PFMA is very prescriptive about over expenditure. I urge all staff to be prudent and economical and avoid wastage to avoid us cutting further the services we provide to our patients. Collecting the correct information on the work that we are doing is essential. This will determine the level of our funding and staff numbers. Please cooperate with the Facility Information Officer and each staff member must make it their responsibility to ensure that the correct statistics are provided when requested.

I will be on leave in December and the first weeks of January, Theunis Kruger will deputise as hospital manager in my absence.

On behalf of my family and myself I wish you and your families a happy and safe Christmas and a prosperous year in 2004 and may all your dreams come true.

**Dr P.S. Subban**



## IN HONOUR OF ALL WOMEN

We got of the titanic first.  
We can scare male bosses with mysterious gynecological disorder excuses.  
Taxis stop for us.  
We don't look like a frog in a blender when dancing.  
No fashion faux pas we make could ever rival The Speedo.  
We don't have to pass gas to amuse ourselves.  
If we forget to shave no one has to know.  
We can congratulate our teammate without ever touching her rear.  
We never have to reach down every so often to make sure our privates are still there.  
We have the ability to dress ourselves.  
We can talk to people of the opposite sex without having to pic-

ture them naked.  
If we marry someone 20 years younger, we're aware that we look like an idiot.  
There are times when chocolate really can solve all our problems.  
We'll never regret piercing our ears.  
We can fully assess a person just by looking at their shoes.  
We can make comments about how silly men are in their presence, because they aren't listening anyway.

SUBMISSION BY LES MARIMUTHOO / LABORATORY



### **NEW CARD OFFICE/CLERICAL APPT. SECTION & MEDICAL RECORDS.**

The 7 July 2003 will be recorded and remembered as a significant day in the journals of R.K. Khan Hospital as the clerical outpatients department (Card Office) was relocated to the old Pharmacy Section.

The new premises will definitely enhance and improve the status and more importantly the improved efficiency of patient flow to the respective sections and clinics which will hopefully expedite both frustration suffered by the patients and simultaneously facilitate a faster and more effective treatment time.

The OPD staff will also enjoy a more spacious and air conditioned environment to work from which will invariably lead to better working conditions, staff satisfaction and ultimately improved efficiency and productivity.

If present positive responses from patients are anything to go by then we are moving in the right direction as patient waiting time as been dramatically reduced. Furthermore due to a larger area both for new and repeat patients, with railings demarcating certain areas, congestion will be eased.

The new premises also has improved security and control measures in respect of access ability of patients outpatient cards and accessibility within the department itself.

Eventually the repeat clerical appointment section and the medical registry department will also be housed within this building. This move will not only ease the congestion being experienced in the casualty area as the appointment section is currently situated there but also speed up issues of Outpatient cards to appointment patients as all Outpatient cards will be situated under one roof. The medical registry department will also relocate from the present basement premises and this move, which is long overdue, will be more convenient both to staff and patients alike.

Presently renovations are still being undertaken in certain areas and the department apologies for any inconvenience being experienced. However, Hospital Management, the Admitting/OPD staff and I are quite confident that the new premises will adequately cater for the needs of all patients that attend and staff alike.

Babs Supersad



### **INSTITUTIONAL HUMAN RESOURCE AND DEVELOPMENT COMMITTEE**

#### **FUNDS ALLOCATION**

An amount of R225 000-00 has been allocated to the IHRDC at R.K. Khan Hospital.

#### **THE FOLLOWING COURSES WERE COMPLETED AS AT 1 DECEMBER 2003**

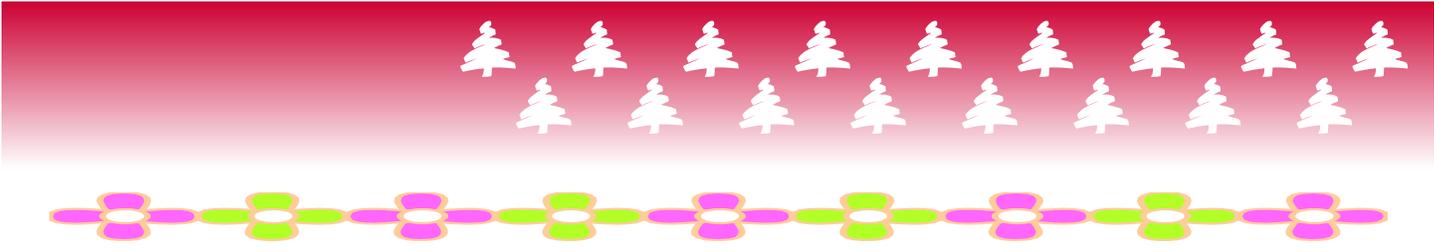
- Health & Safety Representative Workshop
- Diversity Management
- Performance Management Workshop
- Household Cleaning Course
- Motivational Workshop
- HIV Counselling Course
- ABET Courses

The Committee proposes to hold matric classes in 2004.

#### **CONCLUSION**

I take this opportunity to thank all members of the IHRDC for their dedication and support towards the smooth functioning of the Committee in spite of their hectic work schedule. The IHRDC has worked effortlessly in fulfilling its vision to make the IHRDC at this Institution the best transformational HRD Committee in KZN.

H. SAHADEO—CHAIRPERSON — IHRDC  
R.K. KHAN HOSPITAL



## **EMPLOYEE ASSISTANCE AT R K KHAN HOSPITAL**

The Employee Assistance Program was launched at R K Khan Hospital on 20 September 2002. Managers and supervisors from every department as well as labour union representatives attended this event. Draft copies of the EAP policy document was issued to everyone who attended the launch for comments and feedback.

In 2002 two counselors were actively involved in staff counseling on a regular basis. This year a further three counselors have been trained, so at present there are five EAP counselors who are involved with staff counseling and promotion of the program at R K Khan Hospital.

EAP training for supervisors was conducted this year to enlighten them about the referral procedures and the manner in which the program operates at the hospital. Posters have also been placed on notice boards displaying the contact details of all the EAP counselors. The EAP counseling room has been set up and is located next to the staff sickbay.

Since the implementation of the program at the hospital there has been a steady inflow of referrals of staff requiring assistance. Most of the referrals have been from supervisors who have identified staff that would benefit from an intervention program or counseling. Self-referrals are also accepted and staff are reminded that anyone experiencing problems that are impacting on their work performance can make an appointment to see one of the EAP counselors. All counseling and intervention is strictly confidential. Self-referral forms are available from sickbay.

The EAP Counselors wish the staff well over the festive season and look forward to being of further assistance to you in the New Year.

Sherleen Khedun



### **SOMETHING TO INSPIRE YOU**

#### **ATTITUDE**

The 92 – year old, petite, well-poised and proud lady, who fully dressed each morning by eight o'clock, with her hair fashionably coifed and makeup perfectly applied, even though she is legally blind, moved to a nursing home today. Her husband of 70 recently passed away, making the move necessary.

After many hours of waiting patiently in the lobby of the nursing home, she smiled sweetly when told her room was ready.

As she maneuvered her walker to the elevator, I provided a visual description of her tiny room, including the eyelet sheets that had been hung on her window.

“I love it,” she stated with enthusiasm of an eight- year- old having just been presented with a new puppy.

“Mrs. Jones, you haven’t seen the room..... just wait.”

“That doesn’t have anything to do with it,” she replied. Happiness is something you decide on ahead of time.

Whether I like my room or not doesn’t depend on how the furniture is arranged.... It’s how I arrange my mind. “I already decided to love it.... It’s a decision I make every morning when I wake up. I have a choice; I can spend the day in the bed recounting the difficulty I have with parts of my body that no longer work, or get out of the bed and be thankful for the ones that do. Each day is a gift, and as long as my eyes open I’ll focus on the new day and all the happy memories I’ve stored away.... Just for this time in my life.”

Old age is like a bank account.... You withdraw from what you put in....so, my advice to you would be to deposit a lot of happiness in the bank account of memories.

Remember the five simple rules to be happy:

1. Free your heart from hatred
2. Free your mind from worries
3. Live simply
4. Give more
5. Expect less

#### **FAMILY**

**Do you know what the word FAMILY means?**

**FAMILY=(F)ather (A)nd (M)other (I) (L)ove (Y)ou**

**SUBMISSION BY MRS. WOLFAARD / LUNG FUNCTION**