



The Southern Pulse

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Health-Care Workers Being Recognized for Increased Innovation and Achievements

"The best feeling ever", was the description by AC Technician of the Mandeville Regional Hospital (MRH), Gary Smith, of his award for runner-up Maintenance Personnel of the Year recently. Mr. Smith pointed out that he has worked many places before, but, from his memory, this was the first an organization was awarding him for outstanding work.

Mr. Smith, who has been working with the MRH, since 2015 was recognized particularly for his innovativeness, which resulted in the renovation of a walk-in freezer which had not worked for some years.

The AC Technician pointed out that after joining the Southern Regional Health Authority (SRHA), which administrates the MRH, he toured the facility to identify its maintenance needs and was informed of the walk-in freezer, which was important for storing meats and other items to prepare meals for hundreds of patients. Mr. Smith noted that the facility was faced with two options; getting a new system which was costly or replacing the defective compressor in the old system, which was challenging because a compressor with the required specifications could not be sourced.

Mr. Smith did not allow the latter option to deter him as he explained that: "I rewired the entire control and support circuit while getting a replacement compressor which suited the new wiring. Most of the repair was carried out using parts and materials that were at the hospital. The repair cost was a mere fraction of what a new system would have cost" Mr. Smith said.

SRHA Director of Human Resource Management and Industrial Relations, Nicolette Thomas Edwards noted that this cost saving innovation by Mr. Smith, in addition to several others and countless achievements and gallantry efforts and the general hard work of health-care workers, have contributed to an increase in staff being awarded and recognized over the last few years.

"Funding has also been earmarked specifically for staff recognition, which allows the Authority to recognize and award staff in tangible ways including plaques, gift certificates and special prizes" Mrs. Thomas Edwards said.

She added that since the increase in staff recognition, the SRHA has recognized substantial results including improved performances, increased innovations and gallantry efforts and more targets being met by workers.

Supporting the link between staff recognition and the employees productivity, Mr. Smith noted that while his general approach to work is to go above and beyond to ensure quality and effectiveness, he is appreciative of the



Acting Parish Manager for the Manchester Health Services, Sandia Chambers-Ferguson (left) presents a gift to AC Technician at the Mandeville Regional Hospital, Gary Smith who copped the runner-up award for the Maintenance Personnel of the Year.

organization's efforts to recognize his work. He encouraged the SRHA to continue on this path as it is a good way to motivate staff and boost their morale.

The Human Resource Management Director noted that due to the nature of health-care, staff are often faced with dangerous situations. She pointed to gallantry efforts by staff members at the Black River Hospital in St. Elizabeth, Damion Christopher and Craigan Mundy, who rescued a colleague from a psychiatric patient who was armed with a knife. Though the staff members were physically harmed by the patient, their quick and selfless response averted a dangerous situation. These employees in addition to more than 70 others were awarded by the St. Elizabeth Health Services on March 23.

The Percy Junor Hospital in north-east Manchester recognized more than 40 employees on March 21 while the SRHA awarded 16 drivers and maintenance personnel on March 22.

In The News: Southern Regional Health Authority

Initiative Targeting Male-Related Issues Aims to Restore Manhood and the Family



Some of the participants and mentors from the 2018 retreat of the Man-Up Jamaica initiative.

In the context of a growing universal recognition that male-related issues are at the root of the majority of social and public health challenges affecting Jamaica, stakeholders from education, health, the church and civil society, with the support of corporate Jamaica, assembled at the Kendal Camp and Conference Centre in Manchester on Friday March 9, for the third annual Man Up Jamaica (MANUJAM) retreat.

MANUJAM was conceptualized in 2015 and was developed from evidence showing that male related issues are linked to crime and violence including domestic and gender-based violence, substance abuse, sexual promiscuity and other issues.

The retreat facilitated over two hundred participants comprising mainly male stu-

dents from educational institutions in central Jamaica and Kingston between the ages of 12 and 25, along with teachers, administrators and male facilitators/mentors and attendees, who were engaged in stimulating discussions on male/female relationships, marriage, fathering and family life.

Conceptualizer of MANUJAM and founder of the National Association for the Family (NAF), Dr. Michael Coombs said "the need to change the mindset of the next generation of males in their approach to self development, marriage, fathering and family life was critical to break destructive intergenerational cycles fueling serious social and public health challenges facing Jamaica, not the least of which is crime and violence. Powerful cultural influences and the absence of positive role models made this an even more difficult but urgent task."

The former Regional Technical Director and Chief Medical Officer of the Ministry of Health, lauded the Southern Regional Health Authority for its vision in pioneering the initiative in partnership with the NAF and other stakeholders, as well as corporate partners, the Jamaica Broilers Group of Companies and the Victoria Mutual Building Society.

Several students who expressed their appreciation to organizers pointed out that the time spent at the retreat was insufficient to express themselves fully on the topics which were explored, adding that they have had very little opportunity to have in-depth discussions on these topics.

In response to a strong call for follow up in schools, colleges, communities and the church, Dr. Coombs explained that a curriculum based on MANUJAM Core Values is being developed and a 'train the trainers' approach will be taken in rolling out the initiative. He added that serious consideration is being given to a MANUJAM retreat in St. James later in 2018, in response to a strong call from stakeholders in western Jamaica.

Facilities on the Move

Life Saving Run; Guardian Life Donates \$6 Million Equipment From Run/Walk Proceeds



Consultant and Head of Department for the Anaesthetics Department at the Mandeville Regional Hospital (MRH) in Manchester, Dr. Leighton Wynter (right) explains the function of this state-of-the-art anaesthetic machine estimated at \$6 million, donated by the Guardian Group.

President of Guardian Life Limited, Eric Hosin (2nd left), Chairman of the Southern Regional Health Authority, Wayne Chen (3rd left) and CEO of the MRH, Alwyn Miller listen intently as they learn about the life saving machine which is critical to safe surgical procedures.

The Guardian Group donated the equipment, procured from proceeds of its recent 5K Night Runs, on Monday, March 19.



On the
Lighter Side

Facilities on the Move

Unique Health Centre in St. Elizabeth Adopted by Diaspora Group

The Elderslie Health Centre in St. Elizabeth, a type one facility which operates as a maternity centre and the only one of its kind in the parish has been officially adopted by the JA55 Charities Group, UK, through the Health Ministry's Adopt a Clinic programme. Minister of Health, Dr. Christopher Tufton (2nd right) made the announcement at the unveiling ceremony on Friday, March 23 and explained that the health centre will be receiving support for its basic and critical needs for the period 2018 to 2023. The Health Centre provides several services including maternal and child health, antenatal, postnatal, immunization and nutrition to more than 4,000 residents.

Photographed also are: Parish Manager of the St. Elizabeth Health Services, Sean Brissett (left), Regional Director of the Southern Regional Health Authority, SRHA, Michael Bent (2nd left), SRHA Board Chairman, Wayne Chen (3rd left), Public Health Nurse for the Maggotty Health District, Norma Stewart Whittaker (4th left) and Councillor/Caretaker of the Ipswich Division, Clinton Samuels (right).



Minister of Health, Dr. Christopher Tufton (front row), staff of the Southern Regional Health Authority and community members express gratitude to JA55 Charities Group, UK for adopting the Elderslie Health Centre in St. Elizabeth.

The health centre was adopted through the Health Ministry's Adopt a Clinic programme and will receive support for its basic and critical needs for the period 2018 to 2023.

Facilities on the Move

Percy Junor Hospital Celebrates “Apples of Gold in Settings of Silver”

Hosted under the theme, “Celebrating the Apples of Gold in Settings of Silver”, the Percy Junor Hospital in north-east Manchester awarded more than 40 employees on March 21 at the Sacred Heart Academy. Staff members were encouraged to give service beyond self and “walk with kings but still be able to stay in touch with the common man”. Please see below photographic highlights.



Facilities on the Move

St. 'Bess' Staff Lauded for Hard Work

Celebrating under the theme, “Reflections: Unfolding the Past: Shaping the Future”, more than 70 staff members from the St. Elizabeth Health Services were awarded for their dedication and excellence in delivering quality health-care. The ceremony was held at the Bennett’s Lounge in St. Elizabeth on Friday, March 23.

Please see below highlights.



Staff Highlight

Maintenance Personnel and Drivers Awarded for Excellence

The SRHA has been making strides in recognizing and awarding staff members for their valued hard work. On Thursday, March 22, some 16 maintenance personnel and drivers from across the SRHA were recognized for their hard work and commitment. The awards ceremony was held at the Neil's Auditorium in Manchester under the theme, 'Blueprints for a Better Tomorrow'. Please see below highlights.





Wellness Bytes:

“Ministry of Health Warns Against the use of Unregistered Cannabis Products for Medical and Therapeutic Purposes”

**Credit:
Ministry of Health**

The Ministry of Health is advising the public against the use of unregistered Cannabis Products for medical and therapeutic purposes.

The Ministry of Health recommends that Medical Cannabis products have a maximum Tetrahydrocannabinol (THC) content of 5% and is concerned about the potential negative public health effects that may arise from the use of unregistered cannabis products of which the (THC) content is unknown. Tetrahydrocannabinol (THC) is the main mind-altering ingredient found in the Cannabis plant.

According to the *Food and Drugs Act*, any substance manufactured, sold or represented for use in the diagnosis, treatment, prevention of a disease, disorder or symptoms is classified as a drug and must be registered, and the requisite permits obtained from the Ministry of Health.

Additionally, the *Dangerous Drugs (Amendment) Act, 2015* which has decriminalized ganja for specific purposes, cannabis remains classified as a controlled drug under the Food and Drugs Act (1975). Also, in accordance with the provisions of the *Pharmacy Act*, the compounding, dispensing, storing for sale or retailing of drugs must be done at a registered pharmacy and by a registered pharmacist. Therefore, any company that is currently selling cannabis products for medical and therapeutic purposes is in breach of The Food and Drugs Act (1975) and The Pharmacy Act.



Companies are being advised to consult with the Ministry of Health's Standards and Regulations Department, Pharmacy Council of Jamaica and the Cannabis Licensing Authority if they wish to manufacture or distribute cannabis products, to ensure that proper standards and procedures are followed and that their operations are in keeping with the relevant laws of Jamaica.

There is a process in place for registration of Medical and Therapeutic Cannabis Product that starts with the application for registration by the Ministry of Health.

The Ministry of Health wishes to reiterate that it does not support, for medicinal and therapeutic purposes, the smoking of cannabis and the use of edibles containing cannabis.

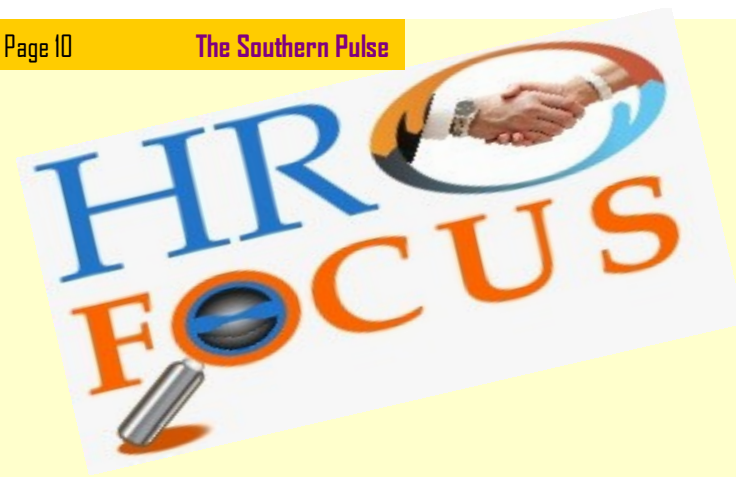


We welcome your input. Please submit your articles and feedback for the April edition to:

Latoya Laylor Brown, Public Relations Officer

Email: latoya.laylor@srha.gov.jm

Deadline: May 2, 2018



HR And You:

"STEPS IN DISCIPLINARY PROCEDURE"

10.5 STEPS IN DISCIPLINARY PROCEDURE

10.5.1 Reporting an Infraction

Anyone reporting an infraction should specify the nature of the infraction, the time, location and any other initial information to facilitate an appropriate reaction/action in a timely manner.

10.5.2 Recording an Infraction

Where an infraction is deemed to be serious enough to warrant formal documentation, care should be exercised to capture all the relevant details from all who may have been involved, including any witnesses.

10.5.3 Investigations

i) The scope and depth of investigations would depend on the nature of the infraction, and must seek to establish the relevant facts.

ii) Depending on the nature of the infraction and the level at which it occurs, the Permanent Secretary may establish an internal procedure, using Senior Officers within the Ministry to conduct the investigation and recommend an appropriate response.

10.5.4 Committee of Inquiry

i) Where an infraction is felt to be serious, it may be necessary for the Governor General or any appropriate authority with delegated functions to establish a committee of inquiry, with clear terms of reference specific to the case.

ii) Any such committee should be so constituted as to guarantee objectivity, impartiality and timeliness.

iii) The committee should be comprised of no fewer than three (3) members.

iv) The chair of the committee should be a member of the legal profession with the appropriate expertise.

10.6 PENALTIES

i) Where, based on the outcome of an investigation or the findings of a committee of inquiry, an infraction is found to have occurred, the penalty imposed should be consistent with the nature and gravity of the infraction and should be progressive.

ii) The following progression may be considered:

- a) Verbal warning
- b) Written reprimand
- c) A fine
- d) Deferment or withholding of increment
- e) Suspension without pay for a period not exceeding three (3) months
- f) Reduction in rank
- g) Dismissal

10.7 INTERDICTION

i) Where an infraction is considered to be serious, and pending the outcome of disciplinary proceedings, the accused officer may be interdicted from duty on half, quarter or no salary.

ii) Where an officer has been, or is about to be charged with a criminal offence, he/she may be interdicted from duty on half, quarter or no salary, pending the outcome of the criminal proceedings.

10.8 RIGHT OF APPEAL

i) Employees who have reason to believe that a disciplinary process was unfair, or who are displeased with the disciplinary penalty imposed, may appeal to the Privy Council through the Public Service Commission.

ii) If, following a ruling by the Public Service Commission the employee is still displeased he/she may make a reference to the Privy Council.