



27 March 2023

Good day to all our Healthcare Colleagues

It is that really busy transition time where it is the end of the financial year and the beginning of a new cycle. This is often characterised by the rush to spend any unspent money and holding off on the areas that are overspent, ending performance evaluations and planning strategic goals for the new period. This all feels like walking tight ropes - balancing the books, finding assets and providing a service all at once. It is easy to feel like you are drowning, and the fight is hopeless, yet at the same time, you are forced to review and reflect on what you have achieved over the past year.

Although it is natural to focus on the goals not achieved and ponder how you could have done better; it is important to celebrate the things you have achieved! Look at how you did that and use that momentum to help bring about your ideals for the coming year.

When we lose our way or wander a little, it is comforting to meet people with the same issues and realize you are not alone. As HITSA we are a community of shared frustrations, obstacles and successes and together we can find a way forward. When one has lost hope, the other still holds onto optimism and can share, energise and motivate others.

On **18 April** we will be hosting our next **Virtual Townhall** meeting for 2023 at **19:30**. We have moved from our usual first Tuesday of the month due to Easter weekend and school holidays. ([Click here](#) to register). Once registered your Zoom link will be sent prior to the meeting. (Queries regarding registrations can be made to Deidré Roets, via sasa@sasaweb.com or 064 908 1489).

This Townhall will introduce you to two speakers. The **first speaker** will be **Dr Shrikant Peters**, Medical Manager Theatre and ICU who will speak on bereavement support for families and staff. Healthcare personnel experience more death than the average lay person and sometimes it hits hard. And sometimes it doesn't. It is not always predictable.

Some of our procedures are palliative and other routine cases may have unexpected outcomes. We also forget that some of our doctors and nurses are very young and may not have experienced anything similar before. Also, when it is your own family, it is completely different.



The **second speaker** will be myself, **Janine (Nina) Watson**, HITSA committee member and Assistant Nurse Manager for Nursing Speciality Theatre at Groote Schuur Hospital. I will discuss striving to bridge the gaps and finding the balance. Whether it is between Senior Management at Provincial and Hospital Level and the front-line workers in the theatre environment, service providers and users, as well as the difficulty in separating clinical and strategic functions or work and home life.

The style of leadership has changed over the past few years - from one of top-down management to a more inclusive approach, from leaders who must always be right to a facilitator who can learn from mistakes. The movement is to patient-centred care and to staff wellness while still trying to provide an effective and efficient service within financial constraints.

So, while the focus and language used may be a little different in the Public Healthcare Sector and the Private Healthcare Sector, the constraints are the same and so is the ultimate goal. We have more in common than our differences and we can learn from each other. Public-private partnerships are on the increase and undoubtedly the way of the future.

Please encourage everyone in your own theatre huddles to join us and to attend our Townhalls, elevating the knowledge pool of theatre management and improving healthcare management and service. Help us to flatten the hierarchies and get buy in and ownership from all through understanding and participation.

See you all on the 18th of April 2023!

Nina Watson

HITSA committee member