

ST AND NEWS

St Andrews Hospital

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FROM THE HOSPITAL MANAGER'S DESK



Mrs T.L. Ntleko, Hospital Manager

May I take this opportunity to wish you all a happy and prosperous New Year.

The Management and staff would like to convey their sincere condolences to all those who have lost their loved ones during the past year, they must know that they are in our thoughts.

As we commence this year it is sad to remember that some of our staff are sick at home and others in hospitals. We also wish them a speedy recovery

and all the blessings from the Lord Almighty.

I also wish to thank all the staff for their hard work which contributed in making the lives of our people better. A special word of thanks goes to the Hospital Board that has supported our work over the years. It is because of their support that we were able to move forward positively to meet the challenges that exist in our environment. Their financial support, their attendance to our meetings and the rounds they take in our institution helped us to measure our performance. A special word of thanks goes to the acting chairperson of the hospital board, who always take time and go out of his way whether called or not, to come and assist us when-

ever we have problems.

May I also take this opportunity to welcome all those who have joined us in the institution. Let us all join hands and work hard for the benefit of our people, being prepared to go an extra mile.

"Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward" (Colossians 3:23).

Finally may I request that we all support one another. Those of us who need spiritual, emotional and psychological support must feel free to use Employee Assistance Programme and the doors of the managers are always open and their shoulders ready for our staff to cry on.

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UMYALEZO WOMPHATHI WESIBHEDLELA

Ngithanda ukuthatha lelithuba lokufisela wonke umuntu unyaka omusha nonempumelelo. Kulabo abalahlekelwe yizihlobo zabo ngicela bazi ukuthi abaphathi besibhedlela nabasebenzi bonke bazwelana nabo.

Njengoba siqala lonyaka kungidabukisa kakhulu ukwazi ukuthi abanye ozakwethu bayagula emakhaya abanye ezibhedlela. Sibafisela ukululama okusheshayo nezibusiso ezivela kuNkulunkulu.

Ngithanda ukubonga abasebenzi

ngawowonke umsebenzi wabo onzima obe nomthelela ekwenzeni izimpilo zabantu bethu zibe ngcono. Ngithanda ukubonga nebhodi lesibhedlela elisixhasile emsebenzini wethu weminyaka. Yingenxa yegalelo labo elenze ukuthi siqhubekele phambili sikwazi nokubhekana nezinsalelo esibhekene nazo. Uxhaso lwabo ngezimali, ukuza kwabo emihlanganweni nemijikelezo abayenzayo esibhedlela iyasiza ukuthi sizibone ukuthi simephi siyisibhedlela. Ngithanda ukubonga ikakhulukazi ibamba likasihlalo walo ibhodi ohlezi engumabizwasabele uma

sinenkinga.

Sicela ukuphinde sithathelelithuba lokwamukela bonke labo abasijoyinile kulesisibhedlela. Sicela sisebenze ndawonye sibambane ngezandla, sizimisele ukusebenza ngale kokwamandla ethu. Ekugcineni ngicela sisizane. Labo bethu abadinga usizo uma kuza ngakwezomphumulo nangakwezengqondo bangasebenzisa uhlelo lokusiza abasebenzi ukuze bathole uxhaso. Neminyango yabaphathi ihlezi ivulekile kanti namahobleabo ahlezi emakhulu ukuthi abasebenzi bakhalele kubo.

Happiness is never something you get from other people. The happiness you feel is in direct proportion to the love you give

Oprah

MEET THE NEW DIETITIAN



Sarah Chantler, Dietitian

“Some of you may or may not have seen me wondering around the hospital in the past month. Some of you might be wondering what it is that I do, so that’s what I’m going to explain.

As a dietitian I fall under the banner or rehabilitation sciences, similar to Occupational Therapy, Physiotherapy and Speech Therapy. I deal with nutrition in healthy people, as well as the needs and nutrition of people who are ill. Obviously food and nutrition are important because we eat everyday to provide our bodies with energy to make us move and work. So, everyone can always use

a dietitian....

Within the hospital, any person who suffers from problems such as Diabetes, Hypertension, other chronic diseases, TB, loss of weight, loss of appetite, gastro-intestinal problems, eating difficulties and general questions on healthy eating could consult the dietitian. We form part of the team of health professionals that treat patients together, making sure that the patient benefits from all expertise available.

My office is currently next to the kitchen, opposite revenue, and if you have any questions for me, don’t hesitate to pop in, or talk to me when I’m around the hospital.

Just for all of you, I have suggested some healthy eating tips for the newsletter. There are some health guidelines which are really easy to follow and I thought I would start with a few of these....

Eat fruit and vegetables everyday:

We all know fruit and vegetables are good for us, but do we know why. They contain vitamins and minerals that help to protect us against the bad things we do to ourselves. They help to prevent cancer, diabetes, obesity, and keep us healthy. We should try to aim for five fruits and vegetables in a day, and here are some easy suggestions on how to do this:

- ? try to eat two vegetables with supper
- ? try to have a lunch that has salad with it
- ? try to eat fruit with breakfast.

Five seems a lot, but start gradually with as much as you can, and see if you can increase it over some weeks and months.

If you want any more suggestions, just ask. Next time, we’ll find another guideline to talk about”.

GATEWAY CLINIC—WHAT’S THE LATEST???



I’m sure most of you have seen this construction work being done near the Transport Office—well this used to be an old boiler house which, after the construction has been finished, will become our Gateway Clinic.

Well at the moment it’s not clear as to when will this be finished but what I know is that this clinic is for a good cause!!!

P.R.O

NURSING ASSISTANT C.K. XABA HAS LIFTED THE NAME OF ST ANDREWS HOSPITAL



Nurse C.K. Xaba is proof that hard work and dedication pays.

Clarice Xaba, Nursing Assistant at St Andrews Hospital in Harding has lifted the name of the hospital and Ugu Health District by winning one of the top awards in the department of health. She was runner-up for the Cecelia Makiwane Award for her remarkable work at the hospital.

Nurse Xaba, the mother of two, has served the department of health for almost 20 years. She first started working

at St Andrews Hospital in 1985 a stint which lasted 10 years, after which she moved to Prince Mshiyeni Hospital. She worked there for a year then moved to Murchison Hospital until 2002 before returning to St Andrews Hospital.

Her colleagues nominated her and a report was compiled on her work using the Cecelia Makiwane Award selection criteria and afterwards the Assistant Nursing Manager Ms T. Toni presented her work to the Human Resource Development Unit at Natalia, Pietermaritzburg. This achievement is full proof of her hard work.

Miss Xaba said she felt honoured and just could not believe her luck. "I feel great about my accomplishment. What makes me happy is that the community and my colleagues have recognized my hard work," she said. She added that her secret is to put her job first and treat all people the same.

Nursing Manager, Mrs NPF Sihlali has praised Nurse Xaba for her good work and commitment. "She is outstanding and the community is happy with the way she works because she is friendly and caring," said Sihlali.

The Hospital Manager, Mrs T.L. Ntleko also heaped praise on Xaba.

"Nurse Xaba has always been good with people. She always puts patients' interest at heart, she performs more than her scope of work and she has insight into what is happening in her department over and above her peers," said the Hospital Manager.

The hospital has promised to take Nurse Xaba on an extensive training course to develop her skills even further. She is due to go for studies in 2006.

And her word of advice to her colleagues?

"Don't forget to put the Batho Pele Principles into practice when dealing with clients."

.FEED YOUR MIND WITH THE RIGHT POSITIVE THOUGHTS. PROTECT YOUR MIND FROM THE WRONG NEGATIVE THOUGHTS. NOW PREPARE YOURSELF FOR UNIMAGINABLE REWARDS."

Warren & Sally

THE LATEST ON SIMONYE CLINIC

The ARV programme continues well even though there is still a gap when comparing the number of CD4 cell counts taken and patients accessing the drugs.

The number of patients has been down during the festive season, compared to October/November period.



AIDS HELPLINE
☎ 0800-012-322

There are two additional Lay Councillors allocated to St Andrews Hospital. This is going to help in having dedicated councillors to departments like the Paediatric ward and Outpatients Department.

We have also been blessed this year with a dietitian, Sarah Chantler, who is monitor-

ing the nutritional state of our patients.

We have two clinic days, Tuesdays for repeats and Wednesdays for those who are starting the treatment.

Compiled by: Sr B.A. Mqkuse

EMPLOYEE ASSISTANCE PROGRAMME CORNER

RECOGNISING AND RESPONDING TO PSYCHOLOGICAL ABUSE IN THE WORKPLACE

Abuse is a complex problem. It can occur in the workplace, at home or on the street. It can be direct and obvious or hidden and uncertain. It can happen suddenly or take place slowly over days, weeks months and/or years. It can be a result of uncontrolled anger or someone's twisted idea of a joke.

The South African constitution and many of the country's laws clearly establish that abuse is unlawful in the workplace, home and throughout South African society. The Labour Law protects workers against workplace abuse.

Psychological abuse in the workplace takes many forms and is often referred to as harassment, bullying and racial discrimination.

Racial discrimination in employment means being treated less fairly than someone else for reasons that are unrelated to one's ability to do a job. Another form of discrimination can take place on the basis of age, sex, religion, disability etc.

Bullying is sometimes called victimisation, workplace aggression or work rage. A bully person uses strength or power to intimidate others with fear. Workplace aggression involves behaviour that intimidates, degrades, humiliates an employee. Common forms include:

1. Verbal aggression: Shouting, insults name calling, swearing, threats etc.
2. Ignoring a person: not paying attention to someone's ideas or plans
3. Unfair monitoring of work performance
4. Unjustified blocking of promotion, training or professional development
5. Peer isolation by making an individual look incompetent, not allowing them to use initiative etc.

Sexual harassment is unwanted conduct of a sexual nature. The fact that it is unwanted distinguishes it from behaviour that is welcomed and mutual. It may occur in one incident or in a series of events. Types of sexual harassment:

1. Verbal—sexual comments, jokes referring to an adult as "honey", "sweetie" or "babes"; telling you about sexual fantasies, preferences or history; making sexual comments about a person's clothing, body or looks etc.
2. Non-verbal—Sexual or derogatory comments about men/women on coffee mugs, hats, computer screens. Making facial expressions like winking, licking lips or blowing kisses. Making sexual gestures with hands or body movements etc.
3. Physical harassment includes any unwanted touches ranging from touching to sexual assault and rape. Deliberate sexual touching or brushing up against/ leaning over/ massaging/ pinching an individual etc.

Every employee must know that s/he is entitled to be treated with dignity and respect at all times. You should know your rights. It is your right to make use of the grieving procedure. EAP is there for consultation when psychological abuse happens.

Bring forward incidents of abuse to management, you cannot afford to be meek if an abusive situation develops. The abuser must be confronted or the abuse will increase. Record all incidents of hostile behaviour including specific times and witnesses. The matter can be taken to the perpetrator's supervisor Employee Assistance Programme or Human Resource department.

Summary taken from Services Sector Education and Training Authority (Services SETA)

Article compiled by: Miss Y. Dlulane (Social Worker)

U H L E L O K U S I Z A A B A S E B E N Z I

UKUQAPHELA IZIMO ZOKUHLUKUNYEZWA NGOKOMQONDO EMSEBENZINI

Ukuhlukumezeka kuyinkinga enzima. Kungenzeka emsebenzini, isekhaya noma emqaqweni. Kungaba yinto ebonakalayo neqondiwe noma kube yinto efihlekile nengaqondiwe. Kungenzeka ngokushesha noma kwenzeka kancane kube yizinsuku, amasonto, izinyanga noma iminyaka. Kungaba yimiphumela yokungakwazi ukubamba ukucasuka noma kube yihlaya elingasile lomuntu.

Umthethosisekelo walapha eNingizimu Afrika ukubeka ngokusobala ukuthi ukuhlukunyezwa akuvumelekile emsebenzini, isekhaya nasemiphakathini. Nomthetho wezabasebenzi uvikela abasebenzi ukuthi bangahlukunyezwa emsebenzini.

Ukuhlukunyezwa ngokomqondo emsebenzini kwenzeka ngezindlela eziningi. Izindlela ezijwayelekile zokuhlukumezeka yilezi—ukuhlukunyezwa ngokocansi, ubuqhawaga kanye nokucwaswa ngokwebala. Ukucwaswa ngokwebala emsebenzini kusho kunomunye umuntu kodwa hhayi ngezizathu zokuhluleka ukwenza umsebenzi. Ukucwasa kuhlukene kaningi kukhona ukucwasa ngokweminyaka, ubulili, inkolo, ukukhubazeka nokunye.

Ubuqhawaga buyenzeka emsebenzini. Umuntu oyi-siqhwaga usebenzisa amandla ukuze athuse noma asabise abanye abantu. Ubuqhawaga basemsebenzini kwenzeka ngezindlela eziningi: ukwethusa noma ukusabisa, ukwehlisa isithunzi noma ukuphoxa omunye umsebenzi. Izindlela ezijwayelekile yilezi:

1. Ukuqophisana ngamazwi—ukuthetha, inhlamba, ukubizana ngamagama
2. Ukuziba—ukunganaki uma umuntu eveza isu analo
3. Ukubheka ngendlela umuntu asebenza ngayo engenabo ubuqotho
4. Ukuvimbela amathuba okuthi umuntu akhushulwe esikhundleni noma aqeqeshwe ngokomsebenzi.
5. Ukukhipha inyumbazane umuntu ngokuthi umenze abukeke sengathi uyahluleka ukusebenza nokungamvumeli ukuthi asebenzise intshisekelo yakhe.

Ukuhlukunyezwa ngokocansi kungenzeka kanye noma kube yinto eqhubekayo. Izindlela zokuhlukunyezwa ngokocansi:

- ? Indlela yokukhuluma - ukukhuluma ngezocansi, ukudlalisa umuntu umbize ngamagama anjengo "honey", "sweetie", "babes" - ukubhazela ngamazwi,

ukugqoka nokubukeka komuntu okufaka ucansi phakathi.

- ? Izenzo noma izinto ezithile: Imibhalo eba sezinkomishini, izigqoko ezehlisa isithunzi samadoda nabantu besifazane; ukucifela umuntu ihlo, uku k-hotha izindebe zomlomo noma ukugqabula emoyeni.

- ? Ukuhlukunyezwa emzimbeni : ukudlwengulwa noma ukuthintwa ngendlela engamukelekile.

Bonke abasebenzi kumele bazi ukuthi bavumelekile ukuphathwa ngenhlonipho. Unelungelo lokusebenzisa indlela yezikhalazo. Uhlelo lokusiza abasebenzi lukhona ukukusiza uma uhlukumeziwe ngokomqondo. Zibike izimo zokuhlukumezwa kubaphathi ungazindeli phansi noma ushaywe ngamahloni ukubika lezizimo.

Bhala phansi zonke izimo la obuhlukumezeka khona ufake nezikhathi kanye nokuthi obani ofakazi. Udaba ungaluyisa kumphathi walo ohlukumezayo, uhlelo lokusiza abasebenzi noma umnyango obhekele ezabasebenzi wala osebenza khona.

NEWS IN BRIEF...

WELLNESS PROGRAMME LAUNCH AND PRAYER DAY



Makhosi Tshomela Dance Group gave a stunning performance during the Wellness Programme launch

St Andrews Hospital employees received a good dose of spiritual and emotional enrichment when the institution recently held its Wellness Programme Launch and Prayer Day on the 7th of December 2005.

The day mainly focused on the Wellness of hospital employees and prayer. One of the speakers on this day Sr N. Zikizela, St Andrews' Wellness Programme Coordinator explained what is the Wellness Programme all about and how is it important to all employees. "The Wellness Programme is comprehensive – it is there to take care of the physical, emotional and spiritual being of the employee," she said.

This was not the only advice that was received by staff on this day, as there were different speakers who gave advice on HIV/AIDS and other illnesses.

Father Madoda Khumalo gave a good sermon, which left all staff members spiritually uplifted.

Sr N. Zikizela giving a speech during the Wellness Programme Launch



HUMAN CHAIN DAY

On the 29th November, St Andrews staff and community members formed a human chain in order to talk about HIV/AIDS.

The take home message was given to those present that each individual must make a pledge to do something to contribute to the battle against AIDS.

Ngomhlaka 29 kuNovemba abasebenzi basesibhedlela kanye nomphakathi owawukhona babambana ngezandla benza iketango ukuze bakhulume ngesandulela ngculaza kanye nengculaza.

Ababekhona bachelwa ukuthi benze izifungo zokuthi kukhona abazokwenza ukuze babe nomthelela ekulweni nalezi sikhava.



Abasebenzi kanye nomphakathi babebambane kanje ngezandla.

CHILD ABUSE AWARENESS DAY



“We are your children, love us don't hate us”, this is one of the messages that were written in one of the placards when young children held a march in Harding on the 30th of November.

St Andrews Hospital organized this march to mark the 16 Days of Activism Against Women and Children. Young children from the area participated by singing songs citing their rights and afterwards a memorandum was handed over to Branch Commander Mr Mdlophane and Captain Cele both from Harding SAPS, who were asked to sign it.



Ukujay'va Ngakqala ngimngaka ... kungathi babesho njalo labodado sebendansa

After the march, children went back to the hospital to attend the main event that was planned by the hospital's Paediatric Ward and Public Relations Department team. Constable S. Mzila from Child Protection Unit was the guest speaker for the day, he told children about their rights: “ You as children have a right to be educated. All children are not supposed to be beaten and sexually abused,” he said. He also advised young girls that nobody must ever touch their body in an indecent manner.



Guest speaker Const. S. Mzila from Child Protection Unit.

Sr Lizo Gqiba, who is the Unit Manager of the Paediatric Ward, explained the role of the Paediatric nurse to the children. She highlighted the pivotal role that is played by the Paediatric nurse when an abused child is admitted at the ward.

Entertainment was part of the day as well, the ward even organized a clown to entertain the kids and it was indeed a day to remember for most children.

Harding Police Station, Port-shepstone Child Protection Unit, Ugu Health District, Ugu Environmental Health Office and Gender Focal Point in Pietermaritzburg contributed into making this event a great success.



Nurse T. Cele who was dressed as a clown entertained kids with her funny dance moves!!!

LAUGHTER -THE BEST MEDICINE



EXPERT ADVICE FROM DR. FEEL-GOOD

HEALTH QUESTION & ANSWER SESSION

Q: I've heard that cardiovascular exercise can prolong life; is this true?

A: Your heart is only good for so many beats, and that's it...don't waste them on exercise. Everything wears out eventually. Speeding up your heart will not make you live longer; that's like saying you can extend the life of your car by driving it faster. Want to live longer? Take a nap.

Q: Should I cut down on meat and eat more fruits and vegetables?

A: You must grasp logistical efficiencies. What does a cow eat? Hay and corn. And what are these? Vegetables. So a steak is nothing more than an efficient mechanism of delivering vegetables to your system. Need grain? Eat chicken. Beef is also a good source of field grass (green leafy vegetable). And a pork chop can give you 100% of your recommended daily allowance of vegetable products

Q: Should I reduce my alcohol intake?

A: No, not at all. Wine is made from fruit. Brandy is distilled wine, that means they take the water out of the fruity bit so you get even more of the goodness that way. Beer is also made out of grain. Bottoms up!

Q: How can I calculate my body/fat ratio?

A: Well, if you have a body and you have fat, your ratio is one to one. If you have two bodies, your ratio is two to one, etc.

Q: What are some of the advantages of participating in a regular exercise program?

A: Can't think of a single one, sorry. My philosophy is: No Pain..Good !

Q: Aren't fried foods bad for you?

A: YOU'RE NOT LISTENING!!!. Foods are fried these days in vegetable oil. In fact, they're permeated in it. How could getting more vegetables be bad for you?

Q: Will sit-ups help prevent me from getting a little soft around the middle?

A: Definitely not! When you exercise a muscle, it gets bigger. You should only be doing sit-ups if you want a bigger stomach.

Q: Is chocolate bad for me?

A: Are you crazy? HELLO Cocoa beans! Another vegetable!!! It's the best feel-good food around!

Q: Is swimming good for your figure?

A: If swimming is good for your figure, explain whales to me.

Q: Is getting in-shape important for my lifestyle?

A: Hey! 'Round' is a shape!

TRAINING COURSE ALL ARE WELCOME OPEN TO MEN ONLY

Note: due to the complexity and level of difficulty, each course will accept a maximum of eight participants. The course covers two days, and topics covered in this course include:

DAY ONE

HOW TO FILL ICE CUBE TRAYS

Step by step guide with slide presentation

TOILET ROLLS- DO THEY GROW ON THE HOLDERS?

Roundtable discussion

DIFFERENCES BETWEEN LAUNDRY BASKET & FLOOR

Practicing with hamper (Pictures and graphics)

DISHES & SILVERWARE; DO THEY LEVITATE/FLY TO KITCHEN SINK OR DISHWASHER BY THEMSELVES?

Debate among a panel of experts.

REMOTE CONTROL

Losing the remote control - Help line and support groups

LEARNING HOW TO FIND THINGS

Starting with looking in the right place instead of turning the house upside down while screaming - Open forum

DAY TWO

EMPTY MILK CARTONS; DO THEY BELONG IN THE FRIDGE OR THE BIN?

Group discussion and role-play

HEALTH WATCH; BRINGING HER FLOWERS IS NOT HARMFUL TO YOUR HEALTH

PowerPoint presentation

REAL MEN ASK FOR DIRECTIONS WHEN LOST

Real life testimonial from the one man who did

IS IT GENETICALLY IMPOSSIBLE TO SIT QUIETLY AS SHE PARALLEL PARKS?

Driving simulation

LIVING WITH ADULTS; BASIC DIFFERENCES BETWEEN YOUR MOTHER AND YOUR PARTNER

Online class and role-playing

HOW TO BE THE IDEAL SHOPPING COMPANION

Relaxation exercises, meditation and breathing techniques

REMEMBERING IMPORTANT DATES & CALLING WHEN YOU'RE GOING TO BE LATE

Bring your calendar or PDA to class

GETTING OVER IT; LEARNING HOW TO LIVE WITH BEING WRONG ALL THE TIME

Individual counselors available

NEW APPOINTMENTS

Isibhedlela sithanda ukwamukela abafowethu no-dadewethu abasijoyinile:

Amla H.C.- Medical Officer

Chantler S.A- Dietitian

Chetty V- Radiographer

Dakwa P.- Senior Professional Nurse

Dalvie R.- Occupational Therapist

Gwala HP - Enrolled Nursing Assistant

Hulley T.- Occupational Therapist

Jele F.S.G -Facility Information Officer

Khan R. -Physiotherapist

Mfenqa P.I.- Enrolled Nursing Assistant

Mlaba M.A.- Finance Service Officer

Mseleku S.C.- Finance Service Officer

Ngcobo J.S.P.- Professional Nurse

Ngcobo N.P.- Speech Therapist

Ntusana M.G.- Finance Service Officer

Owanga U.G.- Principal Medical Officer

Passmoor D. W.- Medical Officer

Shabangu S. M.- Human Resource Officer

Shumsuddeen Z.- Pharmacist

Sibiya F. S.- Nursing Assistant

Sikhahlane B.B.- Senior Enrolled Nurse

Tobo V. L.- Human Resource Manager

Xaba M.Z.- Finance Service Officer

Zimema V. N.- Senior Enrolled Nurse

Zingana S.- Principal Medical Officer

Zulu M.T.- Enrolled Nursing Assistant



SERVICE TERMINATIONS:

Gounden D. G.- Chief Administration Clerk

Joyner M.A.G -Pharmacist

Mathenjwa Z.N.- Medical Officer

Mngadi Z. Y.- Radiographer

Nunes G. M.- Physiotherapist

SOMETIMES....

We must be hurt in order to grow,
We must fail in order to know,
We must lose in order to gain.
Some Lessons are learned best only through pain.

SOMETIMES....

Our vision clears only after our eyes are washed with tears.
We have to be broken, so we can be tender,
We are sick so we can rest and think better on things more important than work or fun,
We are taken for trip near death, so we can assess how we've run.

SOMETIMES....

We have to suffer lack, so we can know God's provision,
We have to feel another's pain, so we can have a sense of mission.
So take heart, if you don't understand today,
Instead of grumbling, ask God what He means to say,
In order to learn you must endure, and learn to see the bigger picture.

In order to grow, you must stand and look beyond the hurt,
Trust in God's loving hand that takes what is Good, and gives what is Best,
And on this blessed thought, rest your anxious heart with all the questions,
God's hand only gives what his loving heart dictates,

SOMETIMES....

The Lord calms the storm,
He lets the storm rage... and calms His child...
Better go through the storm with Him,

St Andrews Hospital

Private Bag X1010
HARDING
4680

Phone: 039 - 433 1955
Fax: 039 - 433 1529
Email: h043281@dohho.kzntl.gov.za

We're on the web!!
www.kznhealth.gov.za/standrewshospital.