



SASOHN News

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The latest news, views, and announcements

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From the Desk of the SASOHN President

-Michelle Bester

The last two years we have seen times of unprecedented health challenges and global socioeconomic disruption. The coronavirus disease (COVID-19) pandemic reinforced the universal need to protect and invest in all occupations engaged in a preparedness and response capacity, in public health functions, and in the delivery of essential health services. In addition to climate change manifesting in increasing temperatures, rising sea levels, changing rainfall patterns, and more frequent and severe extreme weather conditions has become the norm. The COVID-19 pandemic has shone a light on health disparities and on nurses on the frontlines of care in their nations' responses to the spread of COVID-19. The worldwide pandemic has disrupted people's lives and their ways of interacting with the world but most importantly highlighted the essential role of nurses as leaders in health care delivery.

Leading in today's **VUCA** world (volatile, uncertain, complex, and ambiguous) is becoming increasingly difficult, yet leadership today is increasingly important. Joshua Ramo describes a theory about sand running through an hourglass, in his book, **The Age of the Unthinkable**.



As the sand went through, it organized itself into a cone that from the outside looked quite stable, but in reality, was deeply unstable. Ramo believed the sand pile represented our world –our world, like the sand pile, is volatile – things change quickly, and for reasons beyond our control. It is uncertain – gaining conviction about future outcomes is ever more challenging. It is complex – we can never know the interaction of the multiple variables we must consider; let alone how to integrate them effectively. It is ambiguous – the same data can yield multiple and often competing interpretations.

With the absence of leaders at the decision-making level, or input from midwives and nurses into health policies for population health, progress towards Universal health coverage and Sustainable development goals is weakened overall. Translating the goals of health equity will require a cadre of public health and nursing leaders who have a collective passion, commitment to unite science, practice, political will, and the greater community to achieve 'health for all'.

There is a need to strengthen the facilitative leadership abilities of nurses to create and sustain enabling work environments and ensure accountability to populations of service and provision of accessible quality care and support.

The global status and profile of nurses have improved considerably with the support of international campaigns, such as Nursing Now, and the commitment of the WHO in designating 2020 as the Year of the Nurse and the Midwife.

Nurses are essential for creating, planning, delivering, and evaluating healthcare services. No global health agenda can be realized without concerted and sustained efforts to maximize the contributions of the nursing workforce and their roles within inter-professional health teams. Effective leaders in turbulent times have always made the difference between success and failure of any sector of organisation. It has become essential that nurses help their nations prepare for future challenges by positioning themselves to effect positive policy change at a national or global level.

To do so requires policy interventions that enable them to have maximum impact and effectiveness by optimizing nurses' scope and leadership, alongside accelerated investment in their education, skills and jobs.

As nurse leaders let's build strategic alliances within our organisations and across relevant professions and sectors and through self-assessment identify our own leadership strengths and areas for improvement.

Let's equip our nurse leaders to navigate the VUCA landscape and leverage change and drive adaptation within the respective organisations. In 2022 as we celebrate International Nurses Day, may we stop to ponder our role in becoming those leaders and our role in developing these leaders in our sector. May we become adaptive leaders that are equipped with tools and techniques to use in developing the ability to lead themselves and their teams during change, volatility, and complexity.

Happy International Nurses Day



Something for a chuckle

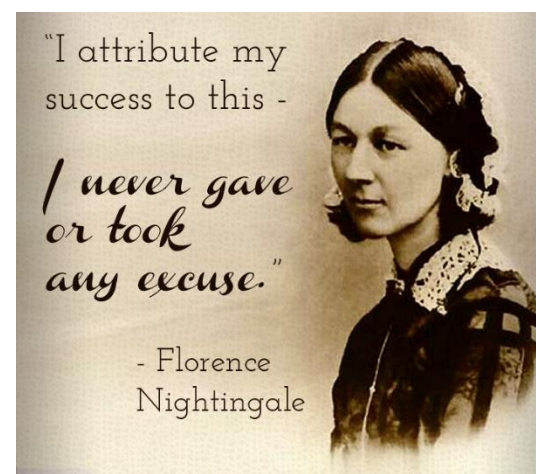
-By Bev Beute

Mom and her son go shopping and comments to her son" who has 100 appliances in their home?"

Son answers back to his mom" well Mom if my wife has lots of babies one day, she will have 100 appliances in our home!!"

Mom packs up laughing and says to her son, well maybe.

On a more serious note: an observation in the last year in our OHC clinic there has been an increase in depression, anxiety and insomnia requiring not only counselling but medication. This has also presented as irresponsible alcohol abuse, substance abuse and sexual behaviour. Probably also impacted on the effects of COVID and long COVID. Men are not very forthcoming with information, building a trust relationship is key and a skilful practitioner to recognize the signs and refer appropriately.



7 April is World Health Day

It is celebrated annually, and each year draws attention to a specific health topic of concern to people all over the world.

The date of 7 April marks the anniversary of the founding of WHO in 1948.

Are we able to reimagine a world where clean air, water and food are available to all?

Where are economies focused on health and well-being?

Where cities are liveable and people have control over their health and the health of the planet?

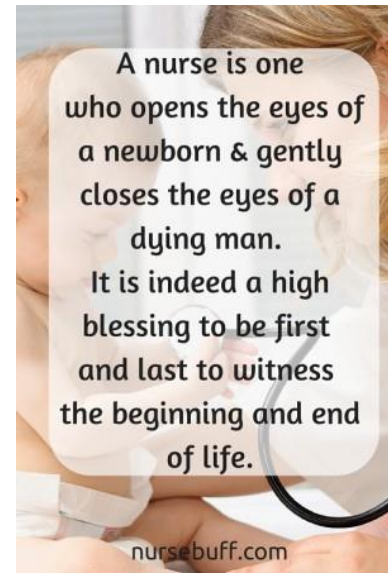
On World Health Day 2022, WHO will focus worldwide attention on critical efforts needed to keep humans and the planet healthy and build a movement to create societies centered on well-being, in the face of a pandemic, a polluted planet, and rising diseases including cancer, asthma, and heart disease.

According to the World Health Organization, more than 13 million people die each year due to preventable environmental causes around the world. This includes the climate problem, which is the world's single greatest health concern. The climate catastrophe is also a public health emergency.

Climate and health crises are being fueled by our political, social, and commercial decisions. Over 90% of people inhale polluted air caused by the burning of fossil fuels. Mosquitos are spreading diseases farther and faster than ever before as the world warms. People are being displaced and their health is being harmed because of extreme weather occurrences, land degradation, and water scarcity. Pollution and plastics have made their way into our food chain and can be discovered at the bottom of our deepest oceans and tallest mountains. Systems that create highly processed,

unhealthy foods and beverages are fueling an obesity epidemic, increasing cancer and heart disease, and accounting for a third of global greenhouse gas emissions.

While the COVID-19 pandemic demonstrated science's ability to heal, it also revealed the world's injustices. The epidemic exposed flaws in all aspects of society, emphasizing the importance of establishing sustainable well-being societies dedicated to ensuring equal health for current and future generations while remaining environmentally conscious. The current economic system results in inequitable income, wealth, and power distribution, with far too many people still living in poverty and insecurity. Human happiness, equality, and environmental sustainability are the goals of a well-being economy. Long-term investments, well-being budgets, social protection, and legal and budgetary methods are used to achieve these objectives. Breaking these destructive cycles for the earth and human health will necessitate legislative action, business reform, and individual action.



Am I worthy....to be a nurse?



-Sr. Lindie Jansen van Rensburg (RN, RM, OHP, B. Cur, MSc, OH Facilitator & Assessor

I still remember my first day as a student nurse starting in the orthopedics unit. Only seventeen years old, a late entry into the B. Cur programme at the University previously known as the University of Port Elizabeth, at the now known Nelson Mandela University. Starting a month late, meant I had missed orientation as to what nursing entails and what to expect on my first day in the ward.

Eager to make a difference in this world, to be the best version of myself, I responded to the ringing bed bell. The patient requested a bottle. Enthusiastic to help him, I left the patient and came to a halt in the corridor.... what is a bottle? I went in search of this 'bottle' not realizing the urgency of the request. With Murphy as my companion, I could not find another healthcare worker to ask. Frantically searching for anything resembling a bottle - the patient was not impressed with the bottle of water which I brought him, and after a more detailed description and assistance from the personnel, I brought him the urinal. Fortunately, he forgave me after hearing that this was my first day.

I also remember my first death in that same year. The patient complained he was hungry. It was 16h00, so I assured him that dinner was on its way. I returned to check on him a half an hour later; he wasn't breathing, and I couldn't find a pulse. I called the registered nurse who pronounced him dead and left me with instructions to lay out the body. I then popped into the nurse's office next to the private room... I can still recall how disgusted I was with the nurse as she was standing, eating a banana and the patient had just passed, hungry.

These, amongst other incidences, would shape me as not only a person, but as a professional nurse in the years to come. Patients can be difficult, yes. They can be ungrateful, yes... but are these patients the exception to the

rule? Yes. I have learned that my patient is my priority. We need to respect ourselves and others. I should never make any assumptions. Not all topics are allowed at the dinner table. I should keep asking questions. Keeping my skills updated, is a priority. Listening to my patient, is a priority. I am stronger than I think. Communication is key. Trust my instincts. Be trustworthy. Patients share their most intimate experiences with me, and I should stay vigilant. Above all, to be the best nurse for my patients, I need to take care of myself.

Looking back, I have learned my skills the hard way. These skills, some have become a part of my being, some I must continuously hone and maintain, will always be crucial in ensuring I am the best nurse I could possibly be. Have I lost my touch? Do I refresh and update my skills? Do I have and therefore show enough empathy? Do I have and/or practice enough patience? I'm reminded to return to and focus on the basics again. I need to keep my patient safe and healthy, without losing touch with my own wellbeing. The importance of knowing myself as a nurse and knowing my profession is dependent on worthy, knowledgeable, and effective leadership. Leaders who follow the correct protocol, have their priorities aligned with the proper care of patients. The lack thereof, still stands out to me today. I therefore get frustrated and irritated when I experience poor nursing care and hear the same horrific nursing stories repeated over the months and years.

Nursing is defined as a profession within the health care sector focused on the care of individuals, families, and communities so they may attain, maintain, or recover optimal health and quality of life. Nursing is a calling. Caring for people, the special ability of compassion. Dedication to patient care. Make no mistake, it is not just a job. We are advocates for our patients. We have the knowledge to make a difference; and actively influence the quality of human life.

An article was shared on the SASOHN Collaboration Facebook page: Essential Skills for Nurses: Skills that are Anything but 'Soft'. The following skills are referred to as essential for nurses: Communication, Attitude and confidence, Teamwork, Networking, Critical thinking, and creative problem solving, Professionalism, Empathy, Conflict resolution, Adaptability, Initiative, and strong work ethic. It might sound like a mouthful, but it is still not all encompassing. Am I worthy of being a nurse? Do I know my strengths and weaknesses?

Having nursing skills are more relevant today than a 162 years ago when Florence Nightingale laid the foundation of professional nursing. Every challenge: an opportunity to grow – personally and professionally. I want to grow, and change in the right ways, to be a better nurse, a better person. Changing the lives of others, so they may give their best, and live their purpose in fulfillment to make the world a better place.

We all made the Florence Nightingale pledge (Resource: www.sanc.co.za):

Nurse's Pledge of Service

I solemnly pledge myself to the service of humanity and will endeavour to practise my profession with conscience and with dignity.

I will maintain, by all the means in my power, the honour and noble tradition of my profession.

The total health of my patients will be my first consideration.

I will hold in confidence all personal matters coming to my knowledge.

I will not permit consideration of religion, nationality, race or social standing to intervene between my duty and my patient.

I will maintain the utmost respect for human life.

I make these promises solemnly, freely and upon my honour

This version is different in several respects to the original Nightingale Pledge.

Our communities desperately need the nursing sector to improve, to step up. Learn the lessons. Change, grow, go back to basics, make a difference, and start with what's right in front of you. Nursing needs mentors, leaders. If you do not have one, can you be one? Am I worthy of being called a nurse? Yes, every day I start the day fresh and try again. We are never too old to learn. I leave you with the following question...which skills do you need to be a nurse of worth?

A wonderful surprise for an Occupational Health Nurse during the COVID 19 pandemic

-Denise Minnie (Past President SASOHN)

All too often, we often complain nonstop about our employment conditions, the employer and so many other issues. Sometimes one wonders if life is just about complaining and not seeing the rainbows and opportunities that shine brightly in between. During the COVID 19 pandemic, so much was requested of us at the workplace, we ran around, put policies and procedures in place and just relied on our gut instincts and the information that was shared among medical professionals on what should or could be done to keep employees safe and healthy during the pandemic. The responsibilities and requests from all employers that had an onsite clinic was very similar. And maybe this was the time during the pandemic to show off a bit at the workplace, after all we had the knowledge and the skills. One such Occupational Health Nurse Practitioner, Ms Ann Davis experienced exactly that from her Employer, to assist with the COVID 19 pandemic, as well as the Health and Safety role. Being the courageous and brave nurse she is, she accepted and worked hard, diligently and took this challenge head on. She assisted with policies, procedures and ran around assisting everyone on site and not forgetting her clinic for legal compliance and making sure that everyone understood the regulations and what was required.

Little did Sr Davis know that her employer and Management was so impressed with the outcomes of all the tasks that were assigned to her. Sr Davis was then invited to the annual function whereby her Managing Director – Mr Gerhard Grobbelaar did the official announcement of the MD award to the most deserving employee that met all the South Bakels organisation's criteria. Herewith were the criteria:

An employee that had integrity, was trustworthy and portrayed an excellent performance. Must have worked in a senior position for more than 5 years and went out of their way to assist the company security, health, and growth in a year. The employee grew accustomed to working extra-long hours with no compensation but showed extraordinary qualities, was a genuine team player but more importantly do what they say and say what they do.

Now for most of us that know Sr Davis, she is very outspoken, to the point, and delivers not only quality health care but aims for perfection in all she does. After all, she took the Occupational Health Nurse Practitioner of the Year in 2008 which says much about her work ethics. She has always been a team player, showed much respect for her colleagues and is constantly delivering a high standard of excellence. This was clearly displayed when she was the Regional Chairperson of the West Rand Region. Mr. Grobbelaar described her as honest and truly an asset to the company, as she constantly strives for the best, she is punctual and always says her "please and thank



you". The MD also indicated that she is someone that he could depend on and saw her as a role model to all other employees in the organisation.

Sr Davis was somewhat surprised when her name was called to receive the MD award. Little did she know that in the background was her employer watching how hard she worked without ever complaining. And her monetary reward was something so grand, unexpected and boy was she surprised. Sr Davis plans on using her surprise gift for her overseas holiday to spoil herself after 35 years of dedicated service to the South Bakels organisation.

Sometimes, in life, it's all about our attitude and the way we conduct ourselves. You never know when a golden opportunity arrives and like Sr Davis, one that surprises you in the most wonderful way. It is surprises like these that makes you want to always go the extra mile. Well done, Ann, on being an inspiration to all Occupational Health Nurses. We trust that you will enjoy your hard-earned reward and please do share with the SASOHN family your holiday photos.

Sr Claudia Nomlilo Ngoloyi

- KZN Inland Region



To coincide with International Nurse's Day and SAHPRA's approval to make the Dapivirine Vaginal Ring (DVR) available to women over 18yrs, SASOHN's KZN Inland region is proud to feature our inspirational nurse, **Sr Claudia Nomlilo Ngoloyi!**

In addition to partially completing her Masters in PHC, Claudia holds an BA Honours Degree in Psychology, as well as Diplomas in Occupational Health, Health Education (Leeds University) and Project Management. Claudia's passion for midwifery during her student days led to her winning the Richards Ellis prize for the best student midwife of the year. She is a dedicated and self-driven professional nurse who has at least 12 years' experience in research.

From 2007 - 2011 Claudia was the research nurse in a behavioural study researching the impact of Female Condom promotion among South African female students in a Tertiary Institution, which assessed the effectiveness of brief behavioural cognitive intervention versus standard information only. From 2012 - 2019 Claudia worked as a project manager for the *Maternal Adolescent and Research Unit (MRU)*, where she was involved with two significant research projects of 3 years each.

The first involved a large-scale Phase III, placebo-controlled study, designed to evaluate the safety and efficacy of vaginal Tenofovir 1% gel used before and after sex to protect women (aged 18 - 34) against HIV and HSV2 infection in 9 South African sites. The outcome of the study found that there was insufficient evidence that Tenofovir is safe and effective in preventing HIV, when used consistently intravaginally pre- and post-coitally. However, adherence to use was not confirmed.

The second study was an open label clinical trial comparing HIV incidence and contraceptive benefits in HIV negative women aged 18-30, using Depo Medroxyprogesterone Acetate, Jadelle Implant, and Intra Uterine Device. The outcome of that study found no evidence that hormonal contraception put women at higher risk of HIV acquisition and all method use.

While working on these projects, Claudia supervised a multidisciplinary team of twenty clinicians, nurses, laboratory and data teams, pharmacists, HIV counsellors, outreach teams, and administration staff. In addition, she participated in recruitment and training, provided support, and coaching and was actively involved in data management and quality control procedures.

When asked why she excels in nursing, Claudia says: 'I am a rare brand of a nurse, as I trained and practiced when nursing was very noble. I have a passion for nursing practice and HIV prevention research, and I have strong ethics and leadership qualities as well as soft skills. Working in clinical trials was my best experience in my nursing profession - I loved being able to collaborate with senior researchers, funders, participants, teams, and the communities.'

Another highlight of her career was when she trained as a student midwife at McCord Hospital in Durban. Their mantra was *'both mother and new-born should leave the hospital alive.'*

When asked how she would like to be remembered, Claudia responded with the following:

1. 'As a very committed, zealous, hardworking person who pays attention to detail
2. The best Project Manager in research clinical trials
3. Ensuring that my work is always at its best
4. Being prepared to learn and teach others in my profession
5. As the best and most responsible and accountable trial manager'

We are certainly proud to have such high caliber members in our region and we salute you Sr Claudia!

Complete Nursing Professionalism

-Mariaan Smit

In this modern era, it is difficult to comprehend that once there were nurses who were enthusiastic about serving. Not just the ill but serving other human beings just for the inner calling of your soul. I once had the honor of working with such an angel. I was young, my nursing epaulettes too big for my small shoulders, and by that time, still thinking I could change the world. Mrs. Salome Snyman was appointed as the matron of an old age home where I was the senior sister. Collaborating with her, taught me real compassion for the elderly. Caring got a new meaning under her loving hands. She had compassion and did everything possible to prevent institution syndrome by involving the elderly in tasks and outings that made them feel that the old age home was home. She stood her ground for what was righteous and fair. Her soft voice could always be heard in one of the grannie's room's. No challenge was too big where it involved the elderly, and time was not a factor. She cared for them through personal contributions like taking them out to a Rose farm and buy them all roses. Those elderly who was abandoned by their own children, received extra loving care and personal gifts like soap and other sanitary ware. She was the angel of light, and her footprints are till today, embedded deeply in my heart. From time to time, I still have the privilege of seeing her, a rock, unchanged by decades of caring for people.

The lessons that I have learned over time, being a Registered Nurse are multiple. Caring cannot be bought by your salary. A nurse does not have rights, just compassion for those in need. I have seen over the years, that the rights of nurses are placed above the comfort of patients. The lesson that I have learned through witnessing this, is that not all who call themselves nurses, are called. I have seen free hospital care disappear to take the place where, if the patient cannot pay for the service, the patient is showed away at the casualty door. It broke my heart.



www.NurseFuel.com

As modern society progresses, I see unselfish nursing care disappear in the face of human rights. I have learned that not all Registered Nurses can be leaders and that not all leaders' care. I order to be an angel; you need to balance leadership and care. Care & compassion should be the pulsating heartbeat of those who call themselves nurses. This should be maintained through rendering a professional service of high ethical standards, always putting the needs of the person requiring your service first. In occupational health, this requires exceptional skills from the Occupational Health Practitioner who need to ensure that both the need of the employer and the employee are taken care of within the scope of our practice, carrying the interest at heart of both parties.

Florence Nightingale

English social reformer, statistician, and the founder of modern nursing.

Born

May 12, 1820
Florence, Italy

Died

Aug 13, 1910
age 90

Education

King's College
London

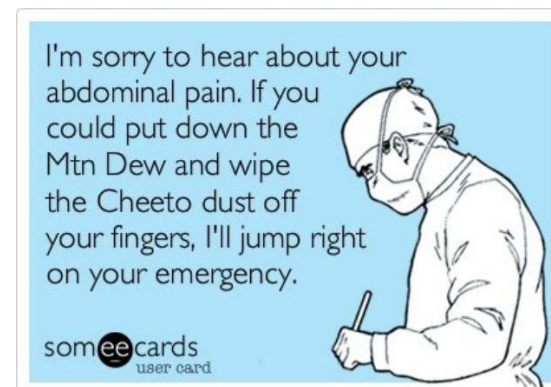


The most important practical lesson that can be given to nurses is to teach them what to observe - how to observe - what symptoms indicate improvement - what the reverse - which are of importance - which are of none - which are the evidence of neglect - and of what kind of neglect.

Florence Nightingale

She is, without a doubt, history's most famous occupational health (OH) nurse. We forget all too frequently that she is inextricably related to the care of workers near their workplace. Soldiers are employees, and military personnel remain an important and large occupational group, regardless of the type of work they do.

Soldiers started calling Florence Nightingale "the lady with the lamp" because she was often seen strolling around at night with her lamp checking on the sufferers.



Investing in nursing and respecting nurses' rights: key themes for International Nurses Day 2022

-The International Council of Nurses

The new theme for International Nurses Day (IND) 2022 has been revealed by the International Council of Nurses (ICN): Nurses: A Leading Voice - To ensure global health, invest in nursing and respect rights, with a focus on the need to protect, support, and invest in the nursing profession to build health systems around the world.

Every year on May 12th, the anniversary of Florence Nightingale's birth, ICN conducts the celebrations for International Nurses Day.

ICN has also released a collection of case studies submitted by nurses from around the world to highlight the diverse variety of innovative work that nurses conduct daily. These tales, which were featured on the ICN and IND websites throughout the year, demonstrate the work of nurses throughout the pandemic to care for patients with

COVID-19, as well as the vast diversity of nursing that continued to care for those with other conditions. Nurses provide accessible, affordable, person-centered, holistic care for everybody, from birth to death, noncommunicable illnesses to infectious disease, mental health to chronic ailments, in hospitals, communities, and homes.

The COVID-19 has shown flaws in health systems all over the world because of underinvestment. To reform health systems to fulfill the needs of individuals and communities now and in the future, the topic for IND 2022 emphasizes the importance of investing in nursing, building a resilient, highly qualified nursing workforce, and protecting nurses' rights.

Dr. Pamela Cipriano, President of the ICN, stated:

"Nurses have been hit particularly hard by the pandemic. They were unnecessarily exposed to the virus, experienced public attacks, dealt with excessive workloads, and are still underpaid and devalued. It will be to the detriment of all health systems if governments continue to put off investing in the health staff. Without a health workforce, there is no health!

'The case studies we've been gathering on International Nurses Day show the great job that nurses do, and our IND topic for 2022 will continue to promote nursing work and fight for nurses' rights to a safe working environment, adequate remuneration, and full involvement in decision-making.'

World Day for Safety and Health at Work 2022

Act together to build a positive safety and health culture

-International Labour Organization

On April 28, 2022, the World Day for Safety and Health at Work will be honored, and it will focus on the importance of participation and social dialogue in fostering a positive safety and health culture.



Having a strong OSH system, which includes meaningful participation of governments, employers, workers, public health actors, and all other relevant parties at the national and enterprise levels, has been critical in protecting working environments and ensuring worker safety and health throughout the COVID-19 pandemic.

Governments and social partners actively participate in all aspects of OSH decision-making processes through effective social dialogue. This is critical for everything from developing and revising OSH policy and regulatory frameworks to addressing recurring and new OSH concerns in the workplace. Social dialogue not only helps to improve OSH policies and strategies, but it also helps to generate ownership and commitment, making them easier to implement quickly and effectively.

A strong OSH culture at work is one in which both management and employees value and encourage the right to a safe and healthy working environment. Involvement of all parties in the continuous development of safety and health at work is the foundation of a positive OSH culture. Workers feel comfortable addressing concerns about potential OSH risks or hazards in the workplace at a company with a strong OSH culture, and management is

proactive in engaging with workers to identify suitable, effective, and long-term solutions. This necessitates open communication and debate based on mutual respect and trust.

We must continue to strive toward establishing a solid safety and health culture at all levels as we continue to experience a global health crisis and confront persistent OSH threats in the workplace.

My patient was on bowel prep for an endoscopy procedure. She is very sweet but often forgets things quickly because of dementia.

To start the bowel prep, I gave her a laxative mixed in a glass of juice. I explained to her that it will induce several bowel movements in the next hours.

After four hours, my patient peeked in the station and signaled for me to come with her in her room.

"Darling, I really like you as my nurse, but I have something to tell you."

"Sure, no problem. What is it?"

My patient motioned for me to come even closer.

She whispered conspiratorially, "I believe the water you used for my juice gave me dysentery. But don't worry I won't tell your bosses. I just want to let you know so you don't get dysentery as well."



HAPPY NURSES WEEK!



**ADAPTABLE
CARING
CAUSE DRIVEN
CELEBRATE
CHANGE MAKER
COMMITTED
COURAGEOUS
DEDICATED**

**EDUCATORS
EMPATHETIC
EXCELLENT
GOOD COMMUNICATORS
HARD-WORKING
INVOLVED
LIFESAVERS
MISSION ORIENTED**

**MONTH OF MAY
NURSES' WEEK
NURTURING
PATIENT ADVOCATE
SUPPORT
TRUE HEROES**