



Inside this Issue

SRHA in the News	2
Facilities on the Move	5
Ministry's Corner	7
HR and You	8
A Day in the Life of:	10



# The Southern Pulse

*"Remember this December, that love weighs more than gold!" Happy Holidays!!!*

## Black River Hospital benefits from a New Neonatal Unit from Cari-Med Foundation

The Paediatric Unit at the Black River Hospital is now better equipped to deliver critical care to term and premature neonates after a donation of neonatal care equipment valued at approximately J\$5M, from the Cari-Med Foundation on Friday, November 20.

Neonatal Incubators, Phototherapy lights, infant warmers and bassinets were among the items given. The Foundation assisted in converting a section of the paediatric ward into a nursery for newborns.

Mr. Sean Brissett, Parish Manager for St. Elizabeth, said the donation has come at the right time as the hospital has been having challenges. The hospital will no longer have to transfer babies to the Bustamante Hospital, Cornwall Regional or the University Hospital of the West Indies.

Senior Medical Officer

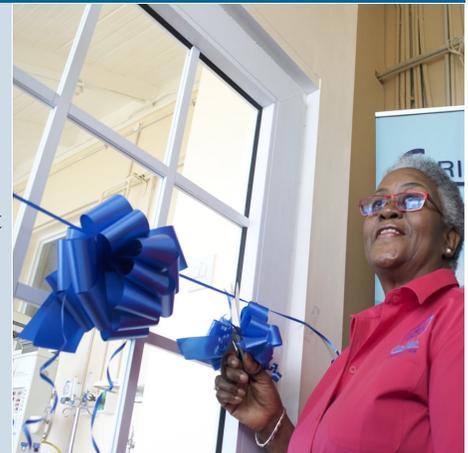
at the Black River Hospital, Dr. Norman Day, said the hospital aims to improve the calibre and scope of service offered to locals from the St. Elizabeth area and people from adjoining parishes. He added that they will endeavour to ensure that all standards required for infection control and prevention will be put in place.

Mrs. Herschel Ismail, Director of Operations & Maintenance at the Regional Office brought greetings from the SRHA. She said the gift of the fully equipped nursery will help children to make a smooth transition from the womb to the world.

She thanked Cari-Med for their donation and also commended the team at the Black River

Hospital who recognized the need for the neonatal unit.

Director at the Cari-Med Foundation, Mrs. Marva Christian said it was gratifying for her to hand over the unit to the Black River Hospital as she was born there many years ago. Mrs. Christian said the foundation looks forward to photo updates and progress reports. She added that one day the donation of an entire neonatal care unit may come from one of the babies whose life will be saved by the new unit.



Director of Cari-Med Foundation Marva Christian



Plaque given to BRH from Cari-Med Foundation



New Neonatal unit donated by Cari-Med Foundation

## In the News: Southern Regional Health Authority

### Lion's Club and Southern Regional Health Authority host Charity Concert in aid of Histopathology Lab

The Lion's Club of Mandeville in partnership with the Southern Regional Health Authority (SRHA) hosted the annual 'Central Medics and Friends' charity concert on Saturday, November 21 at the Belair School Auditorium, Mandeville. Proceeds are in aid of the SRHA regional Histopathology Lab, which will cost J\$30M to build, and the Windsor Lodge Children's Home.

SRHA Regional Technical Director, Dr. Michael Coombs and others spoke about the great need for a Histopathology lab and encouraged people to still donate, make pledges, and support the initiative in any way they can. Dr. Aggrey Irons, Consultant Psychiatrist and Master of Ceremonies for the concert, shared information about the uses of a Histopathology lab and highlighted the fact that the SRHA currently has no Pathology labs due to lack of funds.

The humorous and talented Dr. Irons, also set the tone for the well attended event with witty repartee and true comedic timing.

The 50/50 band performed popular songs like 'Africa' by Toto, 'Lioness on the Rise' by Queen Ifrica among others. Dr. Irons, in jest, said the band had rehearsed just enough to deliver good music for the evening.

Dr. Michael Abrahams did not disappoint with a clever stand-up comedy set titled, 'Uncut & Uncensored', which touched on different areas of politics, current affairs, family and Jamaican culture.

Arguably the best performance of the night, gynaecologist Dr. Clive Lai, and the Mandeville Regional Hospital (MRH) Maternity Department, delivered a parody of the popular hit 'Gangnam Style' renamed 'Gynae Style'. Dr. Lai did not miss a beat in the high energy dance performance which received thunderous applause.

Dr. Coombs, along with his wife and two others, performed two dance pieces that were well received. Dr. Coombs, spoke about the value of putting God first and the importance of nurturing love within marriage.

The event saw performances from, Nurse Petal Richards, Nurse Kadianne Lee, other MRH staff, Dr.

Bradley Edwards, Dr. Xenophon Kirby, Dr. Anna-Kay Taylor-Christmas, medical consultants, residents, Manchester Festival Queen 2015, Ms. Chereese Ricketts and others.

The charity concert was supported by members of the medical fraternity, their friends, family, sponsors, contributors and locals from the Manchester area.



Regional Technical Director, Dr. Michael Coombs & his wife dance the ska (top left), Dr. Michael Abrahams performs with the 50/50 band during his comedy set 'Uncut & Uncensored' (top right), Dr. Aggrey Irons, Master of Ceremonies plays along with the 50/50 band (centre), Dr. Lai & the MRH Maternity Department dance 'Gynae Style' (bottom).

## In the News: Southern Regional Health Authority

### '59 New Community Health Aides join the Southern Regional Health Authority Family'



Manchester CHA graduands perform item

After 8 long weeks of intense training, and final examinations now a distant memory, 59 new Community Health Aides (CHA) are officially part of the Southern Regional Health Authority (SRHA) family. The CHA graduation service was held on Friday, December 11, 2015 at the New Beulah Moravian Church in Mandeville at 11:00 am.

The celebratory service was well attended and saw the support of many members of the SRHA who gave greetings, congratulations and presented certificates and gifts to the CHA graduates.

Mr. Michael Bent, SRHA Regional Director welcomed the new CHAs to the SRHA family and congratulated them on completing the training programme. Mr. Bent told the graduates that they are 'now ambassadors of health for the SRHA' and that their 'journey has just begun'. He encouraged them to do their job to the best of their ability, and remember that quality is important in whatever they do.

He added that they should not serve partially but instead aim to give one hundred percent to the clients that they serve and make the SRHA proud.

Regional Technical Director, Dr. Michael Coombs who is on a campaign to promote the SRHA 'Good Health Begins at Home' Initiative said the foundation for good health and wellness is not found in hospitals or even health centres but right where the CHAs are; in communities filled with many different homes and families. Dr. Coombs noted that Community Health Aides (CHAs) play a very important role in promoting the initiative as they are in a position to empower and educate families to establish health and wellness practices which will ultimately encourage good health in communities.

Director of Human Resources Management and Industrial Resources, Mrs. Nicolette Thomas Edwards, said a lack of resources over the years has prevented the SRHA from employing new CHAs. She stated that after 'being called to a meeting in Kingston in March it was a breath of fresh air when she was told that the SRHA had been given approval to employ new CHAs'. She added that even though approval was given, they were only able to employ a limited number of CHAs.

Mrs. Thomas Edward told the graduates that they are 'a privileged few' and she believes the 'best few' have been selected. She commended them on their accomplishment and encouraged them to 'demonstrate the highest level of professional conduct and personal integrity in the performance of their duties and serving the public'.

At the start of her presentation, former CHA, now Registered Nurse and Guest Speaker for the service, Mrs. Racquel Burrowes-Blackwood said she had tried to prepare a speech but realized she needed to speak from the heart. She shared her experiences as a CHA and the struggles she faced in becoming a nurse. She encouraged the graduates to not make 'CHA their final stop and be motivated to move to another level'.



Regional Technical Director, Dr. Michael Coombs promotes SRHA 'Good Health Begins at Home' Initiative at CHA graduation service

## In the News: Southern Regional Health Authority

### Southern Regional Health Authority supports The Ebenezer Home Annual Open Day and 15th Anniversary Celebration

The Ebenezer Home Management Committee held their Annual Open Day and 15th anniversary celebration under the theme 'Dignity in Mental Health' at the Ebenezer Home, situated on the Grounds of the Manchester Infirmary, on December 3. The fun-filled event was supported by the Southern Regional Health Authority (SRHA) staff, Councillors, members of the clergy, members of the media and other distinguished guests.

Regional Technical Director, Dr. Michael Coombs, brought greetings from the SRHA and highlighted the fact that people who suffer from mental health have always been stigmatized in Jamaica. He stated that a conscious effort must be made by society to treat the mentally challenged with dignity. He said research shows that the majority of people who grapple with mental health come from dysfunctional homes.

Dr. Coombs noted SRHA has 'decided to go on a campaign to develop an initiative called 'Good Health Begins at Home' because a 'nation is only as healthy as its families'. He added that a 'spirit of family' needs to be restored in Jamaica and the SRHA has taken up that challenge.

Parish Admin Officer, Mrs. Sandia Chambers-Ferguson, represented the Manchester Health Department at the event. She said they are adopting a fresh approach to the management of health care within the parish of Manchester. She added that they are currently engaged in the process of creating a vision which will see Manchester boasting the most efficiently managed primary health care community system in the entire island.

Guest Speaker for the event and Chairman for the Southern Regional Health Authority (SRHA), Mr. Michael Stewart, congratulated the Ebenezer Home for their decade and a half of service to the mental health community. He commended the Ebenezer Home for 'boosting self-esteem', protecting human dignity' and 'contributing to the preservation of the social fabric of the parish'.



Mr. Michael Stewart, Chairman, SRHA and Guest Speaker for the event delivers his speech.

The Chairman stated that the theme, "Dignity in Mental Health" is 'timely and relevant as Jamaica is at 'a fundamental stage of mental health care and the future holds strong possibilities'. Mr. Stewart said that those who are mentally challenged 'should no longer be seen as menaces to society but instead, socio-economic assets who when empowered will only continue to add value to the world'.

He added that 'partnerships with institutions like Ebenezer Home and the government of Jamaica will increase proximal and affordable access to Mental Health care and resources'.



Regional Technical Director, Dr. Michael Coombs, promotes the SRHA 'Good Health Begins at Home' Initiative.

## Facilities on the Move

### Manchester: Manchester Health Department Partners with NCU for Health Expo

The Northern Caribbean University (NCU) Health and Wellness and Church Ministries Departments in partnership with the Manchester Health Department combined their efforts to bring to the Mandeville community a Grand Health Expo on November 18, 2015, at the Cecil Charlton Park in Mandeville.

Despite a few blotches of rain, people came out in droves and benefitted from free vision screening and dental care, free physicians' consultation, instruction on Natural Remedies, free HIV and Syphilis testing by the Manchester Health Department, lots of books and literature for distribution.

The physical, mental and spiritual areas of health were emphasized using the eight (8) principles of good health: nutrition, exercise, water, sunlight, temperance, air, rest and trust in God.



## 10 Common Toxic Thoughts that are Ruining your Life

### TOXIC THOUGHTS

1. **"Life is unfair"** makes you a victim.
2. **It's everyone else's fault** makes you irresponsible.
3. **"I grew up underprivileged"** prevents you from being a futuristic thinker.
4. **"Failing equates to failure"** limits your breakthroughs.
5. **"Live life like there's no tomorrow"** destroys you.
6. **"I don't have the right contacts"** limits self-investment.
7. **"If I could win the lottery one day..."** creates an overnight success fallacy.
8. **"People are gossiping about me"** negatively impacts your focus.
9. **"I am not good enough"** blurs your gifts, talents and skills.
10. **"It's impossible"** prevents you from achieving extraordinary goals.

### NON-TOXIC THOUGHTS & ACTIONS

1. **Life is fair** and I must use the obstacles in life to learn and grow.
2. **I need to take full responsibility** for all my actions and outcomes in life.
3. **Life is a privilege** and I will navigate through my obstacles regardless of where I start.
4. **I will learn from my mistakes** and failures but I will never stop trying.
5. **I will live responsibly** every day because my future is determined by my current lifestyle.
6. **I will invest in myself** first and refine my skills, gifts, talents, integrity, and character and the right contacts will help me to get to higher heights.
7. **I must work hard and smart** and life will reward me appropriately and abundantly.
8. **I must focus on living my life fruitfully**, regardless of what people say behind my back.
9. **I must identify my skills and talents** and develop them.
10. **I will set life goals** and develop the faith required to make my hard and smart work become extraordinary success.

## Facilities on the Move

### St. Elizabeth: St. Elizabeth Services hosts Town Hall Meeting at the Balaclava Community Centre

The Zika Virus was the main topic of discussion for presenters and community members at a Town Hall Meeting hosted by The St. Elizabeth Health Services at the Balaclava Community Centre under the theme 'Let's Talk Health' on December 8, 2015. The Southern Regional Health Authority (SRHA) has been making moves to prepare the region for the possible introduction of the Zika Virus in Jamaica.

The meeting commenced with the Welcome and Introduction from the chairman for the event, Mrs. P. Anglin Allie, Family Nurse Practitioner, Balaclava Health District, who said she hopes that the information imparted by the different presenters will prove useful and help in preventing the spread of diseases in the community and other areas. Her opening remarks were followed by the Invocation delivered by Reverend K. Dwyer, Pastor for EMAUS Apostolic Church.



SRHA Parish Manager for St. Elizabeth, Mr. Sean Brissett, jots down a couple lines before he brings greetings.

SRHA Parish Manager for St. Elizabeth, Mr. Sean Brissett emphasized the need for the community to, 'clean up' and 'maintain their environment', and take the necessary precautions to prevent the spread of the Zika Virus, should it enter the country. He added that each person has a responsibility to share the information they receive with others to facilitate awareness and spur action.

Three informative presentations were given by Mr. Jermaine McFarlane, Public Health Inspector, Mr. Everod Lewis, Deputy Chief Public Health Inspector and Dr. Tonia Dawkins-Beharie, Medical Officer (Health), St. Elizabeth.

Mr. McFarlane spoke about Personal Hygiene and gave tips on good hygiene habits.

Mr. Lewis, in his presentation on Vector Control, informed community members on the different breeding sites for mosquitoes around the house and other areas. He highlighted the great need for restoration of civic duty in 'identifying and eliminating mosquito breeding sites' and also in the fight against the spread of diseases.

In her presentation entitled, 'Zika Virus Infection', Dr. Tonia Dawkins-Beharie cleared up a lot of misconceptions about the spread of diseases by mosquitoes. She informed community members that the *Aedes aegypti* mosquito, responsible for the Chikungunya Virus is also the culprit in spreading the Zika Virus. She reminded the community that Zika has been found in the Caribbean and shared how it affects the human body. Dr. Dawkins-Beharie also highlighted the effects it has on babies and urged community members to engage in preventive measures as the virus has no cure.

The event was supported by members of the clergy, Councilors, Balaclava Health staff, representatives from the SRHA, members of the media and Balaclava community members.

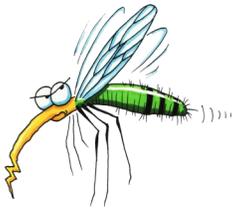
The Southern Regional Health Authority (SRHA) has embarked on a series of town hall meetings across the region under the theme "Let's Talk Health". The primary aim of these meetings is to facilitate greater public awareness of the Ministry of Health's programmes and to encourage discussions on various health issues. The meetings also aim at facilitating dialogue between health care providers and the communities the SRHA serves.



Medical Officer (Health), St. Elizabeth, Dr. Tonia Dawkins-Beharie, addresses Balaclava community members during her presentation entitled 'Zika Virus Infection'.

## Health Ministry's Corner

### Ministry of Health Heightens Alert for ZikV



Minister of Health, Hon. Horace Dalley is calling on Jamaicans to take the necessary steps to protect themselves from the zika virus and other mosquito borne diseases as the Ministry of Health heightens it's response to the spread of Zika in the region and its threat to Jamaica.

Minister Dalley is calling on communities, church and school administrators, businesses and householders to search for and destroy mosquito breeding sites.

"I am urging every Jamaican to band together and help to rid their communities of mosquito breeding sites. If we all take just ten minutes each week to search our premises and get rid of anything in which water can settle and either cover it, keep it dry or dispose of it, that will go a far way in reducing the mosquito population," Minister Dalley says.

Minister Dalley says it is important that persons are proactive and use this period to search their premises to ensure that there are no potential breeding sites for mosquitoes.

"It is the task of every citizen to get rid of this mosquito. Those who are in the high risk group especially pregnant women need to be particularly vigilant as they are likely to experience severe symptoms if they contract the zika virus," Minister Dalley cautioned.

Persons should also protect themselves from mosquito bites by using insect repellent containing DEET, putting mesh on windows and doors and wearing long sleeved clothing where possible.

The Ministry will be hosting training sessions for over a thousand youth workers who will undertake community interventions across the island including education about the zika virus. There will be a meeting with the Ministry of Local Government and the Parish Councils for them to assist with coordinating zika response activities. The Ministry has also started and will intensify its public education campaign around zika.

Ten (10) countries in the Region of the Americas have reported transmission of the Zika virus. They are Brazil, Chile (Easter Island), Colombia, El Salvador, Guatemala, Mexico, Panama, Paraguay, Suriname and Venezuela.

There have also been reports of a possible link of zika virus infection to Microcephaly which results in an abnormal growth of the brain and stunting of the growth of the head of the foetus arising from infection in the first months of pregnancy.

[www.facebook.com/themohgovjm](http://www.facebook.com/themohgovjm); <https://twitter.com/themohgovjm>; <https://instagram.com/themohgovjm>.

Contact: Communications Unit, Ministry of Health

## Wellness Bytes

### Holiday Stress: Eating Healthy



Do not leave the house on an empty stomach. It promotes overeating



Avoid standing near the food table, a sure-fire way to overindulge.



Make socializing your top priority; conversation will keep you occupied and away from the food.



Limit your drinking; alcohol increases hunger and lowers willpower.



Keep your mouth occupied with a piece of sugar-free gum or sip tea to reduce your urge to sample while you cook.



Listen to your stomach; reduce your portion sizes and stop eating when you feel satisfied rather than stuffed.



Offer a low-calorie alternative; for example, if you have volunteered to bring a dessert, bring fruit rather than cake.

Credit: [armstrongdoylecarroll.com](http://armstrongdoylecarroll.com)

HOLIDAY STRESS: EATING HEALTHY

## HR And You: “Principles for Addressing Workplace Conflict”



Workplace disputes are generally handled by avoiding the conflict, hoping it will go away; or through indirect means such as griping to your friends or colleagues about it, complaining to your supervisor, or complaining to the other person's supervisor. The following principles will help you address the problem you have with the person directly.

- **Pay attention to your emotions and how they influence you.** Realize that emotions are part of the workplace and that negative emotions can fuel the conflict. Acknowledge your emotion and then determine its source – is it based on a bad experience or a past interaction that may be influencing the current situation? Is it based on something you have no control over? While you may not always be able to control your feelings generated by stress or other reasons, you should make every effort to control the disruptive emotions that your feelings may trigger. Request a “time out” if you become overwhelmed by emotions.
- **Consciously decide how to respond to a conflict situation.** Most people remember how you respond to a situation rather than what

happened. While you often do not have control of many situations, you can choose how to respond to others to help reduce work conflict and stress. By responding appropriately to a conflict situation, you take responsibility for your actions.

- **Give yourself time to prepare.** You should address difficult issues after you have had time to organize your thoughts. Take the time to understand and be clear about what your real concern is. Ask yourself, “What is the underlying reason or the ‘why’ behind what I want?”
- **Consider timing to help you listen.** Do you have enough time to listen to another person's point of view and then have time to discuss the issue? Listening is hard when you are upset.

Do not listen only to hear what you expect the other person to say or for what you expect the other person will say or for what will confirm your viewpoint. Listen with an open mind and paraphrase what the other person says to check and communicate that you understand.

- **Use “I” messages to express your concerns in a non-confrontational way.** Talk from your perspective to clarify your issues, feelings, or opinions. “I feel frustrated when you come in late because I am not able to end my shift on time,” rather than “You are always late.” “I” messages place the responsibility on you and include three components: 1) your personal reaction/feeling, 2) a description of the situation/action, and 3) the impact/consequence from your perspective. “You” messages focus the blame on the other person and they are likely to elicit a negative or defensive response.
- **Frame the issue in terms of interests.** Frame the discussion appropriately by clearly disclosing your interests so the other person can hear what you are saying. Then ask powerful questions to better define the problem for the two of you to address together.  
  
The best questions are open-ended questions rather than questions that require a “yes” or “no” reply or a short answer. Good questions include “Please tell me more about ...” “How would that work in this situation?”
- Be careful starting a question with “why” as it may provide a defensive response.
- **Focus on what you can change – the future.** Discussion about what happened in the past and providing examples may be necessary for understanding, but it is not to convince the other person about your rightness or to defend yourself. Focus on how you can both work more productively in the future.
- **Recognize that other viewpoints are possible and likely.** Although you feel differently about the situation, the other person's feelings are real and legitimate to them. Denying their existence is likely to escalate the situation. Remember, it is difficult to find solutions without first agreeing on the problem. If you do not understand the other person's viewpoint, you run the risk of not solving the right problem which could make the conflict worse.
- **Identify ways to resolve the problem with the other person.** By involving the other person in resolving the conflict, you gain his or her commitment and develop a stronger working relationship.

### SUBMIT AN ARTICLE

Please submit your articles  
and feedback to:  
[latoya.laylor@srha.gov.jm](mailto:latoya.laylor@srha.gov.jm)

Credit: [www.utexas.edu](http://www.utexas.edu)

“Principles for Addressing Workplace Conflict”

## Staff Highlight

### Southern Regional Health Authority hosts Leadership Seminar



Mrs. Nicolette Thomas Edwards, Director, Human Resource Management & Industrial Relations does the Welcome & Opening Remarks.

The Southern Regional Health Authority (SRHA) held a Leadership Seminar on Wednesday, November 11, 2015 at the Mandeville Hotel under the theme “Leadership for the Sustainability of an Effective and Responsive Health System.”

The seminar, which was organized into three segments, targeted Senior Managers, Directors, CEOs, Parish managers, SMO, Medical Officers of Health, Nurses, Public Health inspectors.

SRHA Director of Human Resources, Nicolette Thomas Edwards, said the seminar was geared at equipping Senior Managers with useful, relevant and current information about various aspects of Leadership by utilizing resource persons with expertise from varying backgrounds – private sector, public sector (health management), executive agency, union and church leadership. She added that the seminar was also a motivational tool for Senior Managers reminding them that they are in fact ‘Recognized SRHA Leaders’ and that despite the many challenges they face, their contribution is valued.

A number of presentations were carried out which explored different aspects of Leadership in Health. Each presentation was followed by a Question and Answer segment, facilitated by different members of the SRHA.

Some of the presentations included How Do Leaders Offer a Course of Action to Effectively Meet Challenges which was made by Dr. Patricia Holness, Employees’ Expectations of Leaders - The Union’s Perspective by Mrs. Helene Davis-Whyte and What Does It Mean to Be a True Leader by Mrs. Janet McConnell.

Evaluation Questionnaires, given out for the Leadership Seminar, showed that all participants found the presentations useful. Some participants recommended that more training sessions should be held at the local level.

The SRHA looks forward to much improvement and heightened performance.



Mrs. Herschel Ismail, Director of Operations & Maintenance at the Regional Office scans through her programme. Other SRHA staff converse.



**A DAY  
IN THE  
LIFE OF  
...**

**NATASHA  
COLEY-BLYTHE**

Acting Senior Accountant  
Southern Regional Health Authority

**How long have you been working with the MOH/ SRHA?**

15 Years, 10 months.

**What has your experience been like?**

It has been great, I have garnered much experience and gained inner strength and courage.

**What inspired you to choose your profession?**

My love for working with figures.

**If you did not choose your present profession, what would you have chosen?**

I really can't see myself in any other profession. Accounts is my passion.

**What is your best childhood memory?**

Going to see the Jonkoonu dance.

**What do you feel most proud of?**

My professional achievements; considering my challenging beginnings.

**What is your favourite song?**

I'm Amazed - Brooklyn Tabernacle Choir.

**Are you guided or driven by any philosophy or mantra?**

Jeremiah 29:11 - For I know the thoughts that I think toward you, saith the Lord, thoughts of peace, and not of evil, to give you an expected end.

**Who or what inspires you to do your best?**

Great friends and family and my personal desire to be the best in all undertakings along with the help of the Lord.

**What is the most important life lesson you have learnt?**

Life is not stagnant; things will change for the better no matter how dim today may seem.

**Describe yourself in 2 words using words that begin with Y and E.**

Youthful & Energetic.

**If you were to get an unexpected visit from a colleague on a day off or on the weekend, what would you be doing?**

Studying.

**What is your favourite food?**

Rice & Peas, Chicken, & Sweet Potato Salad.

**Do you have any professional advice for fellow colleagues?**

Do the best in everything you undertake.

**Which skill would you like to learn?**

Fashion Design.

**What age do you feel right now and why?**

20. Still feel like the day I just started working... I still feel as enthused as I did then.

