



**VISION**

To be the most desirable hospital to seek help from and to work for

**MISION**

To develop a people centred district health services in the Bethesda catchment area where all persons have equal access to quality & comprehensive district health services, jobs & entrepreneurial opportunities

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**BETHESDA HOSPITAL SUCCESSFULLY RETAINED THE MOTHER & BABY FRIENDLY INITIATIVE**

**B**ethesda hospital has done it again! These were the words from the CEO Mrs Philile Khumalo after being honoured by the Directorate for Nutrition the status of the Baby Friendly Hospital after an assessment which was conducted on 10 October 2012. The ceremonial event to honour the 16 successful Mother & Baby Friendly hospitals was



**BETHESDA HOSPITAL TEAM RECEIVING THE MBFI AWARD**

held at Rietvlei hospital previously based at Eastern Cape in the old demarcation board. Indeed hard work pays for Bethesda employees. Through a dedicated hospital management and hard working employees of Bethesda, there is great improvement. The committed hospital team was much pleased to receive good news that they have managed to get 100% from the MBFI 10 steps of assessment. "As the hospital management, we commend all our employees and CCG's that have made the hospital proud through their success to retain the MBFI and we urge you to continue this good work and maintain your commitment to this crucial initiative", said Mrs Philile Khumalo Bethesda CEO. The message to all hospitals within KZN was that they must retain the status of being Mother & Baby Friendly so that the dream of the MDG will be realised. It was confirmed that the KZN is leading towards achieving such status and other provinces have applauded the model used by the province.

The MBFI is a worldwide programme of the WHO and UNICEF to protect, promote & support safe feeding practices. According to Dr S Zungu, the KZN Head of Department of Health said that the Baby Friendly status is just not about attaining another award but is aimed at improving child survival. "Congratulations to Bethesda hospital, the Nutrition Directorate would like to encourage you to continue the implementation of the MBFI as well as quarterly monitoring of its implementation internally by using the self-appraisal tool", said Dr Zungu.

**"EXCELLENCY IS OUR HABIT"**

**BETHESDA HOSPITAL SUPPORTS EXCLUSIVE BREASTFEEDING FOR SIX MONTHS**

Fighting Disease, Fighting Poverty, Giving Hope



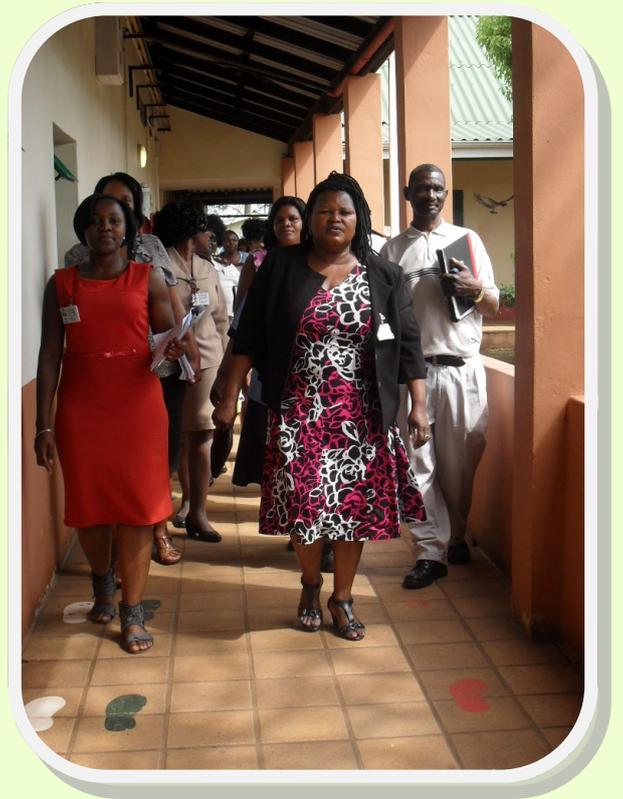
*Do it the Batho Pele Way*



# MANAGEMENT IS HANDS ON TOWARDS IMPROVING QUALITY OF CARE OF BETHESDA CLIENTS

The CEO of Bethesda hospital and the entire management of the hospital believes that working with people and understanding their concern can improve the quality of care within the institution.

There has been a very rapid improvement in the hospital through the call for working together to improve all corners of the hospital. The Management took a decision to visit all areas within the hospital to check the status and their conditions and the effectiveness to respond to customers needs.



This was done by involving the extended management walking in all hospital buildings. The exercise has assisted Bethesda to achieve more positive results and has reduced the number of complaints within the institution.

## TAKING SERVICES TO THE SCHOOLS

The school health took a round to local schools offering the health services including health education to learners in order to support their learning programme. The team offered services like Social Worker service, Oral screening, eye screening and health education to more than 1000 school learners around uBombo area.



Bethesda school health team reaching out at Nsinde high school for screening



*Izinyo Elixujiwe  
izinyo elihlala  
lijabule!*

## PROVINCIAL INFECTION PREVENTION & CONTROL AUDIT

**B**ethesda hospital was recently audited by the Provincial Infection Prevention & Control team through out the hospital buildings. The quality team of doctors & Senior Management from the KZN province was left no stone unturned to see if Bethesda does comply with IPC audits. The purpose of the audit was to ensure minimal incidents of health care associated infections reported and Provision of an environment that drives quality patient care, safety and accountability. Some of the objectives of the IPC implementation Strategy was to:

- ◆ Promote evaluation of practices through well planned monitoring exercises, feedback to health facilities, recognition of best practices and relevant timeous support to address challenges
- ◆ Establish strong leadership that provide appropriate guidance and direction to facilitate the implementation of IPC Policies and Guidelines
- ◆ Better image of healthcare services
- ◆ Provision of enabling environment for the implementation of IPC practices
- ◆ Facilitate the availability of adequate resources and support systems to enhance the IPC practices.

The team of auditors realized the positive improvement on the hospital progress towards IPC with few recommendations to some departments and staff members. The hospital manager commended all staff who participated in the preparations of the audit and even during the day. We will continuously ensure that our hospital complies at all times said Mrs Khumalo.



**Mrs Q G Dlodlo-Shandu**  
**IPC CO-ORDINATOR**



Bethesda Female Ward an example of all wards



Mortuary being audited



POWERFUL & MOTIVATED YOUNG GIRL

# BETHESDA CELEBRATING EARLY CHRISTMAS



*Special thanks to Mkuze Boxer Stores, OK Stores, Spar, Qondile Siyaphambili Project, Bethesda Team of Doctors, Staff especially Hast Unit for your donations to the success of the event. We thank the families who supported us by attending the educational Christmas celebration.*

**Bethesda hospital cares for the local community**

# THE HOSPITAL BOARD MEMBERS ARE ON BOARD

The KZN Department of Health has organized the central training for uMkhanyakude District Board Members held at Hluhluwe in November 2012 to be trained in various aspect of their functioning which has helped them understood their roles and responsibilities. One of the requirements for a Public Hospital is to have an up and running Hospital Board. Bethesda hospital has achieved the full training of the structure of Board Members and has running hospital board.

The training was attended by the CEO's of various institution in order to have the same level of capacity and building towards a cohesive management of hospitals. It must be noted that the hospital board of Bethesda hospital comprises of community leaders in various structures who are very dedicated to work with the hospital management and the public at large.

Some of the objectives of the training was to ensure that Hospital Boards support hospital management in meeting the greater burden of responsibility attached to increased delegation of functions, to ensure that the hospital management meets its obligations in terms of hospital staff performance agreements with the Departments, and to ensure that hospital management is responsive to community needs and views. It was noted on the training that they should meet monthly to discuss issues like, equitable access to services for all community members, setting hospital policies appropriate for local application, formulating



**BETHESDA CEO AND HOSPITAL BOARD**

hospital plans, conduction of inspections at the hospital, reviewing financial statements on a monthly basis, to make recommendations to the Department the on hospital's building and maintenance programmes and many more. Bethesda board members have commended the working relations that they have with hospital management and staff and they also encouraged more capacitation including issues of NHI so that they can disseminate information to the community.



**Fighting Disease, Fighting Poverty,  
Giving Hope**

# UMSHUWALENSE KAZWELONKE WEZEMPILO **NHI**

**YAZI KABANZI NGOMSHUWALENSE WEZEMPILO KAZWELONKE**

## **LUYINI UHLELO LOMSHUWALENSE?**

Umshwalense Wezempilo Kuzwelonke yindlela yokudlulisela uhlelo olufanele lwezempilo kubo bonke abantu ngokutshala imali ezinhlakeni zomphakathi ezidinga ukunakwa ngendlela efanele. Umshwalense Wezempilo Kuzwelonke, owaziwa nge-NHI, ithuba lezakhamizi zaseNingizimu Afrika ukuthi zibambisane ngendlela ecacile. Lolu hlelo lugqugquzela kakhulu ukunakekelwa ngokwezempilo okuhloniphekile.

## **LUKUPHI MANJE LOLU HLELO?**

Ngokusho kuka Ngqongqoshe kazwelonke Wezempilo, lolu hlelo lusesesigabeni lapho kusalungiselelwa khona futhi kuphuculwa khona izinga lokusebenza kukahulumeni ufinyelele esigabeni se-NHI.

## **IYINI INHLOSO YE-NHI?**

I-NHI yenziwe ngendlela yokuthi wonke umuntu athole usizo lwezempilo olusezingeni nokuthi abantu baphile kahle kwezempilo. I-NHI izogcina izindleko zokunakekelwa ngokwezempilo zingambi eqolo.

## **KUNGANI SIDINDA I-NHI?**

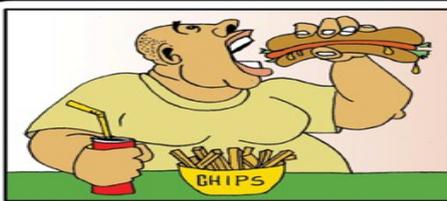
Uhulumeni ukholelwa ekutheni wonke umuntu unelungelo ukuthola usizo lwezempilo. Uhulumeni uqonde ukwakha uhlelo lwezempilo olunobulungiswa futhi olulinganayo kubo bonke abantu ngaphandle kukubhekwa ukuthi uvela kuphi noma ibala lakho linjani.

## **UMA UTINGA ULWAZI NGALOLU HLELO**

Uma udinga ulwazi oluthe thuthu ngalolu hlelo noma oluqhubekayo ungavakashela i-website yoMnyango ethi: [www.doh.gov.za](http://www.doh.gov.za) noma uthumele i-email ku: [nhi@health.gov.za](mailto:nhi@health.gov.za). Uma udinga olunye ulwazi ungathumela nemibono yakho kuyo i-website ukuze ubambisane nohulumeni ekwakheni uhlelo lwezempilo olusezingeni nolulinganayo kubo bonke abantu. Thumela imibono noma imibuzo kule nombolo yocingo: 012 395 8000.

**NATIONAL HEALTH INSURANCE**

**Silwa Nezifo, Silwa Nobubha,  
Sinika Ithemba**



# NATIONAL OBESITY WEEK

15 - 19 OCTOBER

KWANELE, I'M GOING TO GET SOME FISH FOR US, WOULD YOU LIKE SOMETHING TO DRINK WITH IT?



NO MAMA, I DON'T WANT ANY FISH. I WANT HAMBURGER AND CHIPS!



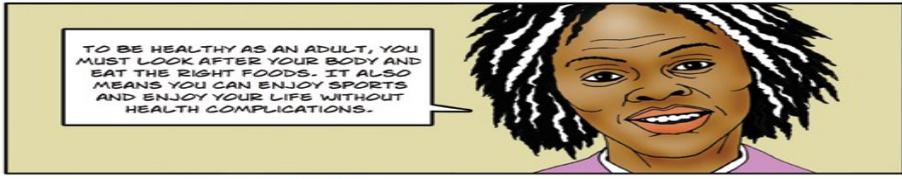
AY WENA KWANELE, THAT'S NOT GOOD FOR YOU, YOU ARE BECOMING UNHEALTHY AND YOU WILL HAVE LOTS OF HEALTH PROBLEMS WHEN YOU'RE AN ADULT.



MAMA IS RIGHT KWANELE, WE HAVE TO WATCH WHAT WE FEED YOU. A LOT OF SOUTH AFRICAN CHILDREN ARE BECOMING OVERWEIGHT BECAUSE OF JUNK FOOD. THIS WILL LEAD TO HIGH BLOOD PRESSURE, DIABETES AND OTHER PROBLEMS.



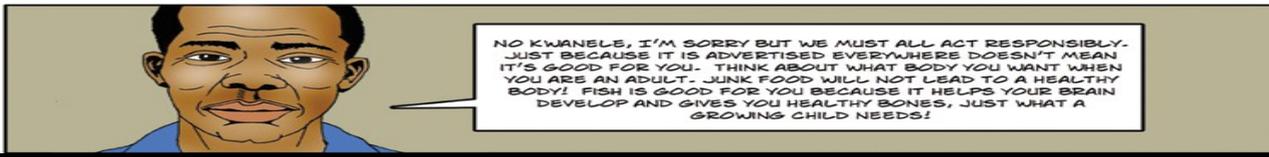
TO BE HEALTHY AS AN ADULT, YOU MUST LOOK AFTER YOUR BODY AND EAT THE RIGHT FOODS. IT ALSO MEANS YOU CAN ENJOY SPORTS AND ENJOY YOUR LIFE WITHOUT HEALTH COMPLICATIONS.



BUT I WANT A HAMBURGER!



NO KWANELE, I'M SORRY BUT WE MUST ALL ACT RESPONSIBLY. JUST BECAUSE IT IS ADVERTISED EVERYWHERE DOESN'T MEAN IT'S GOOD FOR YOU. THINK ABOUT WHAT BODY YOU WANT WHEN YOU ARE AN ADULT. JUNK FOOD WILL NOT LEAD TO A HEALTHY BODY! FISH IS GOOD FOR YOU BECAUSE IT HELPS YOUR BRAIN DEVELOP AND GIVES YOU HEALTHY BONES, JUST WHAT A GROWING CHILD NEEDS!



A FEW MONTHS LATER...



MAMA! I'VE BEEN CHOSEN FOR THE SCHOOL SOCCER TEAM!

SHO! THAT'S GREAT NEWS MY BOY! AND TO THINK LAST TERM YOU HARDLY MOVED FROM THE SOFA!



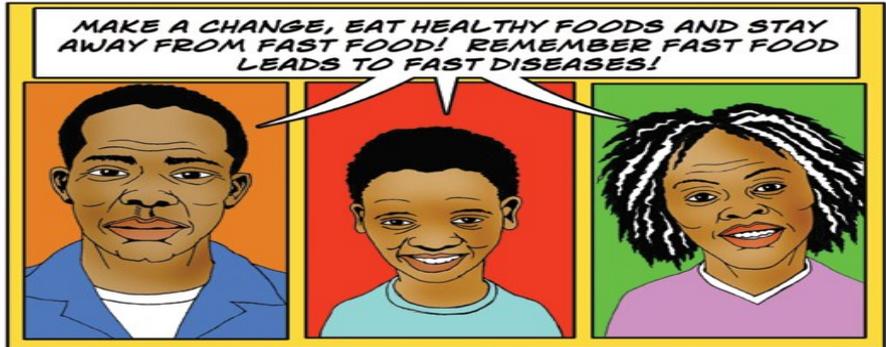


YEBO MAMA, THAT'S BECAUSE I WATCHED ALL THAT JUNK FOOD ON TV AND THOUGHT THAT WAS GOOD FOR ME. NOW I AM FIT AND HEALTHY THANKS TO MY HEALTHY EATING HABITS! I ALSO GOT HIGH MARKS IN MY TEST, SO THAT STORY YOU TOLD ME ABOUT FISH HELPING MY BRAIN MUST BE TRUE! THANK YOU MAMA!

IT IS TRUE, BUT IT'S ALSO BECAUSE YOU STUDY HARD, INSTEAD OF FEELING LAZY AND TIRED, WHICH IS WHAT JUNK FOOD DOES TO YOUR BODY.



**MAKE A CHANGE, EAT HEALTHY FOODS AND STAY AWAY FROM FAST FOOD! REMEMBER FAST FOOD LEADS TO FAST DISEASES!**



# EAT HEALTHY, LIVE LONGER!



Mr M Ntshangase

## KNOW WHAT LABOUR (STAFF) RELATIONS?

Staff relations is primarily concerned with the management of relationship between employer (STATE) & employee.

**Contract of employment** is the employment relationship in terms of an agreement that an employer & employee enter into.

How to Breach your contract? If one party does not carry out his/her obligations or duties of employment contract that party is said to be in breach of contract.

**DISCIPLINARY PROCEDURE:** The employer should deal with the breach by following the procedures that are set out in the code of good practice (Disciplinary code and Procedure).

**Staff Relations Purpose:** "To promote good relationship between the employer & employee within the hospital by providing guidance in matters concerning labour issues such as grievances & exercise discipline in the workplace".

**Disciplinary Codes for Supervisor's only:** The main propose of disciplinary code is for Supervisors responsibility to maintain discipline within his/her section.

The code and procedures therefore makes provision for actions to be taken in an informal or formal setting, depending on the severity of the allegations of misconduct, as follows: Corrective Counseling, Verbal Warning, Written/Final Written Warning.

**SOME IMPORTANT POINTS TO REMEMBER:** Informal discipline does not usually take place in a formal venue. Do not embarrass the employee by raising problems in the presence of another employee. Listen to the employee and be sympathetic. Adopt a problem solving approach, rather than a confrontational approach. Never abdicate your responsibility to apply the appropriate action by being too soft. Note: Serious misconduct, supervisor must initiate a disciplinary enquiry and report to staff relations office.

### 1. CODE OF CONDUCT OF EMPLOYEE (Public Service Act 1994)

- (i) The aim is to train employees on acceptable conduct.
- (ii) To ensure that each employees acknowledges receipt in writing and place such on personal file. To manage conduct of employees. As staff relations is to keep records.

### 2. GRIEVANCES (PSCBC Resolution 14/2002 and Public Service Regulations)

- (i) The aim is to train employees on the grievance procedure. To ensure that grievances are lodged using prescribed forms. To ensure that grievances are investigated within timeframe. To ensure that statistics are kept and monthly returns are submitted to Head Office. As staff relations is to keep records of all grievances lodged.

### 3. ABSCONDMENT (Public Service Act 1994 and Labour Relations Circular 5 OF 2000)

- (i) The aim is to ensure that absenteeism is properly managed. To ensure that supervisors are trained on abscondment procedures. To ensure that supervisors keep accurate records of attendance. As staff relations is to keep records of all cases of abscondment.

### 4.DISCIPLINE (PSCBC Resolution 2/1999, and Code of Conduct for the Public Service Act 1994)

- (i) The aim is to train employees on the disciplinary procedure. To manage discipline. To ensure that all misconduct cases are finalized within prescribed timeframe. To ensure that consistency in the application of discipline. As staff relations is to keep records of all cases and submit statistics to Head Office on monthly basis.

## STRESS MANAGEMENT COURSE

The HRD recently organized the stress management course for more than 15 staff members from various components, namely nursing, finance human resource, admission, and food services department. The course content was mainly to assist and eliminate the negative impact caused by stress in the working environment



Staff members after training with the results of being stress free

which results in poor performance, high level of absenteeism and late coming of staff. The course was a great success & the staff seemed to be stress free as their faces were full of joy and they were more energetic than before.

## FAREWELLS



The Hospital bid a farewell function for Ms T Zulu who was a dedicated Chief Human Resource officer. Miss Zulu left the hospital for greener pastures in the HR career. We all miss her smile during the office and we wish her all the best.

### OTHER EMPLOYEES EXITED BETHESDA

- Mr DM Mpanza — Occupational Therapy
- Mr EN Mthembu—HR Officer
- Ms FM Siphethu—General Orderly
- Dr MP O’neil—Medical Officer

## RETIREMENT



Mrs MS Mahlinza

Mrs MS Mahlinza was a Night Duty Operational Manager and has worked for the hospital for more than 11 years with pride and dedication. She was a mother to many of us and a role model to the young people. We wish her a happy retirement period and her excellent work will be forever missed.

We wish all our retiring staff member a happy stay at home. May God Bless you all.

Isithombe senyanga

### OTHER RETIRED BETHESDA EMPLOYEES

- TA MBOKAZI—GENERAL ORDERLY
- LS MNGOMEZULU—GENERAL ORDERLY
- I J MADLOPHA—GENERAL ORDERLY
- DG DUBE—GENERAL ORDERLY

Meet our dedicated HR Staff members



# Male Medical Circumcision Campaigns in Action

Since the KZN has launched the Male Medical Circumcision there has been a massive involvement by community members engaging in the goal to reduce the risk of being infected by HIV/AIDS. The Male Medical Circumcision has always been applauded by medical experts and even by MEC for Health Dr. Sibongiseni Dhlomo in the province that it brings the radical changes in the statistics of people infected of HIV. They regard it as one of the effective ways to fight the epidemic of HIV/AIDS in communities. Bethesda hospital through HAST Unit is continuing with the struggle to increase numbers of circumcised males around Bethesda catchment area. This was seen on the camp that was arranged at Mkuze on 10 December which had more than 85 males who were circumcised effectively and they joined thousands of males circumcised in the province. We thank the team of doctors, nurses, CCG's, Mr .... (MMC Recruiter), MATCH and all health workers in the hospital who took their time to make the success of the MMC campaign.

## Health benefits for circumcised male:

- ⇒ It is easier to keep clean.
- ⇒ Eliminates bruising and tearing during sex.
- ⇒ Cells that attract HIV are removed.
- ⇒ Reduces the risk of HIV infection by eliminating tearing and bruising.
- ⇒ Lower risk of STIs and diseases.
- ⇒ Reduces your partner's risk of cervical cancer.



## No health benefits for uncircumcised male:

- ◆ The foreskin covers the head of the penis and it's more difficult to keep clean.
- ◆ The skin inside the foreskin is soft, and prone to bruising and tearing during sex that allows an entry point for HIV and can cause discomfort during sex.
- ◆ The foreskin contains cells that act as an entry point for HIV.
- ◆ There is a higher risk of HIV infection.
- ◆ Higher risk of STIs and diseases that affect uncircumcised men.
- ◆ Men are more likely to get the Human Papilloma Virus which they transmit to their partner, which increases their partner's risk of cervical cancer.



Siyabonga kakhulu iqhaza elibanjwa umphakathi ekulweni nesifo segciwane lengculazi, siyanxusa ukuthi abasafisa ukusokwa bangaya emitholampilo eseduzane babhalise ukuze silwe nobhubhane lwesifo sengculazi. Ngeminye imininingwane ungaxhumana noMnu B.M Gumde enamabeni yocingo ethi: 035 595 1004 ukuze wazi kabanzi ngohlelo lokusoka.

# 16 Days of Activism

The hospital together with various stakeholders including SAPS, Social Development, Community Safety & Liaison, Department of Education and local NGO's took a stand early December to stop violence against women and children to Mkuze and Nhlonhlela community members.



The targeted areas had serious issues reported to the hospital & SAPS of crime, substance abuse, violence and other social problems which affect the community at large. People from these areas including traditional leaders came in numbers to work together with government to stop the trend of violence aimed at children and women.



Community members were much pleased to see such an effort from government to come all out and explain the individual roles towards fighting crime, drug abuse, and violence to elders. All traditional leaders of these areas with their community member



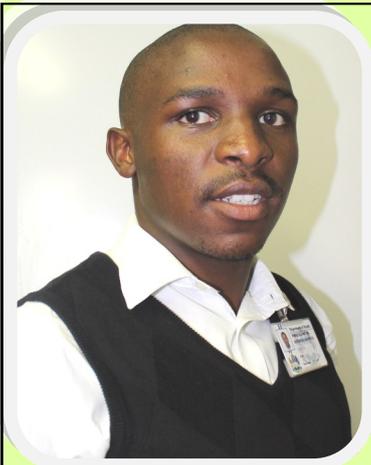
have applauded the programme and believed that it will make a massive impact to their well being. We want to thank the Department of Community Safety, Mkuze Game Reserve, Ophondweni Youth organization, Drop In Centre and the community at large to support us during this campaign. We wish everyone can be fully involved in fighting violence

against women and children so that we live in peace in our homes.

## **NEWLY APPOINTED**

N I WANDA—STAFF NURSE  
FB MYENI—STAFF NURSE  
N N MVUBU—STAFF NURSE  
PB NDLANZI—STAFF NURSE  
LP GUMEDE—STAFF NURSE  
PBS SUKAZI—STAFF NURSE  
Z MKHIZE—OPERATIONAL MANAGER (TB)  
DR. NG MFEKA—MEDICAL OFFICER  
DR. D OSIGBE —MEDICAL OFFICER  
DR. TC NKABINDE—MEDICAL OFFICER  
DR. E CLARENCE—MEDICAL OFFICER  
MS PULE—MEDICAL OFFICER COMSERVE

AS DUBE— MEDICAL OFFICER COMSERVE  
B D'OFFAY—MEDICAL OFFICER COMSERVE  
M BRITAIN—MEDICAL OFFICER COMSERVE  
LSM ERASMUS—MEDICAL OFFICER COMSERVE  
NL SIKOTANE—CLINICAL PSYCHOLOGIST  
Y NAIDOO—PHYSIO THERAPIST  
T GOVENDER— AUDIOLOGY  
AND BOOTH—SPEECH COMSERVE  
BS DLAMINI—DIETICIAN COMSERVE  
GWR RAMBARUM—PHARMACIST COMSERVE  
NC GAZU—PHARMACIST SOMSERVE  
S BUX—PHYSIO THERAPIST  
JSS KHUZWAYO—CHIEF HR OFFICER



**Should you wish to comment on our newsletter, don't  
hesitate to contact the Public Relations Office at:**

**Tel: 035 595 1004 ext 196**

**Or**

**Email your comments on the following email**

**[thandinkosi.zulu@kznhealth.gov.za](mailto:thandinkosi.zulu@kznhealth.gov.za)**

## **BETHESDA HEALTH PROMOTING HOSPITAL**



**Fighting Disease, Fighting Poverty, Giving Hope**