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**Health Staff Lauded for Safeguarding Ministry's Most Valuable Fixed Assets**

At an Awards Ceremony for the drivers and maintenance personnel of the Southern Regional Health Authority (SRHA), the important role that these personnel play in safeguarding the most valuable fixed assets of the Health Ministry was highlighted and lauded.

Speaking at the ceremony on Thursday, March 9 in Mandeville, Regional Director of the SRHA, Mr. Michael Bent said the team has an awesome responsibility in caring for the health sector's buildings, equipment, machinery and vehicles which operate constantly, and must be saluted.

Mr. Bent pointed out that several measures have been implemented in an effort to boost the capacity of the maintenance personnel and drivers including extensive training of these staff at the diploma level in Electro-Mechanic Engineering Maintenance to operate at international standards and the continuous training of drivers in defensive driving.

The Regional Director added that this department continuously pursues cost saving initiatives such as the conversion of two buses into ambulances saving \$7.6 million; engagement of an in-house mechanic to service vehicles which has saved \$2 million annually; in-house servicing of air conditioning units resulting in \$3.9 million savings annually and the installation of two steam generators at the Mandeville Regional Hospital which is projected to save \$2.75 million annually.

"It is initiatives like these and the commitment of our drivers and the maintenance team why we were able in 2016 to utilize these savings to procure two additional ambulances to our fleet. It is through your dedication and commitment that we were able to use some of those savings to procure small equipment for the facilities" Mr. Bent said.

He added that the commitment of the staff have also resulted in increased efficiencies of machines and vehicles noting that the Service Level Agreement target for downtime of these assets is 20 percent; however, the SRHA is achieving a downtime of below 15 percent which is commendable.

Meanwhile, Keynote speaker and CEO of Rentokil (Initial) Limited, Mr. Maurice Goldson in challenging the awardees to strive to be better at all times noted that excellence is not dependent on one's position but on



Drivers and Maintenance Personnel of the Southern Regional Health Authority pictured with their awards and certificates.

one's mindset. He urged the celebrants to continue to build on their successes and achievements.

The Awards ceremony was staged under the theme, "Excellence...A Continuous Journey" and recognized 23 Maintenance Staff and Drivers for their invaluable role in health care delivery in 2016.



Keynote speaker and CEO of Rentokil (Initial) Limited, Mr. Maurice Goldson presents (right) the 2016 Driver of the Year Award to Mr. Richard Nelson of the Manchester Health Department. Photographed in the background are: Regional Director, Mr. Michael Bent and Director of Human Resources, Mrs. Nicolette Thomas-Edwards.

## In The News: Southern Regional Health Authority

### SRHA Strengthens Technical Capacity of Staff to Function at International Standards



Heart Trust/NTA Lecturer, Mr. Roger Gordon (left) supervises the process of removing a defective compressor from an air conditioning unit by trainees. (l-r) SRHA Maintenance Manager, Mr. Richard Copeland, AC Technician from the May Pen Hospital, Mr. Dwight McLeod and AC Technician, Mr. Gary Smith from the Mandeville Regional Hospital.

The Southern Regional Health Authority (SRHA) in partnership with the Heart Trust/NTA has trained 14 staff members in Electro-Mechanic Engineering Maintenance, in an effort to improve and strengthen the technical capacity of its Operations and Maintenance team, to perform at international standards.

SRHA Maintenance Manager, Mr. Richard Copeland said the SRHA recognized the need for its Operations and Maintenance staff to be trained and certified at higher levels of competencies in order to meet the changing demands of the health sector and the Authority.

The participants who were selected from facilities across the SRHA which

includes Manchester, Clarendon and St. Elizabeth, embarked on the comprehensive nine month programme in April 2016 and will receive certification at Level 111 by the Heart Trust/NTA shortly.

Mr. Copeland explained that the initiative to enhance the competencies of the staff is grounded in its strategic plan "to be able to better respond to the varying emergency and routine demands for technical and professional services."

Noting that the programme involved competency gap training and assessment against international competency standards, the Maintenance Manager added that the staff has also boosted their competencies in areas of customer service, work safety management, report writing and high technical and professional standard practices.

For SRHA Fleet Coordinator, Mr. Robert Robinson, the training is a welcomed initiative which "has enhanced my capacities and competencies. It was very informative and I feel empowered to do my job more effectively."



Artisan from the May Pen Hospital, Mr. Rodger Roache (right) engages in discussion during a training session with Maintenance Supervisor from the May Pen Hospital, Mr. Carlton Grant (left). Photographed also is Artisan from the Manchester Health Department, Mr. Nigel Henry.

## In The News: Southern Regional Health Authority

### More Philanthropy Needed to Support Jamaica's Development- Minister Shaw



Senior Medical Officer of the Percy Junor Hospital, Dr. Carlos Wilson (2nd left) receives a cheque valued at \$500,000.00 from President of the Jamaica Association of Insurance and Financial Advisors, Mr. Hugh Meredith (right) while Minister of Finance and the Public Service, Hon. Audley Shaw (left) and Chairman of the Southern Regional Health Authority, Mr. Wayne Chen look on.

The Percy Junor Hospital in Manchester is now able to boost its intake of blood and blood donations, through the benevolence of one corporate entity, which Minister of Finance and the Public Service, Hon. Audley Shaw said is needed to support Jamaica's development.

Minister Shaw, who also serves as Member of Parliament for North East Manchester, said more needs to be done to engage corporate Jamaica and the Diaspora in participating in philanthropic activities.

The Minister was speaking at the handing over of a cheque valued at \$500,000.00 by the Jamaica Association of Insurance and Financial Advisors to purchase a Compact Blood Bank Refrigerator on Tuesday, March 28 at the hospital's conference room. The Southern Regional Health Authority which manages the PJH provided the additional cost of the refrigerator which values \$1,092,648.84.

Turning to the importance of the Blood Bank Refrigerator, Minister Shaw noted that this vital piece of equipment will ensure greater levels of service at the hospital, which serves upper sections of four parishes including Manchester, Clarendon, St. Ann and Trelawny. He added that for such a central hospital which delivers services to some 70,000 persons annually, the best equipment and infrastructure must be provided.

"I give my commitment to supporting the development of the hospital, in ensuring that adequate equipment is here and in the modernization of the Accident and Emergency area of the hospital" Minister Shaw added.

He also pointed out that the PJH was built on the foundations of philanthropy as its owner Percy Junor donated the lands and building for the hospital which is now in its 72nd year of existence.

Meanwhile, Chairman of the Southern Regional Health Authority, Mr. Wayne Chen noted that he also believes that the goodwill of Jamaicans in the Diaspora will support the country's development. He added that many Jamaicans in the Diaspora are willing to assist and efforts must be made to utilize this opportunity. The Board Chairman also lauded the Jamaica Association of Insurance and Financial Advisors for its support to the hospital.

Senior Medical Officer of the PJH, Dr. Carlos Wilson explained that the Blood Bank Refrigerator provides safe and correct storage of blood and blood components and can store upwards of 60 units of blood. He added that previously, the hospital could only store 15 units of blood.

The Hospital will host a Blood Drive on its compound on Friday, April 28 from 8:30 a.m. to 5:00 p.m. in an effort to boost its blood supply.



CEO of the Percy Junor Hospital, Mr. Carlton Nichols (centre) and Past President of the Jamaica Association of Insurance and Financial Advisors (JAIFA), Mr. Joel Dixon (left) get ready to cut the ribbon on the new Compact Blood Bank Refrigerator while President of JAIFA, Mr. Hugh Meredith looks on.

## In The News: Southern Regional Health Authority

Re-establish Marriages and Nuclear Families to Transform Communities...Regional Technical Director



Dr. Michael Coombs.

Regional Technical Director of the Southern Regional Health Authority, Dr. Michael Coombs, has informed that a 2017 World Family Map Report recently released from the Institute for Family Studies and the Social Trends Institute, both in the USA is advising parents who want their children to enjoy the benefits of a stable childhood, to marry and not cohabit. This, he says follows the analysis of data from over 60 countries across the world.

This latest study, like others before, indicating the relative instability of cohabiting parents when compared to those who are married, was highlighted by Dr. Coombs, in his keynote address to the 18<sup>th</sup> Annual Families and Fathers Conference hosted by the Fathers and Family Coalition of America in California, USA from February 27 to March 3, 2017.

The Regional Director noted that the report

indicated that children of cohabiting parents are 98 percent more likely to see their parents separate by age 12 compared to children of married parents.

"The study is in keeping with previous studies, some of which have indicated a greater likelihood of parental separation for cohabiting as opposed to married parents, up to 500 percent more likely. This significantly increased likelihood of parental separation in cohabitation or common-law unions creates an instability that is very traumatic for children, particularly during the early years of life. These children are more likely to be delinquents, abuse drugs, have behavioral disorders, be depressed and involved in high risk behaviors among other things"" Dr. Coombs explained.

Dr. Coombs, who is also the Founder and Chair of the National Association for the Family, further explained that cohabiting parents are significantly more likely to experience intimate partner (domestic) violence either as a perpetrator or victim. This, he said, when witnessed by a child, may result in scars which may lead to dysfunctional and harmful relationships in their adult years.

Dr. Coombs pointed out that Jamaica's high rate of out-of-wedlock births, almost 9 out of 10, along with a sharp decline in marriages suggest much instability in homes which are adversely affecting many children.

He underscored the urgent need to re-establish traditional marriage and the nuclear family noting that it should not be viewed as outdated institutions, but as the keys to optimum child health and development, societal success, and national development for Jamaica and other Caribbean States.

He stated that for this to be accomplished, legislative and policy frameworks need to provide incentives to get married, especially among men. He also suggested that greater focus should be placed on educating youths through Health and Family Life Education and other programmes about the clear benefits of parental marriage to the health, wellness and success of children.

## Facilities on the Move

### Significant Boost in Gynaecology Services at Black River Hospital

Gynaecology services over the last four years have been significantly boosted at the Black River Hospital (BRH) in St. Elizabeth, through the support of local Mission, Women's Health Network.

Headed by renowned Obstetrician/Gynaecologist and former Senior Medical Officer of the Victoria Jubilee Hospital, Dr. Rudolph Stevens, Women's Health Network has performed some 143 surgeries since 2013.

The group which consists of gynaecologists, anaesthesiologists, cardiologists, nurses and operating theatre technicians from Jamaica and the Diaspora have assisted patients with severe gynaecological problems who were waiting for long periods to have surgery done, or who were experiencing financial challenges and unable to seek private care.

CEO of the Black River Hospital, Mrs. Diana Brown-Miller said the types of surgeries performed included: total abdominal hysterectomy; vaginal hysterectomy; cone biopsies and lower segment caesarean section.

Mrs. Brown-Miller added that other services offered were: colposcopy and cervical cancer screening; con-

traceptive services; educational sessions; neonatal resuscitation in addition to the management of maternal emergencies and infectious diseases.

The CEO explained that the women were selected from Holy Spirit Catholic Clinic in Muggotty and the Gynaecology Outpatient Clinic at the BRH. She added that each year the team dedicates an entire week in July to perform surgeries and would return at another time to perform surgeries which were not done during that week.

"We owe a depth of gratitude to Dr. Stevens and his team for their selfless service rendered over the years to women in St. Elizabeth. While we have not calculated the actual dollar value of these surgeries which is no doubt in the tens of millions, the true cost is reflected in the expressions of appreciation and gratitude from the beneficiaries of the services offered. Well done Women's Health Network. We salute you as true unsung heroes who have certainly made a difference in every life touched. We look forward in welcoming the team for the fifth year of their Mission" Mrs. Miller said.

## Wellness Bytes:

### "Excercising the F.I.I.T Way"

Credit:  
Ministry of Health



# Health & Wellness

**Frequency-** Activities that are done on a regular basis for the week, e.g. most days of the week, 3 or more days per week, 5 or more days per week or every day of the week.

**Intensity-** How hard you are working out, light, moderate and vigorous is determined by the amount of energy that is used to carry out these activities.

**Time-** Adults should engage in activities half an hour or 150 minutes at moderate or vigorous pace at least 5 days per week/1 hour or 300 minutes if you want to lose weight, 1 1/2 hour or 300-450 minutes if you are obese and want to lose and maintain weight. Children should engage in at least 60 minutes of structured activities and several hours of free play daily.

**Type- Warming up** which helps to keep muscles flexible, increase joints range of motion, blood flow, heart rate and help to prevent injuries. Jog or walk moderately for 5-7 minutes. Stretch all the major muscles and hold each stretch for at least 30 seconds.

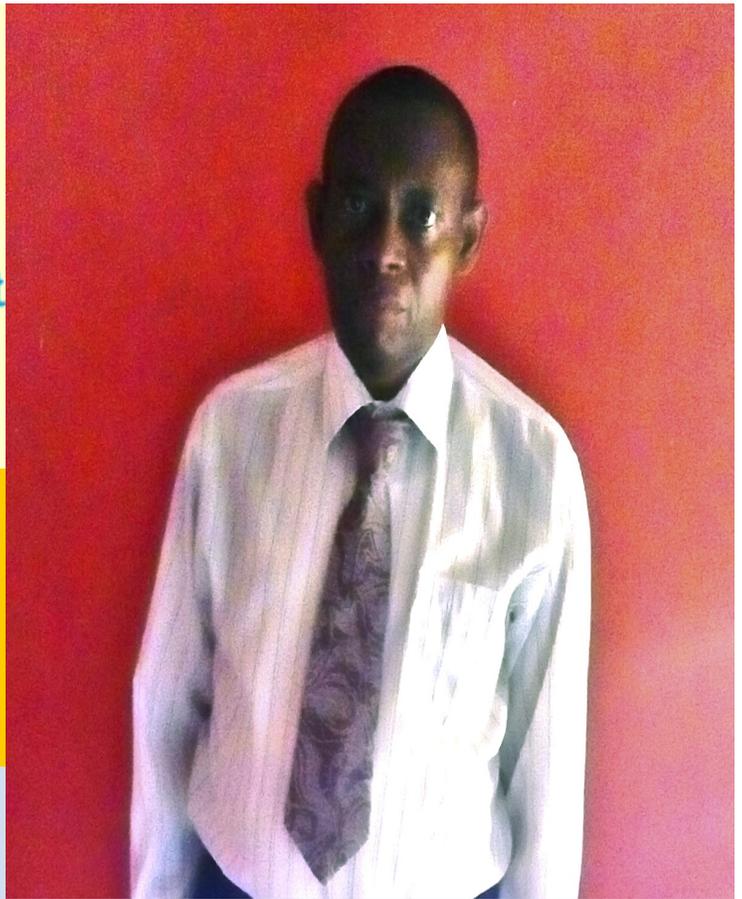
- **Main Activity-** Activities you like to do e.g. walking running, dancing, skipping, gardening, cutting the lawn for at least 30 minutes 5 days per week.
- **Cool down-** Gradually return your heart rate and blood pressure to resting or pre-exercise levels. Slow jog for 5-7 minutes followed by same stretching in the warm-up.



## **Everton Mullings**

**Patient Affairs Officer  
Black River Hospital**

**“Humble and Dedicated”**



When Everton Mullings began his employment with the Health Ministry in March 1981 as a Clerk in the Medical Records Department at the Black River Hospital (BRH), his intention was to offer five years of service; however, he has given 36 years of dedicated service. For him, his journey has been quite a learning curve, and an interesting one which has shaped him into a valuable employee for the Southern Regional Health Authority.

Now serving as a Patient Affairs Officer at the Black River Hospital in St. Elizabeth, Mr. Mullings core responsibilities include management of patient/customer and public relations portfolio to ensure that harmonious relations are maintained while developing and implementing effective procedures for the handling of complaints among other duties. He notes that his experiences in dealing with customers as quite interesting which has undoubtedly boosted his abilities in effectively handling challenges that customers may encounter.

Guided by the philosophy, "Do good and it will follow you", this Patient Affairs Officer is inspired by people. He also admires the words of Winston Churchill which states that "success is not final; failure is not fatal, it is the courage to continue that counts". Mr. Mullings believes that if you should encounter a setback, "don't give up and press on in order to make a great contribution to society and others".

Mr. Mullings hard work and dedicated years of service have not gone unnoticed as he has received several awards including the notable Long Service Award from the Government in 2014; Long Service Award from the St. Elizabeth Health Services in 2017, Worker of the Year Award for the Administration Department at the BRH in 2015 in addition to being recognized as the Best Local Registrar of Birth and Death in St. Elizabeth.

If Mr. Mullings were to receive a surprise visit on the weekend, he would be found reading a book or watching television, or perhaps listening to his favourite singer, Jamaican Taurus Riley or watching a movie with Jamaican actor, Paul Campbell.

His advice to his colleagues is to always treat people with respect.



# PUBLIC RELATIONS CORNER

“The deliberate, planned and sustained effort to establish and maintain a favourable public image of an organization”

## “How to Address the Head of Government”

In many Commonwealth countries, the Prime Minister is formally styled ‘The Honourable’. If he/she becomes a member of the Privy Council of the United Kingdom (an office held for life), then he/she is styled ‘The Right Honourable’.

If the Prime Minister of Jamaica is a member of the Privy Council he/she is formally styled: ‘the Right Honourable ..... , PC, MP’. Although it has become a tradition in Jamaica to use the postnominal letters ‘PC’, the British and other Commonwealth Countries generally do not use these letters, as it is considered implicit in the title ‘Right Honourable’. It is therefore optional. However, if a Prime Minister becomes a member of the Order of the Nation, he/she is styled the Most Honourable and if he/she becomes a member of the British Privy Council, the letters PC must be placed after the name as the prefix ‘Most Honourable’ subsumes the prefix ‘Right Honourable’ eg. The Most Honourable P.J. Patterson, ON, OCC\*, PC, QC.

\* Mr Patterson was also awarded the Order of Caribbean Community, CARICOM’s highest honour

At formal official functions if the Governor-General is not present and where the Prime Minister is present, the National Anthem should be played to announce the arrival of the Prime Minister. All persons present should stand silently with heels together and preferably with hands at sides.

**The Mode of Address in:**

**Writing:**

The Most Honourable Andrew Holness, ON, MP  
 Prime Minister  
 Office of the Prime Minister  
 1 Devon Road  
 Kingston 10

**Opening Salutation:**

‘Dear Prime Minister

**Closing:**

.....

Yours faithfully (formal usage)

Yours sincerely (semi-formal usage)

Signature’

**Verbal Address/Subsequent Referrals:**

‘Mister/Madam Prime Minister’ (formal) /‘Prime Minister’ (semi-formal)

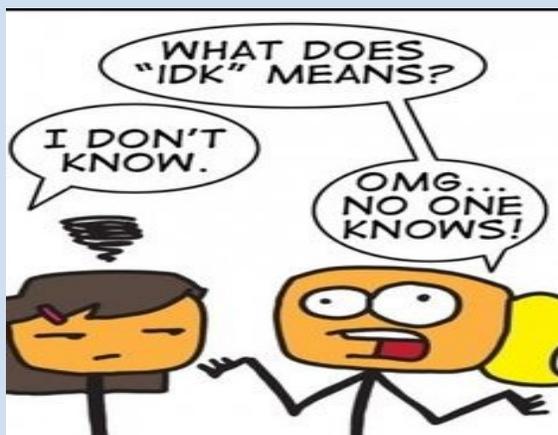
**Introduction:**

Prime Minister, may I introduce .....

**Informally:**

Only if you are a personal friend, the first name may be used in a private setting.

Article continues: <http://opm.gov.jm/protocol/head-of-government/>



On the Lighter Side

# Staff Highlight

## 'Protect Your Kidney'- Mandeville Regional Hospital Targets Public

March 9 was commemorated as World Kidney under the theme “Kidney Disease and Obesity” which was aimed at promoting education on the harmful consequences of obesity and its association with kidney disease while advocating healthy lifestyle and healthcare strategy recommendations that tackle the magnitude of the burden of obesity and kidney disease.

In an effort to reach the populace within the Mandeville community and its environs, the Mandeville Regional Hospital Haemodialysis Unit mounted a booth and display area offering blood pressure screening and information on preventing and treating kidney diseases.

Please see below highlights.



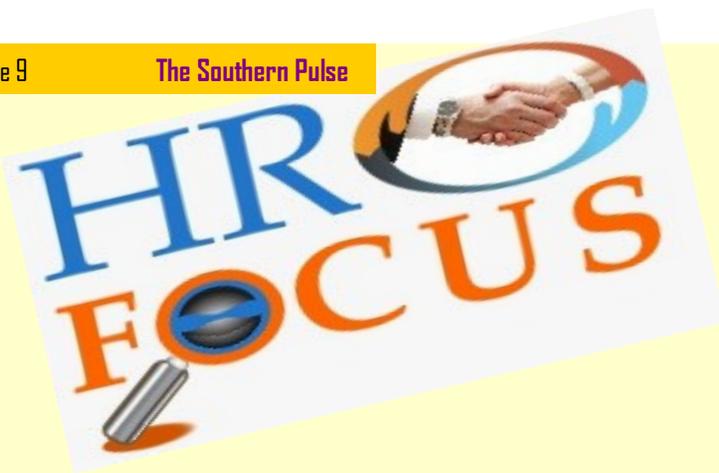
Head of the Haemodialysis Unit at the MRH, Nurse Marika Davis-Miller (left) shares valuable information with clients.



A Manchester resident gets her pressure checked by Nurse Linda Watson-Patmore.



Nurse Marika Davis-Miller (left) engages a visitor to the booth.



# HR And You:

## “Appointments”

### 1.1 HOW THEY ARE MADE

All appointments into and within the Central Government Service are made in accordance with the provisions of the Public Service Regulations.

### 1.2 AUTHORITY TO MAKE APPOINTMENTS

i) Appointments to the Central Government Service are generally made under the Authority of the Governor General acting on the recommendation of the appropriate Service Commission.

ii) The Governor General may delegate any of the functions under his authority to Permanent Secretaries or to any other authorized public officer as may be specified;

iii) Appointments to Municipal and Parish Council positions are made by the respective Councils acting on the recommendation of the Municipal and Parish Council Services Commissions.

iv) Where there are exceptions to the above, the appointment will be made by the appropriate constituted authority.

### 1.3 ELIGIBILITY

i) Any suitably qualified Jamaican/Caricom national is eligible for appointment in the Public Service.

ii) If extensive recruitment activities do not yield a suitably qualified candidate of Jamaican/Caricom nationality, then others may be considered.

### 1.4 ENTRY INTO THE SERVICE

Persons entering the Public Service may be appointed on a temporary or permanent basis, at the discretion of the appointing authority.

1.4.1 Temporary Appointment In instances where the appointment is to a position which is on the Public Service Establishment, is clearly vacant and the candidate has met all the requirements of the position, the temporary appointment should not normally exceed six (6) months.

1.4.2 Permanent Appointment Upon permanent appointment persons will receive a letter of appointment from the appointing authority setting out the terms and conditions of the appointment, which may include the requirement for probation and medical certification.

### 2 1.5 PROBATION

i) Persons who are appointed to the Service for the first time may be required to serve a probationary period of six (6) months;

ii) Any period served in a temporary capacity may be considered, in whole or in part, in the determination of the probationary period;

iii) It is the responsibility of the supervisor to assess the performance of an employee on probation and the employee must be formally advised of his/her status at least one (1) month prior to the expiration of the probationary period;

iv) The probationary period may be extended, with the approval of the appointing authority, for a period not exceeding six (6) months, on the basis of the supervisor's assessment.



We welcome your input, please submit your articles and feedback to:

**Latoya Laylor Brown, Public Relations & Advocacy Officer**

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**Deadline: April 30, 2017**